



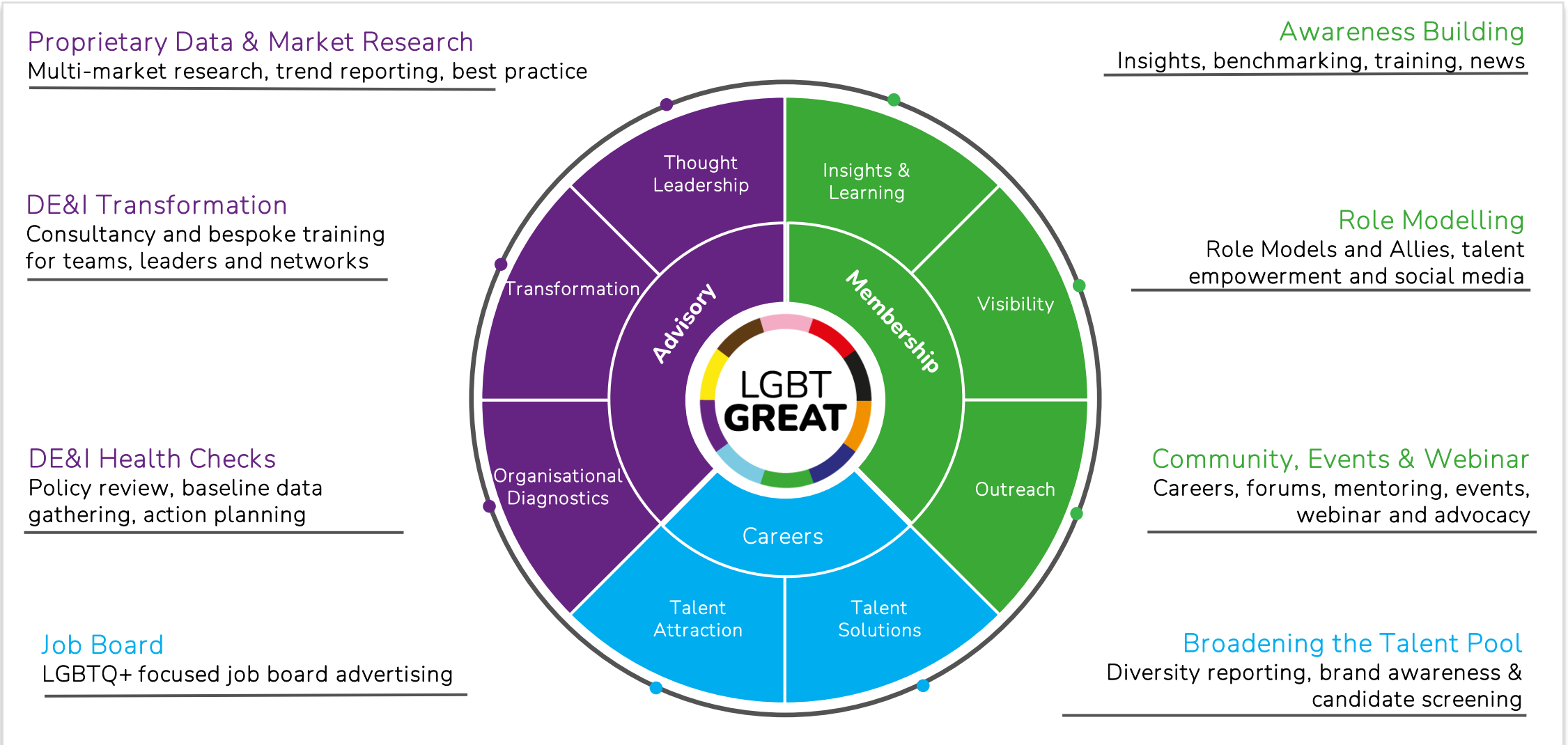
#PoweringProudWork

Training Solutions Overview

Empowering you to enhance awareness and drive conversations

Date: Q1 2024

Training and awareness represent are at the heart of what we do and how we support our clients



Welcome!

At LGBT Great, we pride ourselves in collaborating with our clients to make the financial and professional services industry a truly more empowering place for LGBTQ+ people, talent and communities.

