



**LGBT
GREAT**

2024 Member Pack

Your Guide to Leveraging Your Membership

Welcome to LGBT Great

We empower
organisations to become
authentically inclusive.
Because when you people
prosper, everyone
thrives.



65 Corporate Members

abrdrn ALBOURNE

Allianz
Global Investors

American Century
Investments®

AON

ARTEMIS
The PROFIT Hunter

ARISAIG PARTNERS

aspect
capital

AXA Investment
Managers

BARNETT
WADDINGHAM
beyond the expected

beazley

BlackRock®

BNY MELLON

BRANDES
INVESTMENT PARTNERS

BROWN
BROTHERS
HARRIMAN

BM
BROOKS MACDONALD

BROWN SHIPLEY
A QUINTET PRIVATE BANK

BRUNEL
Pension Partnership

cardano

CIB

CHARLES
STANLEY

citi®

COLUMBIA
THREADNEEDLE
INVESTMENTS

DWS

DILIGENTA

EQUILEND

Fidelity
INTERNATIONAL

FRC

GREYSTAR™

Hg

HSBC
Asset Management

Janus Henderson
INVESTORS

JUPITER

LCP
INSIGHT
CLARITY
ADVICE

Legal &
General

M
&G

M
Man

Moody's

MSCI

Muzinich & Co

|MV|Credit

NATIXIS

nikko am
Nikko Asset Management

NEUBERGER BERMAN

NORTHERN
TRUST

Principal®

Partners Group
REALIZING POTENTIAL IN PRIVATE MARKETS

PIC

PIMCO

Quilter

RAYMOND JAMES

Sackers

Schroders

Sirius
real estate

St
James's
Place

T.RowePrice

VANQUIS
Banking
Group

Vontobel

WELLINGTON
MANAGEMENT®

XPS Pensions Group

*Current as at January 2024



LGBT Great

VISION

To make every organisation LGBTQ+ friendly, inside and out.

We work to unite you with all sectors of the Financial and Professional Services industry.

MISSION

Our mission is to empower 1 million people through our programmes and initiatives.

Through our goals, we aim to help you to ignite passion, momentum and contribute to LGBTQ+ sustainability across the industry.

PURPOSE

To make inclusion relatable and easy to understand.

Everything we do is about inspiring and uplifting people, and organisations, to succeed.

VALUES

**Empowerment
Knowledge
Collaboration
Trust
Respect**

Our approach is inspiring, encouraging, data-driven and designed to unite rather than divide.



How can LGBT Great support you and your firm?

Role
Models,
Allies and
Visibility

Education &
Awareness
Building

Data Driven
Insights and
Thought
Leadership

Community
Building &
Sustainability

iiBT and
Workplace
Policy

Industry
Leadership
& Influence

Careers &
Talent
Attraction

Events and
Webinar
Content



What are our goals in 2024?

1 Million People Reached

1,000 Visible Role Models

500 Mentoring Participants

100 Corporate Members

50 Careers Partners



How are our Members involved?

Member Platform

Access to our community wall and spaces. [Join the platform](#) powered by GlueUp

Executive Community

New leadership community for CEOs or equivalent

Events and Webinar

Meet and connect with your peers

Account Meetings

Quarterly engagement with each Member firm



Project 1000 Role Models [Community Directory](#)

Business Industry Level

Supporting visibility campaigns, regulatory, thought leadership

Careers Community

Leadership community for recruitment and talent professionals

Member Stakeholders

Member's internal team of ambassadors (Front Office, ESG, Talent, Recruitment, Marketing)



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



Client Success Meetings

- Our Member Onboarding process will enable you to make a great start.
- You will benefit from a dedicated Account Manager and 1:1 Account Meeting every quarter.
- We will track and monitor engagement and impact between our organisations.
- Our aim is to help you engage your colleagues, build community and increase momentum all year round.

#Tip 1: For any account queries you can email us at members@lgbtgreat.com and your email will be picked up by Lauren Cahill or Clara O'Connor.

iiBT and Workplace Policy

- We encourage you to complete the iiBT, the [Inclusion Index Benchmarking Tool](#). This provides you with a structured framework and gap analysis around LGBTQ+ DE&I.
- The benchmarking framework opens on 1st April and closes on 30th September each year. Gold, Silver and Bronze Standards are awarded every two years.
- Once completed we will support you to build goals and objectives and celebrate your achievements!

