



WELCOME TO

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# NEXUS BREAKFAST

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HOSTED BY LSEG

# AGENDA

- **Strategy Update on What's Next:** Simon Blake OBE, CEO, Stonewall
- **Quarterly News Update:** Cynthia Fortlage, CEO, The Fortlage
- **Panel on LGBTQ+ Leadership Development:** Birgit Neu, Luke Fletcher, Kate Nash OBE, Joanne

# 10' Blitz Interview



Dame Julia Hoggett  
CEO, London Stock Exchange

# Strategy Update



Simon Blake  
CEO, Stonewall

# NEXUS – 2025 Programme

- Tuesday 4<sup>th</sup> February at PwC: ERG plans, issues and opportunities
- Tuesday 1 April at LinkedIn: Sponsorship as a Catalyst to Boost LGBTQ+ Leadership
- Wednesday 16 July at DLA Pier: AI x LGBTQ+ Inclusion
- Today at LSEG: LGBTQ+ Leadership Development
- Tuesday 25 November at GSK: Normalising conversations about addiction

# Stonewall





**Our purpose:** We are Stonewall: we are working to make the world a safe and equal place for LGBTQ+ people to live, work and thrive.

**Our vision** is of a world where everyone, everywhere, has equal rights.

**Our strategy:** In courage and  
unity, is hope

Strategy | Stonewall



# Navigating Turbulence

We will provide leadership to navigate turbulence and work in coalition to protect and improve LGBTQ+ rights across the UK nations and beyond.

# Shaping Policy

We will pursue a policy and legislative agenda, through working in partnerships, that are focused on improving LGBTQ+ lives day in, day out.

# Inclusive Places

We will support the development of safe and inclusive spaces where everyone can work, play and succeed throughout their lives.

# **Our workplace programme:** **Proud Employers**

Proud Employers | Stonewall

# Re-branding Diversity Champions to: **Proud Employers.**

**New brand  
and name**

**New  
benefits  
package**

**New  
kitemark  
accreditation**

# How can you get involved?

- Get involved in our Proud Employers Programme.
- Participate in our Leadership Programme
- Get involved in our policy and campaigning work.
- Invite us to speak to your network.
- Fundraise for Stonewall.



# LGBTQ+ News Update – recorded video



Cynthia Fortlage  
CEO, The Fortlage Collective

# NEXUS LGBTQ+

- UK Civil Service Pride Participation Under Legal Challenge
  - [https://www.independent.co.uk/news/uk/home-news/christian-institute-civil-service-pride-ban-lanyards-b2810866.html?utm\\_source=substack&utm\\_medium=email](https://www.independent.co.uk/news/uk/home-news/christian-institute-civil-service-pride-ban-lanyards-b2810866.html?utm_source=substack&utm_medium=email)
- UK businesses fear new EHRC guidance on toilets will be 'unworkable'.
  - <https://www.theguardian.com/society/2025/sep/28/uk-businesses-fear-new-ehrc-guidance-on-toilets-will-be-unworkable>
- LGB Alliance (Gender Critical Group) rebrands and exports rhetoric as LGB International
  - [https://www.telegraph.co.uk/news/2025/09/20/gender-critical-gay-rights-groups-unite-pro-trans-alliance/?utm\\_source=substack&utm\\_medium=email](https://www.telegraph.co.uk/news/2025/09/20/gender-critical-gay-rights-groups-unite-pro-trans-alliance/?utm_source=substack&utm_medium=email)
- LGBTQ+ Britons less likely to feel safe in public – YouGov
  - <https://yougov.co.uk/society/articles/52604-lgbtq-britons-less-likely-to-feel-safe-in-public-than-straight-britons>



