

# GLOBAL DIVERSITY LIST

This prestigious annual listing features individuals and corporate network groups that, even during these challenging times, remain committed by word and deed to establishing a fair and equitable playing field for everyone.

It has long been established that the case for diversity in business is two fold. First, it's the right thing to do: all organisations should afford the same opportunities to all their staff, irrespective of their sex, gender identity, sexuality, ethnicity, belief, physical abilities or age. And secondly, according to Marketwatch (August 2020), organisations which embrace diversity, equality and inclusion actually perform better than the competition.

In times of economic downturn, diversity initiatives are often the first to suffer. Companies under financial strain are frequently tempted to batten down the hatches and focus on their core activities and in so doing they're relegating equality and diversity from an essential pillar of their business to something that is merely "nice to have".

While I understand that, on the one hand, cutting diversity budgets might appear to be a short-term solution to financial concerns, the damage to staff morale, recruitment and public perception is

likely to do more harm than good.

More jobseekers than ever before—even if they do not identify with a minority group—review a prospective employer's diversity policies before deciding to apply for a job, while existing staff—perhaps attracted by a company's progressive stance on equality and diversity—will be dismayed if they perceive that their workplace is cutting corners. Similarly, clients and customers who are part of a minority are unlikely to be impressed with diversity taking a back seat at the first sign of economic pressures.

This is why, after much consideration, I have chosen not to shelve plans for publication of the 2020 Global Diversity List. This prestigious listing features individuals and corporate network groups that, even during these challenging times, remain committed by word and deed to establishing a fair and equitable playing field for everyone within their organisation based on their ability rather than any accident of birth.

People work better when they can be themselves, and witnessing your employer deprioritising staff wellbeing is not only dispiriting but bad for business: if a member of staff sees evidence that their workplace is becoming less welcoming they are likely to become demoralised and a demoralised workforce is a less productive one, cancelling out any perceived benefits from the rationalisation of diversity budgets.

It is with this in mind that I maintain that the Global Diversity List is now more important than ever. With people uncertain about their futures, their finances and perhaps the health of themselves and their loved ones, it is incumbent upon business to be mindful of their employees' mental health and sense of security and to do everything they can to put a metaphorical arm around their shoulders.

There is no escaping the fact that these are uncertain times and that for our economy to recover we will all need to pull together. This will involve

determination, skill and—in the case of the Global Diversity List—an acknowledgement of those who remain determined to support all their staff all of the time. After all, we are living through the most significant and disruptive national crisis since 1945 and it is the responsibility of all of us to ensure that those at the greatest disadvantage in the workplace are not further disadvantaged by disregarding essential diversity policies.



Linda Riley,  
Founder  
GLOBAL  
DIVERSITY  
LIST

For more  
information  
visit  
[globaldiversity-list.com](http://globaldiversity-list.com)

## Founder members



## CHARITY CHAMPIONS

### Girish Menon

Chief Executive, ActionAid

[@GirishMenonAAUK](#) [@ActionAidUK](#)

Menon brings decades of experience with diversity, inclusion, and social development to his work supporting women and girls living in poverty worldwide.

### Susie Green

Chief Executive Officer, Mermaids

[@green\\_susie100](#) [@Mermaids\\_Gender](#)

Green has worked at Mermaids as a CEO since 2016, with a strong commitment to ensuring all transgender children are loved and respected.



### Nancy Kelley

Chief Executive Officer, Stonewall

[@Nancy\\_M\\_K](#) [@stonewalluk](#)

Kelley's advocacy in Stonewall has seen the charity become fully trans inclusive, as well as develop partnerships with UK Black Pride and The Premier League.

### Dr Dhananjayan Sriskandarajah

Chief Executive Officer, Oxfam

[@dhnjnyn](#) [@oxfamgb](#)

Sriskandarajah has been a proven asset to Oxfam's long-standing approach to speaking out against injustice, dismantling the root of global poverty.

### Avril Benoit

Executive Director, Doctors Without Borders

[@avrilbenoit](#) [@MSF\\_USA](#)

Working within the organisation since 2006, Benoit has led operations to ensure aid for refugees and asylum seekers across the world.

### Inger Ashing

Chief Executive Officer, Save The Children

[@ingerashing](#) [@Save\\_Children](#)

Working with the charity for over 25 years, Ashing has contributed to a long-standing career in advancing children's education, health, and wellbeing in areas of poverty.

### Sarah Kate Ellis

President & Chief Executive Officer, GLAAD

[@sarahkateellis](#) [@glaad](#)

Named company president in 2014, Ellis uses her experience in media to accelerate LGBTQ+ acceptance through compelling initiatives, campaigns, and programs.



### Alphonso David

President, Human Rights Campaign

[@AlphonsoDavid](#) [@HRC](#)

A civil rights lawyer at the forefront of establishing marriage equality in the U.S., as president of the HRC, David champions LGBTQ+ advocacy on a worldwide scale.



### Phyll Opoku-Gyimah

Executive Director, Kaleidoscope Trust

[@MsLadyPhyll](#) [@ukblackpride](#)

[@Kaleidoscope\\_T](#)

Opoku-Gyimah has a phenomenal track record as a community leader within LGBTQ and Black communities in the UK and across the world.