#Tip 2: Completion of the iiBT will support you to connect with different parts of your business front to back office.

#Tip 3 : To receive your login to the iiBT platform, [please email us](#).



Building Awareness

- Member firms benefit from exclusive access to our Insights Training courses. These serve as a strategic enabler to help you engage and build awareness across your business.
- These virtual sessions are hosted on our Member platform. We will provide you with the content and deliver the session in partnership with you. All sessions connect to takeaways and positive action!

[See the Insights Courses](#)

[Read Testimonials from our Members](#)

#Tip 4: Our courses are tailored and positioned to your strategy and needs. They are also tailored to regions and can be delivered globally across time zones.

#Tip 5: Our courses can be CPD accredited. Please let us know if you would like to explore this add on through our Advisory Solutions (NB: priced on a per head basis)

Visibility Programmes

- Members can empower their talent by recognising success in our annual visibility initiatives. These high impact campaigns shine a light on your people and role model good works. Share our [Role Modelling Report](#) and [#hereiam video](#).
- Participation in these programmes supports us in helping to attract more LGBTQ+ talent into our industry. Click to see the 2024 programmes:

1. [New - Top 30 Under 30 2024](#)
2. [Top 100 Executive Allies 2024](#)
3. [Top 50 LGBTQ+ Gamechangers 2024](#)
4. [Top 10 Trans and Non-Binary Role Models 2024](#)
5. [Project 1000 Role Models and Allies](#)

#Tip 6: Our team can support you in building engagement in your organisation by joining an internal meeting to talk about the programmes and opportunities.

#Tip 7: You can utilise our Member badges in your email signatures and website: [Download them here](#)



Data & Thought Leadership

- Member firms benefit from access to our Thought Leadership reports and data.
- These provide valuable insights and lived experienced perspectives that can help inform and contextualise your strategy.
- Our global data and reports can be used by you internally to ignite conversations and engage colleagues. Our two primary projects in 2024:

LGBTQ+ Talent Attraction
LGBTQ+ Financial Wellbeing

#Tip 8: Core Members automatically benefit from 'Research Partner' status as leaders of LGBTQ+ inclusion within our industry. Email us to find out more: members@lgbtgreat.com

Events & Community

- Member firms benefit from access to our Events and Webinar Programme, Member Focus Groups, Quarterly Meets and Roundtables.
- We deliver approximately 20 events per year across different regions aimed at all levels.
- Our aim is to bring firms and people together to save you time and maximise efficiency.

Complete the 2024 Event Survey
See our upcoming 2024 Events

#Tip 9 : Members can sponsor an Event and Webinar 'In Partnership' with us. To initiate this process, please complete Event Survey (above) and [email Callum Read](#) with your interest and we will contact you.



Careers & Talent

- Member firms benefit from access to the LGBT Great [Careers](#) platform to support you in attracting under-represented talent.
- You are also able to recommend social impact organisations and charities for free use.

[Become a Careers Partner](#)

[Recommend a Charity](#)

#Tip 10: Should you wish to advertise all your live roles on the platform, exclusive Member discounted packages are available. Email [Lauren Cahill](#) to explore.



Mentoring Programme

- Member firms benefit from access to our Mentoring Programme. This works by connecting talent across organisations globally.
- The programme serves as a tool to engage your colleagues and allies across your business.

[Apply for the Programme](#)

#Tip 11: To help you engage colleagues you can access and share our Member [Mentoring Guide](#).

[Hear what our Mentor and Mentee participants have to say](#)



How else do firms engage with LGBT Great?

ADVISORY SOLUTIONS

Firms engage us on specialist modular projects and transformative consultancy programmes. Solutions are impact-focused, cost-effective, intersectional by design.

Our solutions support firms to develop a DE&I strategy, build maturity and increase confidence.

TALENT SOLUTIONS

Firms engage us on specialist talent attraction projects to build pools of under-represented talent.

We also build specific recruitment campaigns to help firms expand reach and recruit with an industry specific and LGBTQ+ lens.

Our Talent Solutions support talent attraction and recruitment professionals.

SPONSORSHIP SOLUTIONS

Our Sponsorship packages provide firms with an enhanced way to visibly demonstrate leadership on LGBTQ+ issues and industry sustainability.

Firms engage with us to Headline Sponsor for our talent solutions, research, seminars, events and other inspiring initiatives.





Thank you