- Passport Policy for Trans & Nonbinary People
  - <https://apnews.com/article/trump-transgender-nonbinary-passports-a8abef038a19ffd233d34c88499cef11>
- “Reverse Discrimination” Ruling from Supreme Court
  - [https://www.reuters.com/business/world-at-work/us-supreme-court-revives-straight-womans-reverse-discrimination-case-2025-06-05/?utm\\_source=chatgpt.com](https://www.reuters.com/business/world-at-work/us-supreme-court-revives-straight-womans-reverse-discrimination-case-2025-06-05/?utm_source=chatgpt.com)
- More than 2.8 million people in the USA identify as Trans (incl. 724K youth)
  - <https://www.theguardian.com/world/2025/aug/20/trans-people-us-data>
- LGBTQ+ Workplace Inclusion may positively impact organisational environmental performance.
  - <https://phys.org/news/2025-08-lgbtq-workplace-inclusion-impact-company.html>
  - Get the report <https://onlinelibrary.wiley.com/doi/10.1002/bse.70134>
- Long-term HRC data links LGBTQ+ Inclusion with positive business performance
  - <https://www.hrc.org/press-releases/new-data-analysis-shows-lgbtq-inclusion-linked-to-long-term-business-growth>

- Concerns
  - Japan – Right-wing populist party grows in power and anti-LGBT platform
  - Germany – Parliament band Pride Flag
  - Argentina – surge in anti-LGBT+ hate crimes
  - Italy – Tightening control of gender affirming care
  - Rwanda – Excludes same-sex couples from new surrogacy laws
  - Colombia – Increase in un-aliving rates with little prosecution
  - Burkina Faso - Parliament Criminalises Homosexuality
  - Hong Kong - denies rights for same-sex couples to visitation rights in the hospital and to collect their partners' remains
  - France – Anti same-sex marriage rights raised by the new prime minister
- Wins
  - UK – London Trans Pride March breaks records with 100K+ attendance
  - Hong Kong – Limited rights bill advances for same sex couples
  - Saint Lucia – High Court strikes down anti-LGBT laws
  - Zimbabwe - Intersex Rights Recognition
  - Kenya – High Court orders government to draft a bill to recognise and protect trans+ rights
  - Netherlands – Bans LGBTQ+ conversion therapy

- UK-based Kaleidoscope Trust Launches Global LGBTQI+ Rights Commission.
  - [https://kaleidoscopetrust.com/kaleidoscope-trust-launches-global-commission-to-counter-rollback-of-lgbti-rights/?utm\\_source=substack&utm\\_medium=email](https://kaleidoscopetrust.com/kaleidoscope-trust-launches-global-commission-to-counter-rollback-of-lgbti-rights/?utm_source=substack&utm_medium=email)
- ILGA World's 2024 Report released
  - <https://ilga.org/news/annual-report-2024-launch/>
- Netherlands – Asylum claims from US citizens on the rise
  - [https://www.nbcnews.com/nbc-out/out-news/us-trans-woman-challenges-dutch-asylum-rejection-rcna226039?utm\\_source=substack&utm\\_medium=email](https://www.nbcnews.com/nbc-out/out-news/us-trans-woman-challenges-dutch-asylum-rejection-rcna226039?utm_source=substack&utm_medium=email)
- Philippines – Intersex rights movement launches
  - [https://www.adobomagazine.com/insight/when-visibility-becomes-survival-intersex-philippines-launches-national-advocacy/?utm\\_source=OutRight+Action+International+Updates&utm\\_campaign=8746dc4132-August\\_2025&utm\\_medium=email&utm\\_term=0\\_e2598f1f94-8746dc4132-94147799&mc\\_cid=8746dc4132&mc\\_eid=db44befca0](https://www.adobomagazine.com/insight/when-visibility-becomes-survival-intersex-philippines-launches-national-advocacy/?utm_source=OutRight+Action+International+Updates&utm_campaign=8746dc4132-August_2025&utm_medium=email&utm_term=0_e2598f1f94-8746dc4132-94147799&mc_cid=8746dc4132&mc_eid=db44befca0)
- Politicians in at least 51 countries used anti-LGBTQ+ rhetoric during the 2024 elections, according to a comprehensive study by Outright International covering 60 countries and the EU.
  - <https://outrightinternational.org/topics/anti-lgbtq-crackdown>