### Peter Tatchell

Human Rights Campaigner, Peter Tatchell Foundation

[@PeterTatchell](#) [@PT\\_Foundation](#)

Tatchell has a long history of fighting for the rights of humans the world over, both as a part of grassroots organisations, and at the Peter Tatchell Foundation.

## ETHNICITY EMPLOYEE NETWORKS

### Black@Kearney

Kearney

[@kearney](#)

Black@Kearney represents the company's commitment to the recruitment of black people, expanding the cultural growth and diversity of their offices worldwide.

### Black Asian Minority Ethnic Network

Tesco

[@Tesco](#)

The Black Asian Minority Ethnic (BAME) network gives ethnically diverse colleagues an opportunity to share experiences and develop their careers at Tesco.

## EMPOWERED

Employees of Oliver Wyman enabling Racial & Ethnic Diversity

### EMPOWERED

Oliver Wyman

[@OliverWyman](#)

EMPOWERED is an employee resource group that works to improve all Oliver Wyman employees' understanding of difference in regards to race, ethnicity, and culture.



### Black Employee Network EMEA

Adobe

[@Adobe](#)

Adobe's inclusivity network seeks to recruit and train black individuals across the tech industry at large, celebrating unique differences and shared similarities.

### Black and Minority Ethnic Network

NHS

[@NHSuk](#)

The NHS BME Network is an independent Network open to all Black and Minority Ethnic (BME) people, including staff, patients, service users and carers.

### Ethnically Diverse Group of Employees (EDGE)

Corning

[@Corning](#)

EDGE is open to all Corning employees and strives to be a place for cultural celebration and personal development, where diversity contributes to Corning's success.

### Faith and Minority Ethnic Network

Department of Business, Energy & Industrial Strategy

[@CommonsBEIS](#)

The Faith and Minority Ethnic (FAME) Network is responsible for developing race and faith confidence in BEIS. FAME regularly hosts events and targeted campaigns to raise awareness of race and faith issues

### Bank of England Ethnic Minorities (BEEM) Network

Bank of England

[@bankofengland](#)

Celebrating the cultural diversity of its staff, the BEEM network helps develop, progress, and realise BAME individuals potential in their Bank career, while encouraging inclusivity for those outside the Bank.

### Black Networking Alliance

Dell Technology

[@DellTech](#)

The Black Network Alliance (BNA) is one of over a dozen ERGs in Dell Technologies. The BNA specifically helps to establish working relationships between black professionals at Dell.

### Origins, Nationality and Ethnicity (ONE) Employee Resource Group

Standard Chartered

[@StanChart](#)

The ONE employee resource group provides a collective voice to ensure constructive changes can be made at Standard Chartered, continuing to improve the company's inclusivity where all employees are able to fulfil their potential.

## DIVERSITY PROFESSIONALS IN INDUSTRY

### Amir Kabel

Global Director, Diversity and Inclusion, Burberry

[@Amir\\_Kabel](#) [@Burberry](#)

Kabel has received numerous accolades for his work in D&I, providing innovative training and leadership for leaders across the globe.

### Nina Goswami

Creative Diversity Lead and Journalist, BBC

[@NinaTheScoop](#) [@BBC](#)

Goswami's work as an integral part of the 50:50 project demonstrates a commitment to increasing the representation of women across all BBC media.



### Beth Sehgal

Executive and Leadership Team Coach, Kearney

[@kearney](#)

Working at Kearney to secure social and racial justice commitments, Sehgal also brings modern inclusion training to Kearney's consultants.

### Manish Tiwari

Managing Director, Here and Now 365

[@ManishTiwariUK](#) [@hereandnow365](#)

Here and Now 365 is the UK's leading independent ethnic advertising and marketing agency, worth nearly £5 million through championing multi-cultural representation.

### Rishi Jain

Equality and Inclusion Manager, Manchester United

[@ManUtd](#)

Jain has been key in integrating diversity and inclusion across Manchester United, including the #alredallequal campaign and employee inclusion networks.

**Charlene Brown**

Co-Founder and Director, Howlett Brown  
 @CharleneLBrown @HowlettBrown  
 With over a decade of experience in legal and financial sectors, Brown is the director at Howlett Brown, a people intelligence company specialising in workplace D&I.

**Tim Jarman**

Diversity & Inclusion Lead, Microsoft  
 @TimJarman @microsoft  
 Through establishing employee network groups, and building a culture of belonging, Jarman is committed to LGBTQ+ equality in the workplace and beyond.

**Vincent Francois**

Regional Chief Audit Executive, Société Générale  
 @vfrancois @SocieteGenerale  
 Francois was the founder of the company's Pride Network in 2010, and brings a wealth of experience in his support of LGBTQ+ charities.

**The Accessibility and Inclusion Network**

Mercer  
 @mercer  
 Through advocating for those with mental health issues and disabilities, The Accessibility and Inclusion Network provides support, education, and awareness both internally and externally.

**Roianne Nedd**

Global Head of Inclusion and Diversity, Oliver Wyman  
 @roiannedd @OliverWyman  
 Founder of the Trusted Black Girl Network, Nedd has created opportunities to empower diverse talent, and coach leaders to build understanding and empathy.



**Ability Network**

BlackRock  
 @blackrock  
 The Ability Network at BlackRock was launched to support those affected by disability, fostering a culture based on trust, respect, and integrity, finding strength in embracing diversity.



