



# Made For You

Executive  
Summary

#ProudWork  
Impact Report  
2022/23



In everything we do, we believe in building LGBTQ+ friendly workplaces and helping everyone to succeed. We do this by creating awareness, inspiring visibility and by empowering people.



# In Numbers

**10,000+**

Community Members

**5,000+**

Training Attendees

**6,448+**

Digest Readers

**1,400+**

Organisations

**3,500+**

Survey Respondents

**5\***

Feedback Rating

**500+**

Hours of  
Engagement

**100+**

Training Deliveries

**35m+**

Workable Visitors p/a

**60+**

Corporate Members

**10**

CPD Accredited  
Courses

**5,300+**

Talent Community

**40+**

Webinar and Events

**1.4m+**

LinkedIn Impressions

**1,803+**

Job applications

**20+**

Focus Groups

**650+**

Role Models

**37+**

Careers Partners

**1,000+**

Report Launch  
Attendees

**Top 100**

Executive Allies

**20+**

Global Locations

**300+**

Report Downloads

**Top 100**

LGBTQ+ Gamechangers

**100+**

Policies Reviewed

**4+**

Insights Reports

**Top 10**

Trans and Non-Binary

**40+**

iiBT Responses







# Welcome



**Matt Cameron**  
(he/him) CEO

The last 24 months have been a testament to the power of our shared pride and enthusiasm. I want to express my heartfelt gratitude to every member of our incredible team and to all members who have supported us along the way.

Your dedication has been instrumental in shaping our collective impact and achieving several new and exciting significant milestones. It is true that with your support, we have been able to empower countless communities and advance our mission of empowering 1 million people by 2030.

Your trust in us to inspire talent, empower organisations, and drive LGBTQ+ progress across the workplace has been a truly humbling experience.

These past two years have been a period of remarkable progress and innovation. We have embarked on a journey of many firsts, from leading inspiring programs to the launch of new and exciting initiatives.

Each step forward has been fuelled by your inspiration and support which enabled us to extend our impact globally to reach more people than ever before.

**As we look to the future, we recognise the challenges facing LGBTQ+ communities worldwide. However, now is not the time to rest on our laurels; it is a time to redouble our efforts and strive for even greater change.**



In 2024, we are committed to shining a brighter light on issues and supporting every member of our diverse community, ensuring that LGBT Great truly is made for everyone.

Our ambition is an audacious one – to create a world where every organisation is LGBTQ+ friendly, both inside and out. Together, we can make this vision a reality.

I am personally dedicated to ensuring that every voice is heard and valued equally, and that our work continues to empower and uplift all those we serve.

In this impact report, we invite you to join us in celebrating both the progress we have made and the journey ahead. These past two years have been a testament to your unwavering support and dedication.

As we look to the future let us build an even prouder world of work, where every LGBTQ+ person is valued and celebrated for who they are.

**Our commitment to you remains unwavering as we strive to elevate our work in a way that truly resonates with your needs and aspirations.**

**We pledge to continuously refine our focus to ensure that LGBT Great is made for you.**





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We've used LGBT Great's iiBT framework to help shape our work to make L&G more diverse and inclusive. As a data-loving organisation, external benchmarking provides us with valuable insight about how we're doing, as well as highlighting areas where we need to improve. Over the last 12 months, working closely with our L&GBT + Allies Employee Network and LGBT Great, we've made practical and lasting changes to our culture and ways of working. This not only makes L&G more inclusive for LGBTQ+ people, but also delivers benefits for everyone in our business. We're proud to continue partnering with LGBT Great.



