



Made For You

#ProudWork
Impact Report
2022/23



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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

5000+

Training Attendees

6448+

Digest Readers

1,400+

Organisations

3500+

Survey Respondents

5*

Feedback Rating

500+

Hours of
Engagement

100+

Training Deliveries

35m+

Workable Visitors p/a

60+

Corporate Members

10

CPD Accredited
Courses

5300+

Talent Community

40+

Webinar and Events

1.4m+

LinkedIn Impressions

1803+

Job applications

20+

Focus Groups

650+

Role Models

37+

Careers Partners

1000+

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.





Our Vision

To make every
organisation
LGBTQ+ friendly
both inside and out

Our Mission

To empower 1 million
people through our
programmes and
initiatives by 2030



1. Building a Community

Igniting Organisations Together

LGBT Great has worked to provide you with a space where you can connect with your peer firms. We have introduced a refined and updated approach in line with our industry's needs to ensure all firms are able to be part of our mission. Our team has introduced a new membership option for smaller firms and those at the very start of their LGBTQ+ journeys.

Your Space to Meet and Learn

In the last 24 months, you have connected with us on a series of cross-member engagements to help develop more best practices and share learning. Many of you also engaged in our inter-firm best practice focus groups covering areas such as trans and non-binary policy, diversity and inclusion data collection, and ESG.

Enhancing Our Service To You

We have enhanced our Account Management approach to provide you with first class service. Our member engagement strategy also provides you with a more opportunities to stay informed and connect with us. We are dedicated to helping you to increase engagement, maximise effectiveness and freeing up your time.



In Numbers

10,000+
Community Members

1,400+
Organisations

500+
Hours of Engagement

60+
Corporate Members

40+
Webinar and Events

20+
Focus Groups





2. Increasing Awareness of LGBTQ+ Equality

High-Quality Insights and Content

More than 2,500 participants enrolled in our Pride training course, while over 6,500 people engaged with our bi-weekly News Digest. Additionally, we've revitalised and enriched our 10 training modules with fresh content and the added option of CPD accreditation. Many of you have taken advantage of this opportunity to further empower your talent.

Supporting You to Engage Your Employees

Through our membership platform, numerous organisations have forged strong communities. Serving as the cornerstone of the LGBT Great brand, this platform has empowered many firms to draw the attention of colleagues, involve allies and role models, and foster a sense of momentum and progress.

Empowering Your Executive Allies

Many of you have engaged with us to support your Executive Sponsors with learning about LGBTQ+ diversity, equity and inclusion and, or, lived experiences. We have equipped and guided hundreds through the process of sponsoring employee networks and featuring in our awareness building insights and content. We also spotlighted them in our Top Executive Allies Programme.



In Numbers

5000+

Training Attendees

3500+

Survey Respondents

100+

Training Deliveries

10

CPD Accredited Courses





HSBC Asset Management

“

We are proud of our membership of LGBT Great as we strive towards building a more inclusive environment within HSBC Asset Management.

In the last year, we have partnered and attended several awareness building forums and events which have provided us with a strong sense of learning and empowerment.

LGBT Great continues to be very effective at engaging with our stakeholders, supporting our people and creating safe spaces.

Their work is absolutely essential for empowering a prouder world of work in the financial services industry and beyond.



Stuart White
Chief Executive Officer UK
HSBC Asset Management



3. Delivering Insights Thought Leadership

‘Seeing is Believing’ Report:

We surveyed over 1,600+ people across 7 countries to explore the impact that role models have on LGBTQ+ people and allies. Sponsored by Citi, the report represents an industry-first exploration of the power and impact of role models.

Friendly Surrogacy and Adoption Guide

We collaborated with From Babies with Love to spotlight the necessity of implementing LGBTQ+ friendly workplace policies.

LGBTQ+ Inclusive Language Guide

Responding to your explicit requests, our team created a new and in-depth analysis of LGBTQ+ inclusive strategies, accompanied by an extensive glossary of terminology. Subsequently, we've conducted training sessions for a diverse spectrum of our members, directly stemming from insights gleaned from this report.

Specialist FCA / PRA LGBTQ+ Response

We welcomed the opportunity to present your views in response to the joint FCA/PRA Consultation Papers to develop a new baseline for reporting and DE&I strategy with the UK Regulators.

