

# LGBT GREAT

# 2023

END OF YEAR  
RECEPTION

## #WhatsNext



### SPEAKERS



**Matt  
Cameron**  
He/Him



**Alex  
Gabbutt**  
He/Him



**Colette  
Comerford**  
She/Her



**Rebecca  
Mason**  
She/Her



**Shreyas  
Dutta**  
He/They



**Georgie  
Williams**  
They/Them

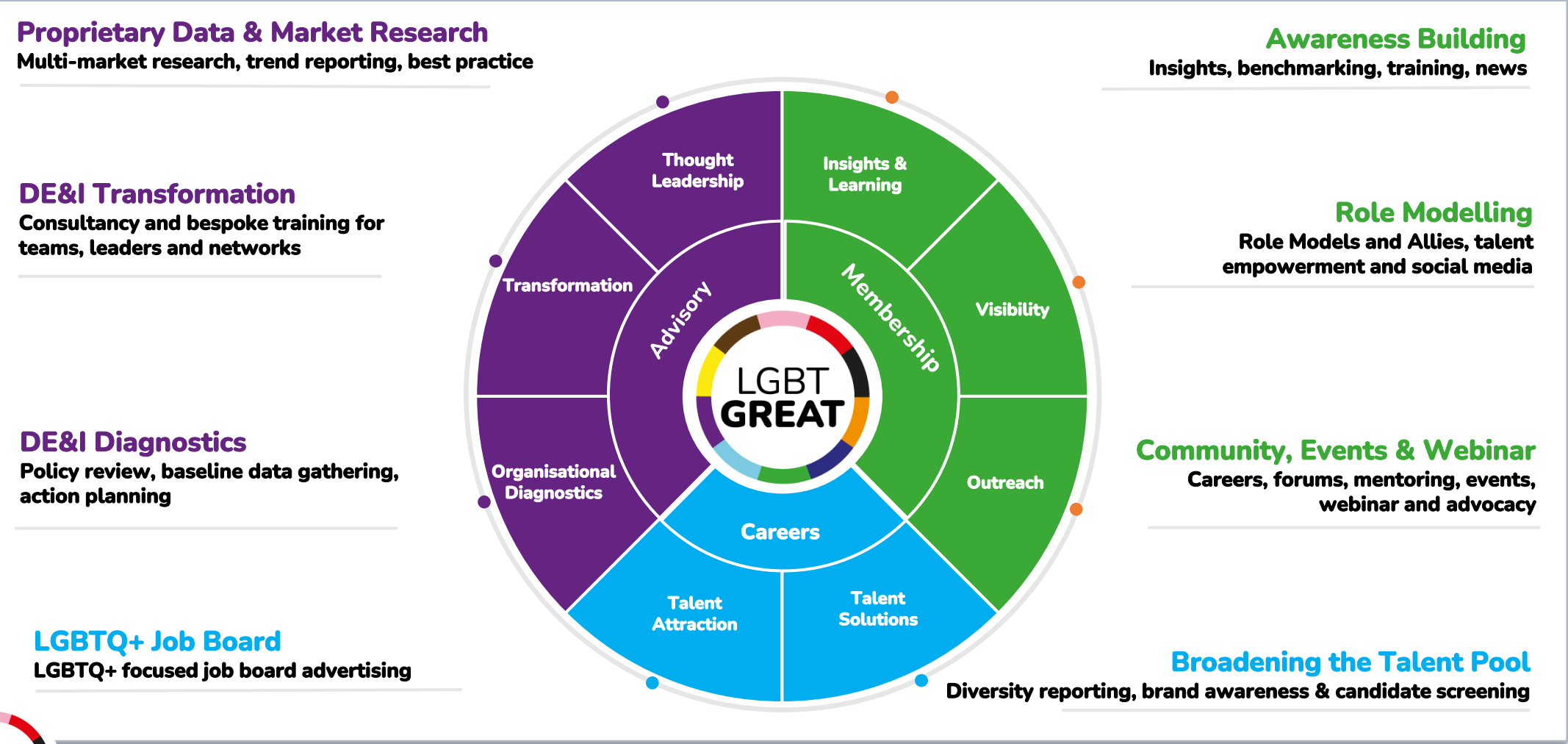
The best way to predict  
the future is to create it.





# Mission: Empower 1 Million People by 2030

#ProudWork



# Global LGBTQ+ Insights

## UK | LGBTQ+ Inclusion Ranking 11 May 2023

The UK falls to 17<sup>th</sup> in ILGA ranking, a list it topped as recently as 2015.



## RUSSIA | LGBTQ+ Rights Erasure 30 November 2023

Russian administration labels 'international LGBTQ+ movement' as extremist.



## USA | Anti-LGBTQ+ Legislations 2022-2023

507 anti-LGBTQ+ bills advanced in the 2023 state legislature.



## GLOBAL | Workplace Insights June 2023

One-third of respondents are looking to move to a more LGBTQ+ inclusive employer, a figure that is even higher for those in an ethnic minority.