# Notable Dates

## October

Menopause Awareness Month

**LGBT+ History Month** (USA)

**October 8:** *International Lesbian Day*

**October 11:** *National Coming Out Day*

**October 16 - 22:** *National Bullying Prevention Week*

**October 18:** *World Menopause Day*

**October 20 - 26:** *Asexual Awareness Week*

**October 26:** *Intersex Awareness Day*

## December

**December 1:** *World AIDS Day*

**December 6:** *International Volunteer Day* (reflecting on volunteerism and human rights)

**December 8:** *Pansexual Pride Day*

**December 10:** *Human Rights Day*

**December 20:** *International Day of Human Solidarity  
Violence Against Women*

**November 8:** *Intersex Day of Remembrance/Solidarity*

**November 13 - 19:** *National Transgender Awareness Week*

**November 19:** *International Men's Day* (reflecting on lived experiences)

**November 20:** *Transgender Day of Remembrance*

**November 25:** *International Day for the Elimination of Violence Against Women*

## November

# Action Items

- Can I assist you in finding a speaker for your event?
- We still have more publicly traded organisations standing behind DEI, albeit quieter than in the past, but this is the time to continue doing the work.
- The EHRC has issued final guidance on single-sex spaces, but the minister has not yet adopted it. The Equality Act remains in force. Trans employees and guests are still protected from direct and indirect discrimination. Seek legal advice before changing policies.
- When travelling internationally or relocating employees, be aware of changes in regional legislation.
- Stay aware of anti-LGBTQ+ movements in their attempts to roll back human rights for women, marriage equality, same sex adoption & IVF access and recriminalize same-sex relations.
- Give yourself and your teams a lot of empathy, kindness, and courage to lead an inclusive organisation in the face of the current sociopolitical climate.

# Questions?



Cynthia Fortlage, CEO  
The FORTLAGE Collective  
Inclusive Leadership & Gender Diversity Expert



- Consulting / Advisory Services
- Author /Writer
- Keynotes / Educational Sessions
- Mentorships

[cynthiafortlage@cynthiafortlage.com](mailto:cynthiafortlage@cynthiafortlage.com)

Phone: +44 078321 54610

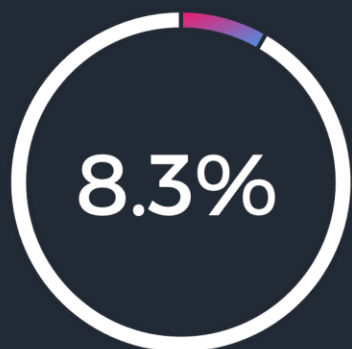
**Please leave session feedback on LinkedIn Recommendations**



## LGBTQ+ Board

### Representation

*10 companies reporting*

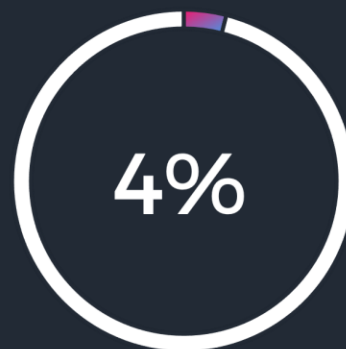


Average % of Board that  
identify as LGBTQ+

## LGBTQ+ Senior Leader

### Representation

*13 companies reporting*

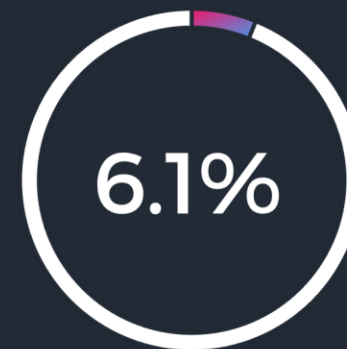


Average % of Senior Leaders  
that identify as LGBTQ+

## LGBTQ+ Overall

### Representation

*35 companies reporting*



Average % of Overall Workforce  
that identify as LGBTQ+

*Taken from reports released in 2025 by companies in the FTSE100, Fortune100, CAC40, DAX40 and The Times Top 100 Graduate Employers. Accurate as at 13<sup>th</sup> September 2025.*