In Numbers

1000+

Report Launch
Attendees

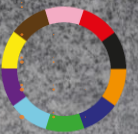
300+

Report Downloads

4+

Insights Reports





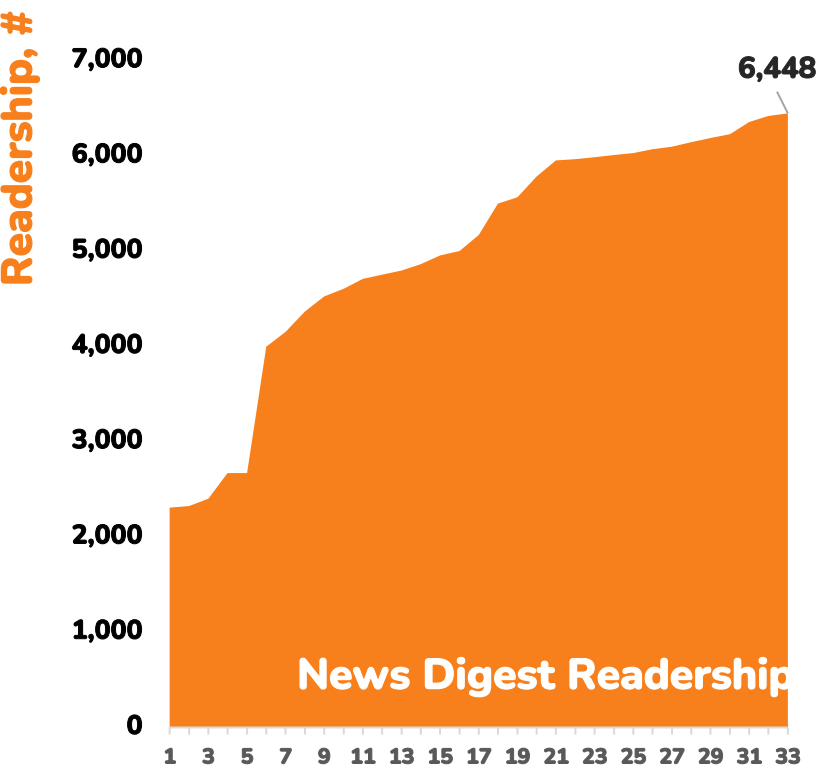
4. Enhanced LGBTQ+ Data and Insights

Launch of the News Digest Publication

Building on the momentum of 2022, our LGBTQ Great Digest readership soared significantly. 33 issues of the digest have now been published helping our community to stay informed.

We also established a feedback mechanism for our audience and received a 5-star average rating overall.

We continue to work with you to enhance the scope and refine our coverage of the news items and find further opportunities to shine a light on the good work from your organisations.



In Numbers

33 Issues Published

175+ Stories

6448+ Readers

5* Feedback Rating



*Digest Feedback Survey. As at 01/03/2024





“

We are proud to be a Member of LGBT Great and support their mission of empowering 1 million people by 2030. The team continues to provide us with invaluable guidance, support, and resources that have helped us to advance diversity and inclusion within our organisation. Their expertise and unique perspective about our industry is especially helpful and our team looks forward to building on our partnership in the year ahead.



David L. Giunta
President and Chief Executive Officer
Natixis Investment Managers US



5. Enhancing Workplaces and Policy

Your LGBTQ+ Framework for Success

The iiBT enabling you to undertake a formal assessment of your organisation’s LGBTQ+ DE&I maturity. Many of you have now completed the ten-point framework, drawing on qualitative and quantitative methods, to effectively measure progress your progress and to pinpoint those areas for improvement.

Empowering LGBTQ+ Friendly Policies

LGBT Great has reviewed hundreds of policies, including but not limited to, transitioning at work and trans inclusion, shared parental and family leave, and anti-bullying and harassment. Through analysis from each organisation’s iiBT submission, we have provided you with perspectives and insights to support you in enhancing your organisation’s approach to policy formation and development.

Providing Insights for Best Practice

Our inhouse Insights and Content team have produced over 50 slide packs, toolkits and collaterals which have helped you to inform and influence conversations within your organisation. We have also provided you with aggregate iBT reporting to highlight the strategic themes and insights across the industry.



In Numbers

100+

Policies Reviewed

40+

iiBT Responses

40+

iiBT Consultations

10+

iiBT Focus Groups





“

Our commitment to LGBT+ inclusion has deepened through our ongoing partnership with LGBT Great. As a founding member, we are dedicated to fostering positive change for the LGBT+ community. Through continued collaboration, we've forged meaningful connections, sparked dialogue, and empowered colleagues to get involved. Our journey with LGBT Great remains a key part of our mission to cultivate a workplace where everyone feels respected, supported, and value.