**Zaheer Ahmad MBE**

Head of Strategic Delivery – Diversity & Inclusiveness, EY  
 @EYnews  
 A multi-award winning D&I leader, Ahmad has advised private and public organisations, and delivered speeches at international conferences on topics affecting BAME communities.

**Sheldon Mills**

Interim Executive Director of Strategy and Competition, FCA  
 @stonewalluk @ukblackpride  
 Responsible for D&I policy, strategy, economics, and competition at the FCA. Mills is also Chair of Trustees at Stonewall working to advocate for trans-inclusivity and their partnership with UK Black Pride.

**GetAbility Forum**

Credit Suisse  
 @CreditSuisse  
 The GetAbility Forums promote the exchange of knowledge and experience around disabilities. Through events and collaborations, GetAbility aims to raise awareness both personally and professionally.

**Adrien and Pierre Gaubert**

Founders, myGwork  
 @myGwork  
 The Gaubert twins founded the myGwork network to address the issue of LGBTQ+ discrimination and promote diversity in the workplace.

**Geoffrey Williams**

Global Head of Diversity, Equity & Inclusion, Dr. Martens  
 @drmartens  
 Through a business-led and value-adding approach to D&I, Williams has a long track record of successfully implementing strategies that nurture conversations around inclusivity.

**Karen Blackett OBE**

U.K. Chief Executive Officer, Group M  
 @Blackett\_kt @GroupMWorldwide  
 With over 25 years of experience in the marketing and communications industry, Blackett is highly regarded in her field as well as a champion of celebrating diversity.

**Global Business & Disability Network**

@ilo\_and  
 An employer-led initiative promoting the inclusion of those with disabilities in workplaces, demonstrating the benefits of employing a diverse range of people with valuable skill sets.

**Kimberly Williams**

Vice President of Diversity & Inclusion, Stanley Black & Decker  
 @StanleyBlkDeckr  
 Williams has over 20 years of experience focusing on changing company culture through practicing diversity, inclusion, and cultural understanding and competency.

**Vinay Kapoor**

Americas Head of Diversity & Inclusion, BNP Paribas  
 @VinayinNewYork @BNPPAmericas  
 Kapoor's passion enables businesses to engage with customers and employees, developing strategies as a thought leader and vocal inclusion advocate.

**DISABILITY EMPLOYEE NETWORKS**



**Disability Employee Resource Group**

Microsoft  
 @microsoft  
 The Microsoft Disability Employee Resource Group drives internal visibility and collaborates with product teams to design, develop, and build accessible, inclusive products.



**Johanna Neilsen**

Head of People, VFMC  
 @JohannaNeilsen  
 Bringing diverse investment, financial, and business leadership, Neilsen has been instrumental in developing diverse initiatives and everyday business practices.

**Fundación ONCE**

ILUNION  
 @ILUNION  
 The ONCE Foundation has a mission to contribute to the full social inclusion of those with disabilities through training and employment practices.



**People With Disabilities Network**

P&G  
 @ProcterGamble  
 The PWD Network is a long-standing network that allows people with disabilities to network, perform better in the workplace, and enables managers to become disability confident.

**Pamela Hutchinson**

Head of Diversity, Bloomberg  
 @pshutch01 @Bloomberg  
 Hutchinson's work has helped Bloomberg's recruitment efforts and office culture broaden to become more inclusive, diverse, and socially responsible.

**enABLE Network**

Shell  
 @Shell  
 The Shell enABLE Network provides an open forum for those with disabilities to engage and share experiences, raising awareness so that positive changes can be made.



**Claire Harvey MBE**

D&I Consultant and Founder, Anatta Limited  
 @harveysprout  
 With years of leadership in D&I, a previous Paralympian champion, Harvey's work is changing the future of work and education through diversity seminars and workshops.

**Birgit Neu**

Global Head of Diversity & Inclusion, HSBC  
 @bneu\_andu @HSBC  
 With a long career of inclusivity, even before being appointed D&I Global Head, Neu brilliantly supports HSBC's diverse customer and employee base.

**Disability Employee Network**

Thomson Reuters  
 @thomsonreuters  
 DEN at Thomson Reuters is dedicated to the equality of those with disabilities, working with HR to promote recruitment and retention of employees with disabilities.

**Differently Abled@**

Facebook  
 @Facebook  
 The Differently Abled@ community raises awareness about issues and opportunities within their employees with disabilities, serving to connect, celebrate, and empower the community.

## DIVERSITY CHAMPION

### Morgan Lobb

Chief Executive Officer, Vercida

[@SayDiversity](#) [@Vercida\\_Global](#)

Vercida has connected employers with job seekers who represent and value diversity in the workplace, developing transparent inclusivity in the recruitment sector.



### Miriam Faber

Content & Campaigns Lead, Facebook

[@Facebook](#)

Faber's award-winning content marketing campaigns engage people in an authentic and credible voice, establishing herself as a champion for change at Facebook.

### Robert Hicks

Group HR Director, Reward Gateway

[@HRinLondon](#) [@RewardGateway](#)

Since 2019, Hicks has made major steps in working on a Diversity strategy for Reward Gateway, consulting with diversity experts and increasing diverse hires in engineering.

### Mitra Janes

Group Head of Diversity & Inclusion, RSA

[@RSAGroup](#)

A background in generalist HR combined with a passion and genuine enthusiasm for D&I makes Janes a business partner who understands how D&I is essential to any business strategy or initiative.