# LGBTQ+ Leadership Development



**Kate Nash OBE**  
Founder  
**PurpleSpace**



**Luke Fletcher**  
Professor  
**Manchester  
Metropolitan  
University**

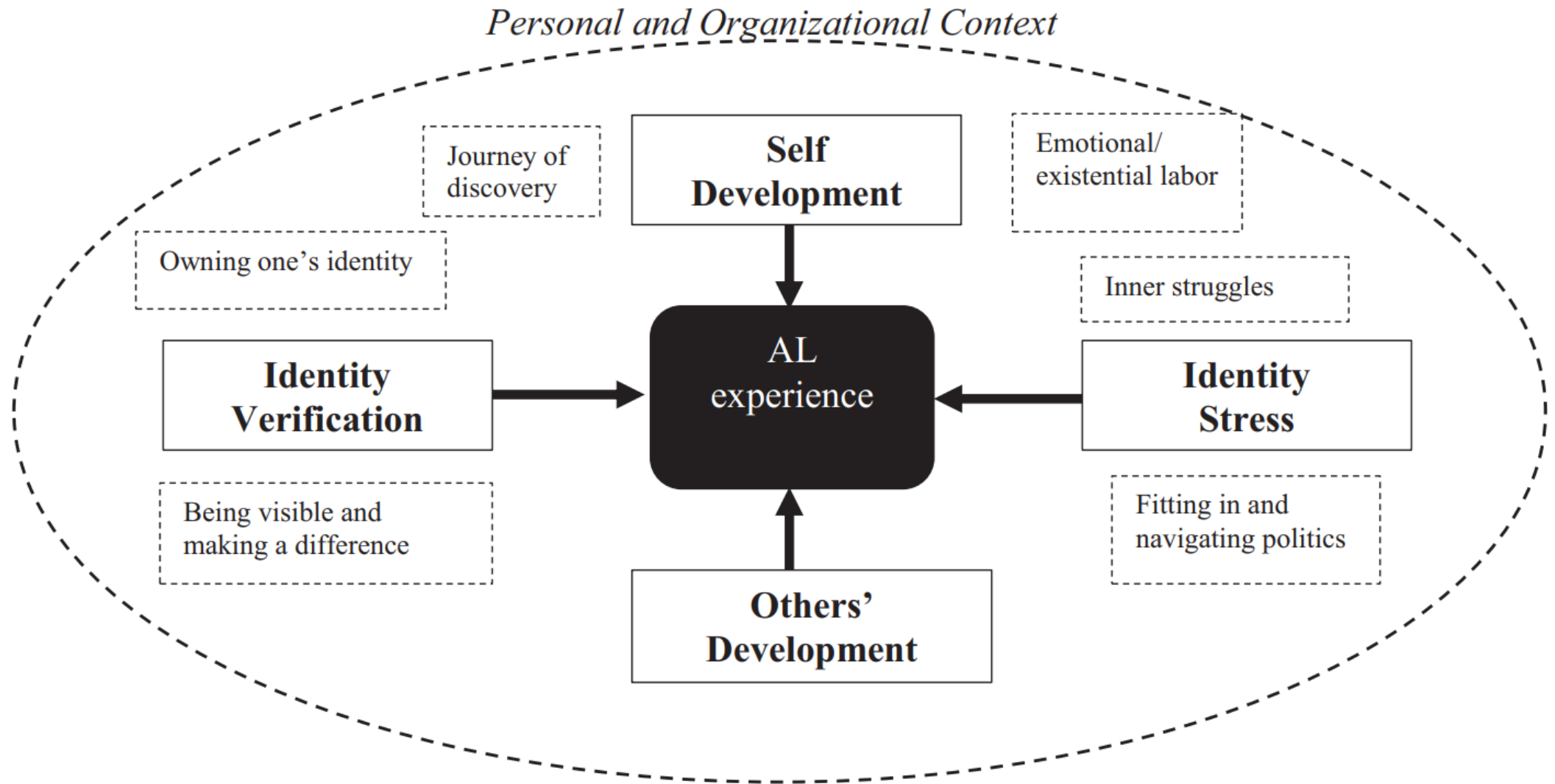


**Joanne Rogers**  
Leadership  
Development  
**Cap Gemini**



**Birgit Neu**  
Senior DEI Advisor  
**NEXUS LGBTQ+**

# Being LGBTQ+ and being an authentic leader



# NEXUS – what's next?

- Tuesday 25 November at GSK: Normalising conversations about addiction and supporting colleagues at work
- Thursday 12 February 2026 at Stephenson Harwood LLP
- Thursday 14 May 2026 at Lloyds Banking Group
- Further H2 2026 dates TBC – please contact me if you are interested in hosting NEXUS