**Laura Mason**  
**Chief Executive Officer**  
**Legal and General Capital**



# Measuring Organisational LGBTQ+ Maturity

1

Affirming Your Organisation's Strengths

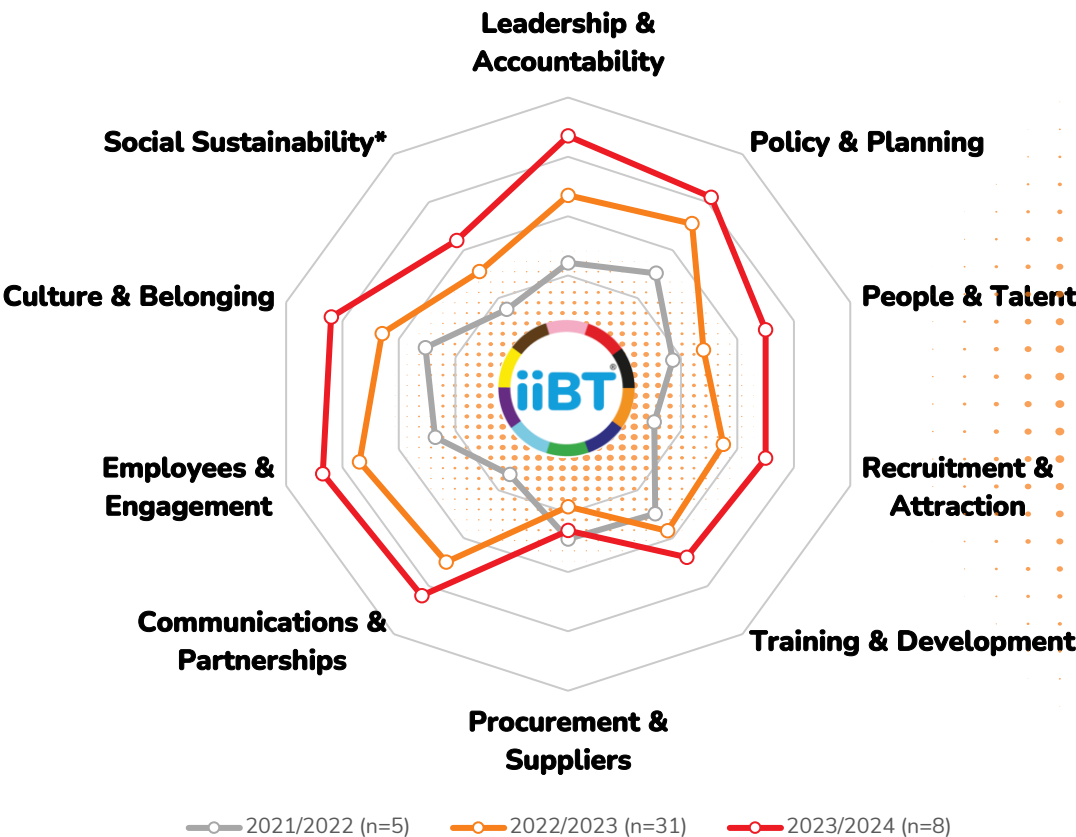
2

Identifying Your Opportunities to Enhance

3

Progress Alongside Your Peers

## The Inclusion Index Benchmarking Tool (iiBT)





# Going For Great

## The Mentoring Programme



“ 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. - **Mentee**

“ My mentor is absolutely fantastic. I thoroughly enjoy discussing with her on a monthly basis and receive amazing advice and guidance. One of the best mentors I have had in terms of my career. - **Mentee**

**400**

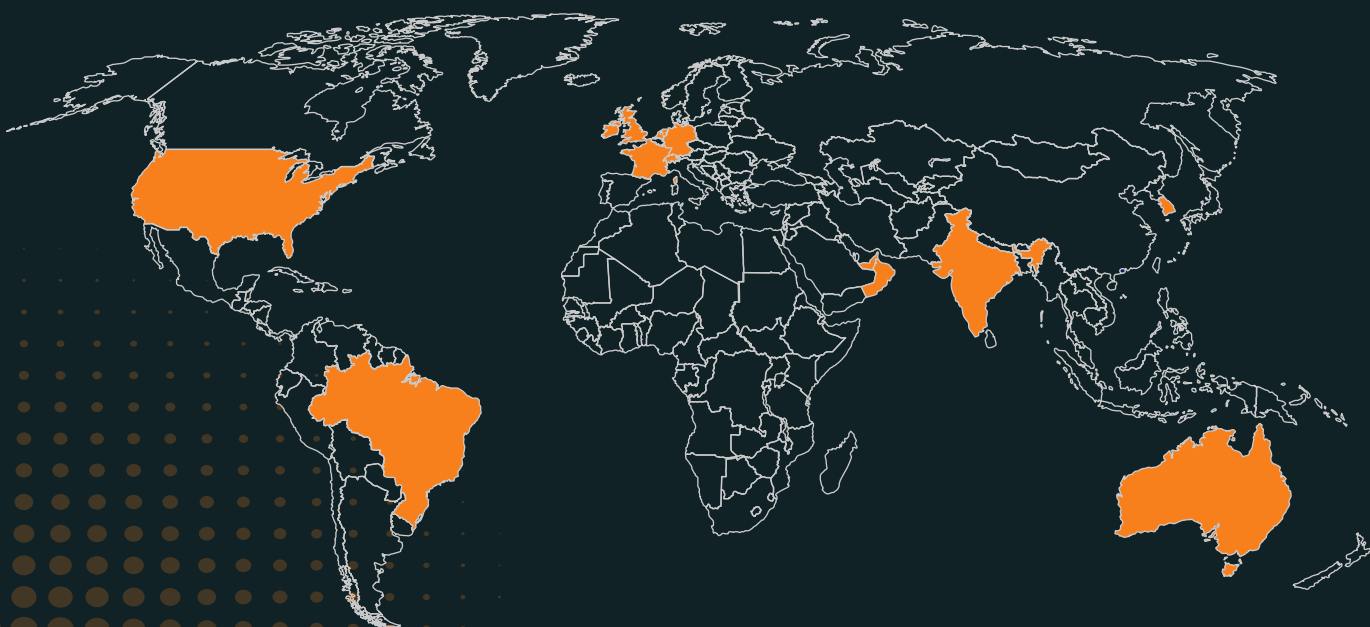
**Participants**

**12+**

**Countries**

**40+**

**Firms**





# 5 Focus Areas for 2024/25

1. **Role Models:** enhancing your focus on intersectionality, allyship and community partnerships
2. **Talent Pipelines:** building your engagement with talent leaders and job seekers
3. **Boards & Executive Leadership:** increasing your awareness of issues and opportunities
4. **Workplaces & Policy:** enhancing your organisational confidence
5. **Business and Reputation:** Strengthening your LGBTQ+ brand value





**Become a Member**



# Made For You

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## Disclaimer

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