*Deloitte-LGBT+ inclusion at Work (2023)*



## UGANDA | Anti-LGBTQ+ Legislation 29 May 2023

Ugandan administration passes one of the harshest anti-LGBTQ+ world laws with a potential death penalty for LGBTQ+ relations.



# World Aids Day – December 1<sup>st</sup>



HIV  
AIDS

First AIDS  
case  
detected  
in the US

CDC uses  
AIDS  
instead of  
GRID

AIDS's  
causal  
virus is  
named  
HIV

FDA  
approves  
AZT, first  
drug for  
AIDS

First  
World  
AIDS Day  
takes  
place

First man  
cured of  
HIV with  
stem cell  
treatment

PRerP is  
approved  
by the  
FDA

U=U is  
proven  
and a  
campaign  
begins

Second  
person  
cured of  
HIV



1980



1982



1984



1987



1988



2007



2012



2017



2019



Terrence  
HIGGINS  
TRUST  


THT is  
founded  
after  
Terry's  
death



First AIDS  
support  
group in  
Europe by  
THT



THT  
expands  
and hires  
new  
people



1000  
balloons  
released  
by THT



Highly  
influential  
PEP  
campaign  
by THT



THT  
launches  
back to  
work  
scheme



THT  
launches  
2<sup>nd</sup> self-  
testing  
HIV pilot



New HIV  
commissio  
n is set up  
by THT



2023 and What Next?

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THANK YOU

# A Warm Welcome to our New Members

 abrdn

ALBOURNE

beazley

 BARNETT  
WADDINGHAM  
beyond the expected

 DWS

CIBI

AON

 VANQUIS

aspect  
capital 

 DILIGENTA

CHARLES  
STANLEY 

Vontobel

GREYSTAR™

 XPS Pensions Group

ARISAIG PARTNERS





**60**

Corporate Members

**541K**

Employees Represented  
in 30+ Countries

**3.5K**

Webinar, Events and  
Trainings

**3.4K**

Research Respondents

**10K**

Social Followers

**110**

Role Models Recognised



# Data, Insights and Content

2023

## What are we celebrating this year?

- 'Seeing is Believing' Report Launch
- LGBT Great Digest
- New Proprietary Data
- 3500 Webinars, Training & Events
- CPD Accreditation
- Team Expansion