### Mayank Shah

Founder & Chief Executive Officer, MSDUK

[@mayank1962](#) [@MSD\\_UK](#)

Through MSDUK, Shah has helped over 125 British and global firms establish diversity programs, and supported over 1500 ethnic minority businesses.

### Remko de Bruijn

Partner, Kearney

[@Kearney](#)

de Bruijn has championed diversity for many years at Kearney, chairing the People, Care and Development Committee and via the Europe DEI Steering Committee.

### Rodey Wing

Partner, Kearney

[@RodeyWing](#) [@Kearney](#)

Wing has been a rallying force behind the Proud Network at Kearney for many years. His ability to inspire has helped many diverse employees to succeed.

### Julia Streets

Host, DiverCity Podcast

[@streets\\_julia](#) [@divercitypod](#)

With 30+ years of experience in finance, Streets uses her podcast to both shine a light on positive change in representation and call out areas requiring further focus.

### Raj Tulsiani

Chief Executive Officer, Green Park

[@RajTulsiani](#) [@GreenParkLtd](#)

Green Park is an executive recruitment and diversity consultancy, where Tulsiani cultivates diverse networks championing and hiring ethnically diverse talent.

### Christopher Kenna

Chief Executive Officer, Brand Advance

[@BrandAdvance\\_](#)

Kenna is a champion of diversity in the marketing and advertising industry, working with companies to ensure their campaigns represent all minority groups.

### John Holland-Kaye

Chief Executive Officer, Heathrow Airport

[@HeathrowAirport](#)

Holland-Kaye's goal as CEO is to make Heathrow a welcoming place to the millions of diverse customers and workforce, most prominently in the LGBTQ+ 'Welcome' campaign.

### Samantha Jayne Nelson

Offshore Installation Manager, Shell

[@Shell](#)

Representing both transgender people and women in the cis-male dominated field of oil rigs, Nelson challenges common workplace gender stereotypes.

### Arlene McDermott

Portfolio Director, LCH Limited

[@LCH\\_clearing](#)

As co-chair of the LSEG Proud Network, McDermott works to 'smash the corporate closet', ensuring LGBTQ+ individuals can be confidently out in the workplace.

### Candice Cross

Global Director of Talent, BRITVIC PLC

[@BritVic](#)

A proactive supporter of growth and development of all she leads, Cross creates sustainable change through pushing innovation and inclusivity.

### Caroline A. Wang

Interim Chief Executive Officer, Essence Communications

[@wangawoman](#) [@Essence](#)

Wang is a self-proclaimed 'cultural architect', pushing for reconstructing new and more inclusive, efficient corporate organizational structure.



### Cynthia Bowman

Chief Diversity and Inclusion and Talent Acquisition Officer, Bank of America

[@CynthiaHBowman](#) [@BoFA\\_News](#)

Specialising in HR, Communications, and D&I, Bowman is leading the charge in implementing inclusive recruitment practices and training across the organisation.

### Cynthia Owyong

Vice President, Inclusion, Culture & Change, Charles Schwab

[@CharlesSchwab](#)

With an accomplished background in marketing, Owyong drives transformation of workplace culture through building diverse talent into great leaders.

### Damien Hooper-Campbell

Chief Diversity Officer, Zoom Communications

[@dhoopcamp](#) [@zoom\\_us](#)

Hooper-Campbell brings 15 years of experience in D&I to Zoom, expanding their global strategy for diversity and establishing Zoom's university recruiting program and initiatives.

### Pauline Lewis

Group Head of Talent & Diversity, Selfridges Group

Lewis has been key in implementing global plans for talent management and leadership development for many companies. She joined Selfridges Group, which includes Selfridges & Co in the UK, Brown Thomas and Arnotts in Ireland, de Bijenkorf in the Netherlands and Holt Renfrew in Canada.

### Simon Blake OBE

Chief Executive Officer, MHFA England

[@Simonablake](#) [@MHFAEngland](#)

Mental Health First Aid CEO, Blake brings years of experience in the charity sector to lead the company's goal of improving the mental health of the nation.

## DIVERSITY CONSULTANT



### Nia Joynson-Romanzina

Founder & Director, iCubed

[@NiaNiche](#)

iCubed delivers Speaking, Consulting, and Coaching in cultural change, diversity, inclusion & leadership. As founder, she is an international expert in her field.

### Tunde Banjoko OBE

Founder, Making The Leap & Founder, UK Social Mobility Awards

[@TeeBeeOBE](#) [@SOMOAwards](#)

With over 25 years of experience as a motivational speaker and mentor, Banjoko's charity seeks to raise aspirations and increase opportunities for young BAME individuals.



### Wally Suphap

Co-founder and Co-chair, HKGALA

[facebook.com/hkgala](#)

Suphap is co-founder and co-chair of HKGALA, the largest professional network for LGBTQ+ legal professions in Asia, fostering a diverse and inclusive environment in the workplace.

### Stuart Bruce Cameron

Founder & CEO, UHLALA Group

[@StuartBCameron](#) [@UhlalaDE](#)

Through UHLALA, Cameron has supported companies in establishing LGBTQ+ diversity management through networking, training, and consultancy with over 120 partner companies.