Derek Young
President of Japan
Fidelity International



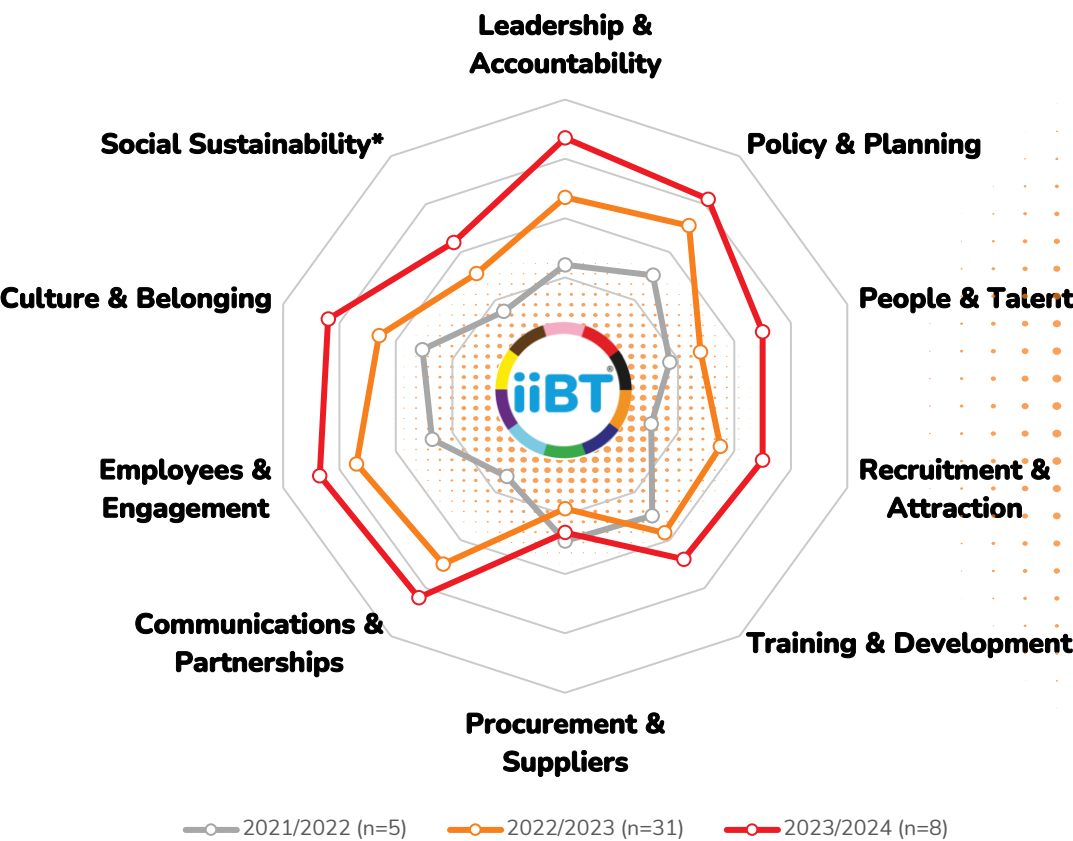
6. Measuring Organisational LGBTQ+ Maturity

1 Affirming Your Organisation’s Strengths

2 Identifying Your Opportunities to Enhance

3 Progress Alongside Your Peers

The Inclusion Index Benchmarking Tool (iiBT)





“

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



7. Inspiring Visibility

A Platform for LGBTQ+ Talent & Allies

The Project 1000 Role Models and Allies program continues to increase visibility, inspire progress and build momentum. Together with your support, we are working to improve the reputation of the industry.

We have designed and led four global Project 1000 visibility programmes which many of you have supported and sponsored.

The new additions of the LGBTQ+ Gamechangers and Top 10 Trans and Non-Binary Role Models have elevated under-represented talent and shone a light on their achievements and contributions.

LGBTQ+ Friendly Employers

Your involvement with LGBT Great plays a crucial role in spotlighting organisations committed to fostering inclusive workplaces, thus inspiring others to emulate your example.

With over 1,400 companies now engaging with our programs and initiatives, your support is instrumental in inspiring positive change across various industries and improving business reputation.