You benefit from access to full-suite of LGBTQ+ DE&I awareness training

LV1: LGBTQ+ DE&I Introductions			LV2: LGBTQ+ DE&I Foundations		
An Introduction to LGBTQ+ DE&I	An Introduction to Allyship	An Introduction to Trans, Non-Binary and Intersex Inclusion	Language Matters – Practical Tips for Gender and LGBTQ+ Inclusive Language	The 5 Traits of Impactful Allyship	The History and Importance of LGBTQ+ Pride
LV3: Intersectional Explorations					
Seeing is Believing: The Power of LGBTQ+ Role Models and Visibility	A Bedrock of Solidarity (1) Introducing “Intersectionality”	A Bedrock of Solidarity (2) “Intersectional Allyship”	A New Frontier: LGBTQ+ Lens Investing	DE&I Strategy for ERGs / Employee Networks	Inclusion at the Intersections: LGBTQ+ x Neurodiversity
LV4: Pathways & Bespoke Training (GET IN TOUCH – alex@lgbtgreat.com)					



OVERVIEW: An Introduction to LGBTQ+ DE&I

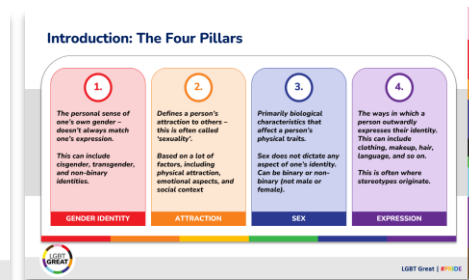
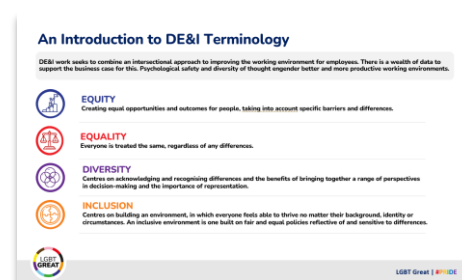
Creating a workplace that fosters psychological safety, promotes equity and champions diversity does not happen in a vacuum. It requires a concerted effort to kickstart momentum. This session supports organisations early in their LGBTQ+ DE&I journey to hit the ground running and kickstart the conversation.

Session Objectives:

- Build a foundation of understanding around common terminology (equity / equality etc).
- Understand the “Four Pillars” of LGBTQ+ identities.
- Contextualise why the conversation matters today.
- LGBTQ+-inclusive language 101
- Allyship 101
- Q&A

Sample polling question:

“How confident are you in articulating the difference between “gender identity” and “gender expression”?”



“

Thank you for your amazing insights training session today. We had over a third of the global organization in attendance and I thought the engagement was excellent. I had comments from several Team EquiLend members right after the call that it was really good and they learned a lot. I thought it was also telling that five out of six of our management team members, including our CEO, were in attendance; it surely would have been all six if it weren't for our CIO being in an offsite today at the same time

”

CLIENT TESTIMONIAL



How we tackle common issues with training



A significant LGBTQ+ DE&I knowledge gap remains

HOW WE SUPPORT: We offer 10 CPD-accredited training sessions covering a wide range of LGBTQ+ DE&I topics from 101/introductions to advanced courses on intersectional allyship and DE&I strategy development.



DE&I often remains a “side of desk,” resulting in limited capacity to deliver

HOW WE SUPPORT: Our experienced facilitators take onus away from internal teams to deliver training, providing access to industry-trusted insights without additional drain on internal resources. We also offer end-to-end event management.



DE&I training can often be (incorrectly) perceived to lack depth

HOW WE SUPPORT: All our training is informed by a wide range of data. We look to the HRC, Stonewall and our own reports to supplement and contextualise training so it's accessible but well-informed.



Content is superficial, general or “one-size-fits-all”

HOW WE SUPPORT: All our sessions are tailored (either in delivery, content or both) to client requirements. Our sessions can be focused through a regional lens (i.e. APAC focus) or delivered through keynote, roundtable or testimonial-led sessions.



Measuring the impact and ROI of sessions is difficult.