### Tiffany Hickerson

Vice-President, Kearney

[@kearney](#)

Hickerson is an experienced diversity consultant creating long-term value for Kearney's clients and communities, integrating supplier diversity into their strategic sourcing programs.

**Sasha Scott**

Founder and Chief Executive Officer, Inclusive Group  
 @inclusivegroup  
 Scott was one of the first Diversity & Inclusion consultants, setting up her practice over 20 years ago. Scott and her team have worked in over 22 countries, training over 850,000.

**Ben Brooks-Dutton**

Managing Partner, The Unmistakables  
 @benbrooksutton @\_unmistakables  
 Brooks-Dutton's work as a consultant sees him challenge senior business leaders to understand and overcome bias in the marketing process.



**Emma Cusdin**

Director, Global Butterflies  
 @emmacusdin @Glo\_Butterflies  
 A speaker, facilitator, and champion for trans and non-binary rights, Cusdin brings 20 years' experience to improving transgender inclusion in the private sector.

**Hans W. Jablonski**

Diversity & Inclusion Expert and Managing Director, JBD  
 @hansjablonski  
 Working with around 30% of the German DAX30 Companies, Jablonski brings inclusivity consultancy to various sectors, conducting change and diversity management.

**Smita Kapoor**

Chief Executive Officer & Co-Founder, KelpHR  
 @kelphr  
 Kapoor brings 20 years' experience in the IT, manufacturing, and service industry to KelpHR, conducting training programs to prevent sexual harassment in the workplace.

**DIVERSITY FIGURES IN PUBLIC LIFE**

**Belinda Parmar OBE**

Entrepreneur, Campaigner, Activist  
 @belindaparmar  
 As a diversity campaigner for most of her adult life, Parmar has particularly focused on bridging the gap in representation of women in tech and STEM.

**Mandy Sanghera**

Humans Rights Activist  
 @Mandy\_Sanghera1  
 An award-winning philanthropist, Sanghera has driven innovation and advocacy in the areas of human rights, gender equality, and social justice globally.



**Ros Atkins**

BBC News presenter and journalist, and the founder of 50:50 The Equality Project  
 @BBCRosAtkins  
 Founder of the largest collective action on increasing female representation at the BBC, Atkins' work embeds representation into daily editorial thinking and processes.

**Shaun David Dellenty**

Inspirational Speaker & Former Headteacher  
 @ShaunDellenty  
 Dellenty is an education professional, delivering LGBT+ inclusion seminars and speeches at schools across the UK, as well as into Europe and India.



**Andrew James Barr**

Australian politician and Chief Minister of the Australian Capital Territory  
 @ABarrMLA  
 Working to promote Canberra's economic, social, and cultural development, Barr is also lauded as the first openly gay head of government in Australia.

**Oprah Winfrey**

American talk show host, television producer, actress, author, and philanthropist  
 @Oprah  
 Oprah is a cultural icon in the U.S., with a media empire founded on ideas of acceptance, self-love, and inclusion. She champions and represents diversity.

**Barack Obama**

American Politician, Attorney, Campaigner  
 @BarackObama  
 The first Black President of the U.S., Obama enacted several landmark bills during his presidency, including launching the ACA, and the nationwide legalization of same-sex marriage.

**June Sarpong OBE**

Director of Creative Diversity, BBC  
 @junesarpong @BBC  
 One of the most recognizable and dynamic hosts on British TV, Sarpong is now responsible for improving the BBC's on-air talent portrayal and commissioning as Director of Creative Diversity.

**Edward Enninful OBE**

Editor-in-Chief, VOGUE  
 @Edward\_Enninful @BritishVogue  
 Often named the forefront voice in British fashion, Enninful has headed diverse publications since he was appointed Director of i-D at 18 years old.

**Emma Watson**

Actress, Activist  
 @EmmaWatson  
 An established actress, Watson has used her influence to launch HeForShe, a campaign focusing on solidarity for the advancement of gender equality.

**Munroe Bergdorf**

Activist, Model  
 @MunroeBergdorf  
 Bergdorf is a mainstay of the modelling world while also empowering transgender children through representation, walking at both London and NYC Fashion Week.

**Kamala Harris**

Vice President-Elect, United States of America  
 @KamalaHarris  
 Harris is the current Vice President-Elect of the U.S., following a successful career as an attorney and senator. She represents a number of landmark firsts: the first Asian-American, African-American, Biracial, and female V.P., also soon to be the highest-ranking female elected official in U.S. history.

**Meghan Markle**

Duchess of Sussex, Actress, Philanthropist  
 Instagram @SussexRoyal  
 Making headlines for marrying into the British Royal Family, Markle is a self-proclaimed feminist and uses her influence to promote gender equality and support fundraising efforts for various charities.

**Whembley Sewell**

Editor-in-Chief, THEM  
 @whembleysewell @them  
 Emmy-Award winning Creative Director, Sewell is a great example of how young voices can amplify diversity in worldwide media publications as well as bring a new perspective.

**Nikolay Alexandrovich Alexeyev**

LGBT rights activist, lawyer, and journalist  
 At the forefront of the fight for LGBT rights, Alexeyev took Russia to the European Court of Human Rights to defend the right to host Pride in Moscow.



**Jacinda Ardern**

Prime Minister of New Zealand  
 @jacindaardern  
 Since her election in 2017, Ardern has been an outspoken ally for LGBT rights, marching at Auckland Pride, and pushing forward progressive policy.