In Numbers

1.4m+
LinkedIn Impressions

650+
Role Models

Top 100
Executive Allies

Top 100
LGBTQ+ Gamechangers

Top 10
Trans and Non-Binary





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

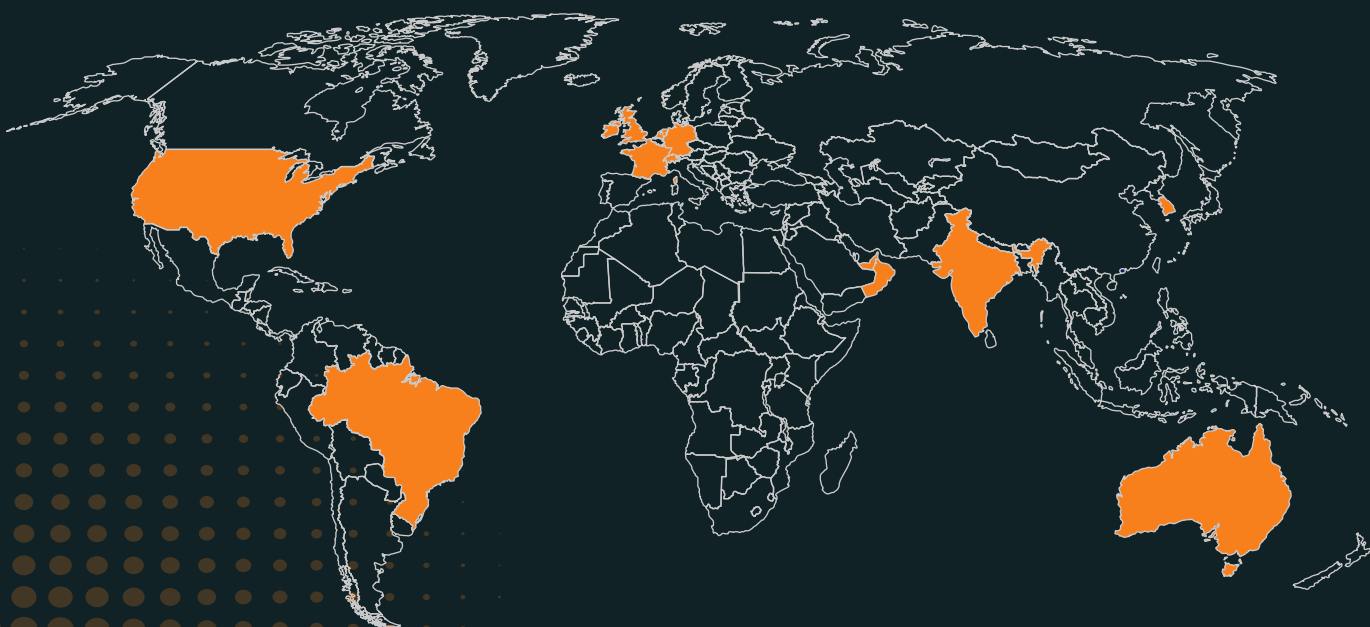
Participants

12+

Countries

40+

Firms





“ Man Group was an early member of LGBT Great and we are proud to be part of an organisation that is actively driving positive change for LGBTQ+ people and allies within the workplace. Progress on LGBTQ+ issues is about leadership and not standing still. Member firms big and small must continue to work together to advance their missions of inspiring visibility, increasing representation, and elevating awareness so that we can look towards a brighter and prouder future.



Robyn Grew
Chief Executive Officer
Man Group



Amplifying the Voices of Members

LGBT Great have spoken at 50+ events across 2022-23 to amplify our key messages globally. We represented you on LGBTQ+ issues in various engagement, including the Sustainable Investment Festival, Diversity Project UK & North America.

Opportunities For Young LGBTQ+ People

In 2022, LGBT Great launched an Internship Programme to provide young LGBTQ+ talent entering the workforce to gain new skills and experiences. Five interns completed the programme, one of which is now a full-time employee on our team.

Supporting LGBTQ+ Charities

With your help, LGBT Great raised £5,000+ for charities such as *Just Like Us*, *Mermaids*, *Diversity Role Models*, and *Kaleidoscope Trust*. Our Pride in London event offered a safe space for 500+ attendees. LGBT Great Careers offers free access to the platform for charities and humanitarian groups. Your support as our Members, has made this possible.



In Numbers

600,000+
Employees Represented

50+
Events

5 Interns
At LGBT Great

£5000+
LGBTQ+ Charities



8. Building a New Pipeline of Talent for the Industry

The Launch of LGBT Great Careers

In September 2023, we launched Careers, our specialised LGBTQ+ talent attraction platform powered by Workable.

New and Enhanced Membership Solutions

Workable's is a SaaS technology platform, and LGBT Great Careers provides members access to the 5th most utilised job board globally which facilitate increased access to under-represented talent.

As part of your membership, you now enjoy complimentary access to select Careers solutions and enhanced visibility features on the platform which empower your recruitment and talent attraction teams to focus on LGBTQ+ attraction efforts effectively.



In Numbers

35m+

Workable Visitors P.A

5300+

Talent Community

1803+

Job applications

70+

Recruitment
Community Members

37+

Careers Partners

20+

Global Locations





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







Contacts

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Made For You

Become a Member



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