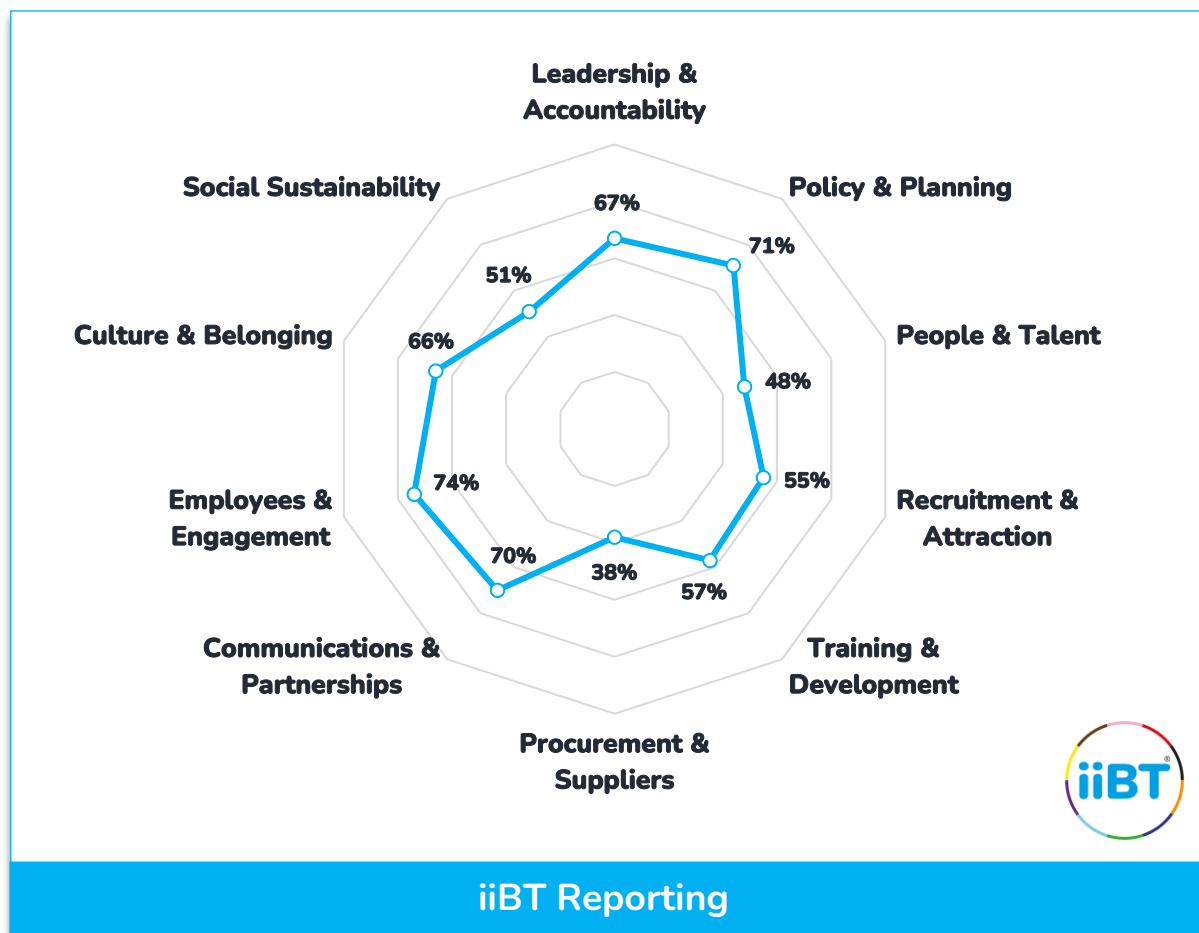
2024

## #WhatsNext?

- Member Featured Editorial Content
- Member Guides and Toolkits
- Careers Digest
- 'Powering Proud Work' Research
- LGBTQ+ Financial Wellbeing



# The Inclusion Index Benchmarking Tool (iiBT)





# Visibility and Empowerment Focus

2023

## What are we celebrating this year?

### LGBT Great Careers

35 Careers Partners  
164 Jobs Activated  
1365 Applications  
4 continents and 7 countries

### Top 50 LGBTQ+ Gamechangers

### Top 50 LGBTQ+ Allies

### Top 10 Trans & Non-Binary Role Models

### Mentoring Programme Cohort 2

2024

## #WhatNext?

### Member Featured Content

### Project 1000 Role Models and Allies

2024 Top 100 Executive Allies  
2024 Top 50 LGBTQ+ Gamechangers  
2024 Top 10 Trans and Non-Binary Role Models

### 30 Under 30 Role Models

### Early LGBT Great Careers Focus

### Mentoring Programme Cohort 3



“My mentor is such a brilliant mentor. He has immediately helped me to set up a path towards achieving what I want to achieve and he is personable, experienced and emotionally intelligent. Thank you for setting up this for me - it will help me take my career to a new level.”



# Community and Sustainability Focus

2023

What are celebrating this year?

2023 Together with Pride

Talent Pipeline Building

FCA/PRA DE&I Regulatory Paper

Community Building – 10K

2024

#WhatNext?

#Proudwork Focus

iiBT 2024 Programme

Partnerships Programme

Sister Act Charity Gala







In partnership with

**OKRE**



# Sister Act Charity Gala

**Starring:** Beverley Knight & Ruth Jones

The Financial Services industry and business community is invited to join the Congregation!

**Where:** Dominion Theatre, London

**When:** Wednesday 16th May 2024

**BlackRock** ALBOURNE **BANK OF AMERICA** 





Q1

Q2

Q3

Q4

JAN

FEB

MAR

APR

MAY

JUN

JUL

AUG

SEP

OCT

NOV

DEC

LGBTQ+ (All)

LGBTQ+ History Month (UK)

Aromantic Awareness Week

← Feb →

LGBTQ+ Pride Month

← Jun →

LGBTQ+ Pride Month Together With Pride Event

National Coming Out Day  
11 Oct.

LGBTQ+ (Specific Identities)

TDOV  
31 Mar.

Asexuality Awareness Day  
6 Apr.

IDAHOBLIT  
17 May

LGBT Great in NYC – LGBTQ+ Pride

Non-Binary People's Day  
14 Jul.

Bi Awareness Week  
16-22 Sep.

Lesbian Day  
8 Oct.

Trans Awareness Month  
← Nov. →

World AIDS Awareness  
1 Dec.

Intersectional

International Mentoring Day  
17 Jan  
Mentoring Event

BHM US

← Feb →

Int. Women's Day  
8 Mar.

Neurodiversity Visibility Week  
13 – 19 Mar.

National Careers Week  
4 – 9 Mar.

Top 30 Under 30 - Reception

Mental Health Awareness Month

← May →

LGBT Great in Scotland – LGBTQ+ Pride

Disability Awareness Month

← July →

World Suicide Prevention Day  
10 Sep.

Intersex Awareness Day  
26 Oct.

Black History Month

← Oct →

International Men's Day  
19 Nov.

2024 End of Year Reception

LGBT Great / Empowerment

Mentoring Recruitment Campaign

Matching and Engagement Processes

2023 Mentoring Cohort Launched

Recruitment Campaign – Top 50 LGBTQ+ Gamechangers

Top 50 LGBTQ+ Gamechangers

Recruitment – 2023 Top 100 Executive Allies

2023 Top 100 Allies

Recruitment – Top 30 under 30

Top 30 Under 30

Recruitment – 2023 10 T&NB

Top 10 T&NB



# Calls to Action

1.

Donate: To the Terrence Higgins Trust

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2.

Empower: Join the Mentoring Programme

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3.

Nominate: An Organisation to Become a Member

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4.

Select: A Charity Partner for Careers

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the future is to create it.



End of Year 2023

# PANEL DISCUSSION



## PANELISTS



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Gabbutt**  
He/Him



**Colette  
Comerford**  
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