**Taiga Ishikawa**

Politician and LGBT activist  
 @ishikawataiga  
 Ishikawa was the first openly gay elected councillor in his native Japan, and has helped to successfully lobby for same-sex matrimonial rights.

**Karine Jean-Pierre**

Chief of Staff to Kamala Harris  
 @K\_JeanPierre  
 Jean-Pierre has worked on both Obama's and Biden's presidential campaigns, now working with Harris. An expert in encouraging political engagement, she is also an activist for human rights.

**Chaz Bono**

American Writer, Musician, Actor  
 @ChazBono  
 Bono is one of the most recognisable trans individuals in the U.S., with a history of LGBTQ+ activism, most recently appearing in the documentary Disclosure.

**Michael Cashman CBE**

Former actor, Politician  
 @mcashmanCBE  
 Cashman's career as an actor and politician have seen him provide both representation and activism in support of LGBTIQ rights across Europe.

**LGBT+ EMPLOYEE NETWORK**

**ATHLETICS PRIDE NETWORK**

**Athletics Pride Network**

#AthleticsPrideNetwork  
 The Athletics Pride Network was launched in April 2020 as the first sports network dedicated to supporting LGBT+ athletes across the UK.



### Disney PRIDE

@Disney

Disney PRIDE is The Walt Disney Company's resource group for LGBTQ+ and ally employees, fostering a culture of authenticity and inclusivity across the enterprise.

### Global Transgender Group

JP Morgan

@jpmorgan

JP Morgan's transgender resource group has provided the company with training led by transgender employees and championing diverse hiring practices.

### Proud Network

Kearney

@Kearney

Proud has driven Kearney to become an ever more inclusive space. The network focuses on LGBTQ+ visibility, ally engagement, intersectionality, and recruiting.

### Diversity & Inclusion Network

TSB

@TSB

TSB's D&I Network looks to offer support to LGBTQ+ members of TSB with mentoring, clear messages of support, and activities to foster inclusivity across the year.

### GLOW Network

Oliver Wyman

@OliverWyman

GLOW is Oliver Wyman's network for LGBTQ+ colleagues, having launched an LGBTQ+ mentoring programme, employee training, and meet-and-greets.



### Pride Network

Intuit

@Intuit

With over 330 members and 10 active chapters globally, Intuit's Pride Network connects LGBTQ+ employees, driving education, awareness, fundraising, and hosting Pride events.

### PRIDE Network

JTI

@JTI\_global

Run by and for employees, Pride at JTI has introduced initiatives based on raising awareness, peer-to-peer support, and business accountability.

### PRISM Network

Slaughter and May

@slaughterandmay

Launched in 2009, PRISM aims to connect and support members of Slaughter and May's LGBTQ+ community through Pride initiatives, talks, and events.

### LGBT+ Friends Network

Vodafone

@VodafoneGroup

The LGBT + Friends Network works to connect and support LGBTQ+ employees at Vodafone by providing advice and guidance to make a positive impact on the workplace.

## HR DIVERSITY CHAMPION

### Thorsten Eger

Head of HR, Switzerland, Johnson & Johnson

@JNJcares

Eger was instrumental in implementing inclusivity training at Novartis (his previous role), designing and sponsoring their first ever EMEA wide Inclusion week.



### Nicole Zube

Senior HR Director, Supply Chain and D&I, Kellogg Europe

@KelloggsUKI

Zube's work in D&I demonstrates an understanding and commitment to diversity, taking a hands-on approach in listening and responding to all employees.

### Margot Slattery

Global Diversity and Inclusion Officer, Sodexo

@SodexoGroup

Slattery has taken initiative to make Sodexo an inclusive employer through SoTogether, the company's gender equality advisory board, meeting monthly.

### Natasha Whitehurst

Head of HR, Rapport Guest Services

@RapportService

As Head of HR at a global company, Whitehurst is committed to training recruiters in unlearning unconscious bias in recruitment.



### Shelly McNamara

Chief E&I Officer and Executive VP of HR, P&G

@ShellyMcNamara @ProcterGamble

As a writer and a HR Executive, McNamara has expanded LGBTQ+ employee groups around the world and is considered a leader and role model in D&I.

## SENIOR EXECUTIVES

### Dawn Airey

Chair, FA Women's Super League & Women's Championship Football

@FAwomenschamp

Airey has an astounding track record in championing female representation in media and the arts, which she now brings to champion women's athletics.

### Mark Gossington

Partner Financial Services Risk Consulting, KPMG

@markgossin @KPMGAustralia

Gossington sponsors KPMG's Leading with Pride programme, designed for future leaders who identify as LGBTQ+, focusing on developing their leadership skills.

### David Lawlor

President - Europe, Kellogg

@KelloggsUKI

Through Kellogg's 'Make it Happen' manifesto, Lawlor is an advocate for women, the LGBTQ+ community, and a champion of multicultural diversity.

### Nina Pusek

Global Diversity & Inclusion Manager, Bacardi

@ninapusek @bacardi

Pusek is driving the diversity program at Bacardi to build an inclusive workplace at the family-owned brand.

### Alex Liu

Managing Partner & Chairman of the Board, Kearney

@kearney

Liu is clear that business success depends on diversity, equity and inclusion. Liu uses voice, power and resources to act against social discrimination and racism.

### Eugenio Pirri

Chief People and Culture Officer,

Dorchester Collection

@eugeniopirri @DC\_LuxuryHotels

By thoughtfully challenging the status quo, Pirri brings 30 years of experience in people management to Dorchester Collection.

### Erik Christianson Chaillot

HR Manager, Australia and New Zealand, Kearney

@Kearney

Erik Christianson Chaillot champions diversity through new and impactful HR approaches, from gender affirmation support to extended parental benefit eligibility.



### Natalie Bickford

Chief People Officer, Sanofi

@natbickford @sanofi

Through focusing on diversity, Bickford has worked in HR leadership for over 20 years, transforming organisations to prioritise inclusivity.

### David Littlechild

Global Head of Culture, Engagement & Wellbeing,

London Stock Exchange Group

@LSEGplc

Through developing employee engagement strategies, Littlechild encourages wellbeing and behavioural change to support a workplace where colleagues can thrive.

### Sereena Abbassi

Independent equity, inclusion and diversity

Consultant

@sereenaabbassi

Taking activism into corporate spaces, Abbassi's work with global brands shows a commitment to organisational transformation grounded in celebrating diversity



### Richard Arnold

Group MD, Manchester United

@ManUtd

As Managing Director, Arnold is committed to inclusivity, from sitting on the club's Equality Committee to sponsoring the club's inclusion networks.

**Terry Stone**

Managing Partner for Health and Life Sciences, Oliver Wyman

@TerryStone92 @OliverWyman

As a member of the Executive Committee and Chair of the Inclusion Council, Stone works relentlessly to improve diversity at the firm.

**David Hynam**

Chief Executive Officer, BUPA Global & UK

@BupaUK

In 2018, Hynam led the launch of the "Everyone's Welcome" pledge, an initiative dedicated to celebrating positive and inclusive workplaces.

**Antonia Belcher**

Director, MHBC Cumming

@BelcherAntonia @MhbcCumming

Through her "Out Loud and Proud" campaign, Belcher champions Transgender individuals like herself in the Construction and Real Estate sector.

**Claudia Brind-Woody**

Managing Director, Walgreens Boots Alliance, IBM

@BrindWoody @IBM

As a member of IBM's executive leadership team, Brind-Woody has a long track record of LGBT+ advocacy and corporate activism.



**Reshma Saujani**

Founder and Chief Executive Officer, Girls Who Code

@reshmasaujani @GirlsWhoCode

Saujani is the Founder and CEO of Girls Who Code, the nonprofit working to close the gender gap in technology and empowering girls looking to get into STEM.

**Curt Hess**

Chief Commercial Officer, 10x Future Technologies

@10XBanking

Hess has encouraged diversity throughout his career. He was a speaker at the European Diversity Conference and is a proud ally to the LGBTQ+ community.

**Anthony Watson**

Founder & Chief Executive Officer, TBOL

@AnthonyWatson

Watson has an undeniable track record of championing LGBTQI rights and inclusion in his career. Currently the CEO of his finance company TBOL, he is also the first Briton to be included on the board of directors at GLAAD.

**Mita Mallick**

Head of Inclusion, Equity & Impact, Carta

@MitaMallick2 @CartaInc

Over 15 years leading iconic brands like AVEENO, AVON Color Cosmetics, Chapstick, Vaseline, Suave and Dove. Mallick has fought hard to ensure black and brown people were represented in campaigns.

**Peter Markey**

Chief Marketing Officer, TSB

@petermarkey @TSB

As the Executive sponsor for TSB's LGBT+ network with over 450 members, Markey truly enables his employees to be their genuine, proud selves everyday.

**Pamela Stewart**

Senior Vice President, National Retail Sales The Coca-Cola Company; Chair of Board of Directors-GLAAD

@pammiestewart @glaad @CocaCola

Stewart serves as Chair of the Board of Directors of GLAAD and Board member of Coca-Cola's Global Women's Leadership Council, promoting diversity in the corporate sphere.



**Tiffany R. Warren**

Executive VP, Chief Diversity & Inclusion Officer, Sony Music Entertainment

@DiverStar @SonyMusic

Warren has over two decades of championing diverse professionals in the creative industries, pushing for the advancement of talent inclusive of women, POC, and LGBTQ+ professionals.

**Diony Lebot**

Deputy Chief Executive Officer, Société Générale

@DionyLebot @SocieteGenerale

Lebot is the Global Executive Sponsor for the Pride and Allies network at Société Générale. Her passion and support has been key in fostering a diverse workplace environment.

**Ara Tucker**

SVP, Head of Talent and Culture, Audible

@audible\_com

Partnering with colleagues and leaders across Audible, Tucker ensures the leading audiobook and podcast platform is an inclusive and progressive workplace.

**Aleida Rios**

Senior Vice President Engineering, BP

@bp\_plc

A D&I advocate at BP, Rios works on increasing diversity in STEM as well as encouraging other STEM leaders to do so in their hiring practices.

**WOMEN'S NETWORK**

**Pride for Women Network**

KPMG Australia

@KPMGAustralia

The network generates greater awareness of the unique challenges faced by Lesbian, Gay, Bisexual, Transgender and Queer women in the workplace.

**Women's Network**

Kearney

@Kearney

The Women's Network is one of the longest-standing at Kearney, and is committed to recruiting, advancing, and supporting women.



**London Stock Exchange Group**

**Women Inspired Network**

London Stock Exchange Group

@LSEGplc

WIN creates an inclusive space to network, work with organisations championing gender equality, and nurture female talent, across 6 locations.

**Women's Business Alliance**

Morgan Stanley

@MorganStanley

Aims to enhance employee engagement, create a framework for cross-business unit connectivity and idea-sharing, advancing the firm's overall culture of inclusion.

**Global Women's Leadership Network (GWLN)**

McDonalds

@McDonaldsCorp

Recognising the significant contributions women are making to McDonald's, facilitating a culture where women have the opportunity to succeed and grow.

**Global Women's Initiative**

MetLife

@MetLife

Metlife want to attract and identify the best female talent, taking it a step further and providing the tools to thrive.

**Women's International Network**

Ashland

@AshlandInc

By heightening awareness and addressing business needs of women at Ashland, this network contributes to the professional development of women, contributing to a diverse workforce.



**StrongHer**

NOKIA

@Strong\_Her @nokia

StrongHer is an inclusive employee network that seeks to give women equal representation and opportunities by heightening representation and realising potential of women in all job functions.

**Women's Network**

Centrica

@centricaplc

Through celebrating difference, creating opportunities, and providing leadership, the Women's Network at Centrica helps to accelerate personal and professional development of employees.

**WEConnect INTERNATIONAL**

Connecting Women's Enterprises with Market Opportunity

**WEConnect International**

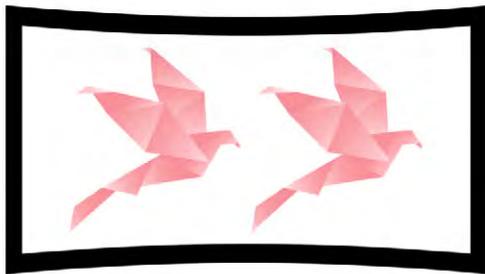
@WEConnection

WEConnect International helps drive money into the hands of women business owners by enabling them to compete in the global marketplace.



**Nominations for inclusion within the Global Diversity List 2021 open on Tuesday 1 December 2020. Individuals, organisations and networks named in the list will be given use of the Global Diversity List benchmark crest to demonstrate their commitment to Diversity and Inclusion.**

HEATHER POWER Exclusive  
PEACE LESBIANS with Suranne  
AT THE DIFFERENT Jones  
BEDFORD FOR GIRLS HENPIREBEDF



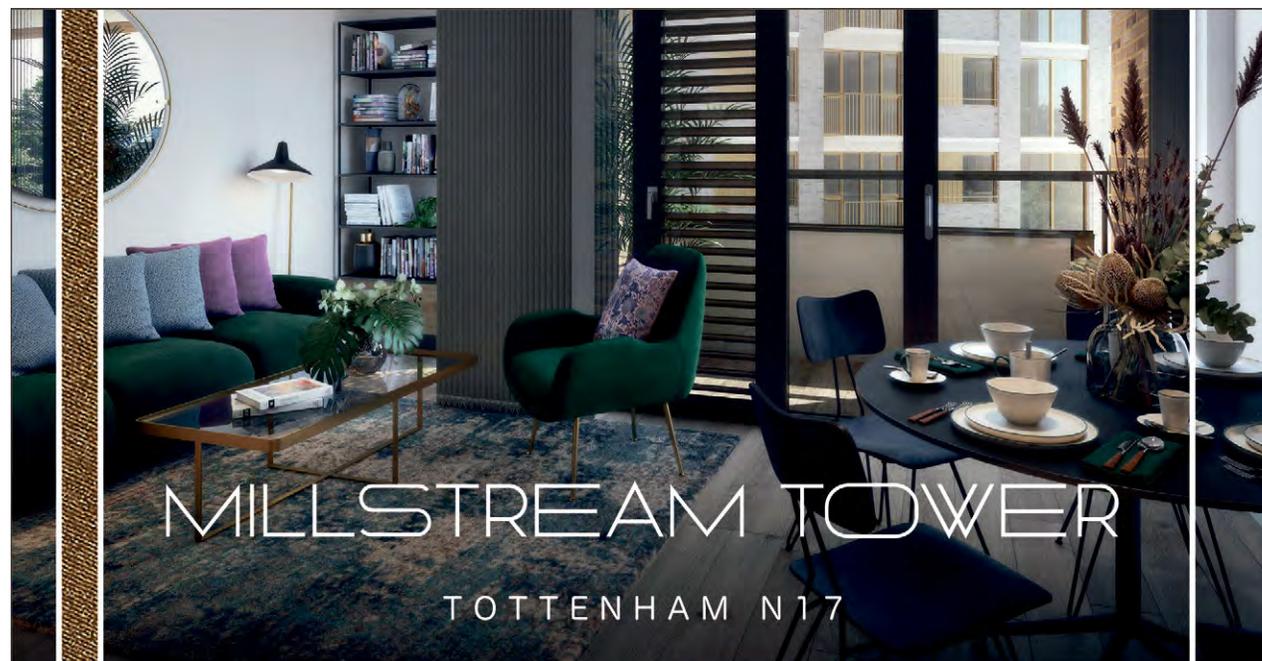
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