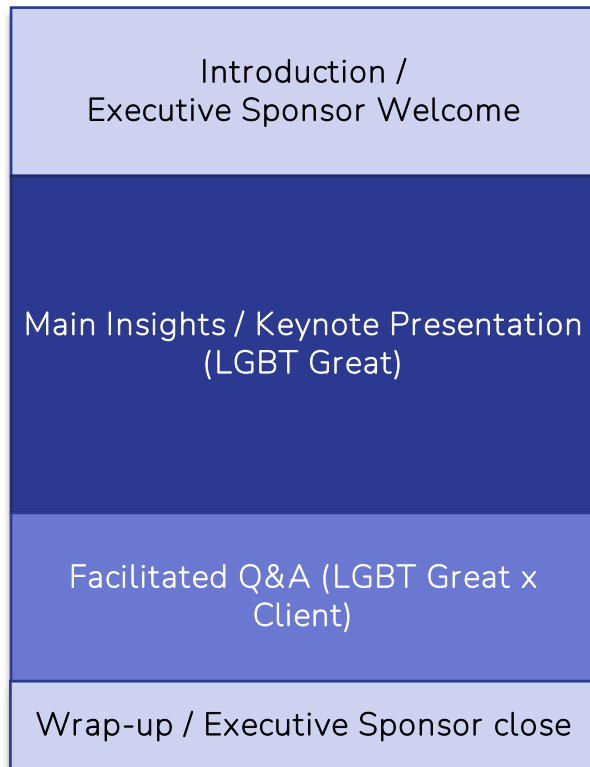
HOW WE SUPPORT: We provide multiple avenues to collect feedback from attendees (live polls / post session surveys) to support Clients to understand the impact of sessions.



We work with you to understand the best delivery approach to maximise engagement with your audience(s).



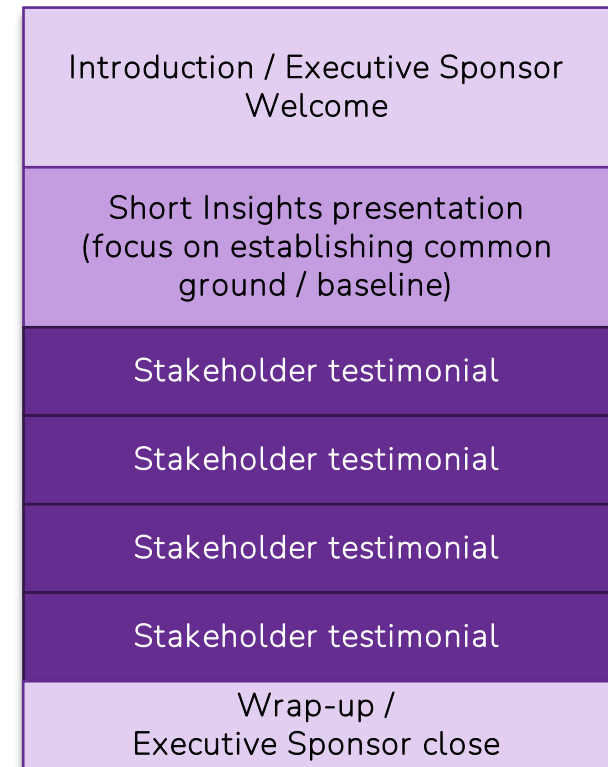
Keynote + Q&A



Facilitated Roundtable Discussion



Client-Led Testimonials



“

“Over 350 employees joined the terrific webinar on allyship with dozens of questions and comments raised during the session. Thanks to the LGBT Great team for such an insightful and engaging event and looking forward to the next webinar for Inclusion Week.”

”

CLIENT TESTIMONIAL





Understanding ROI

This programme will provide short, medium and long-term ROI centred on employee engagement and impact

Demonstrate AUTHENTIC ORGANISATIONAL ALLYSHIP and commitment to ESG and DE&I

Improved workplace CULTURE and overt commitment to INCLUSION

Improved CONFIDENCE and AWARENESS on core LGBTQ+ DE&I issues

Generate CROSS-ERG engagement opportunities to reduce siloes and improve SATISFACTION

Reduce instances of (UN)CONSCIOUS BIASES

Reduce likelihood and risks around DISCRIMINATION and HARASSMENT





Important information regarding pre-paid CPD accreditation with LGBT Great

Please note: This pre-purchase of CPD accreditation certificates with LGBT Great is non-refundable. However, any unused certificates you receive can be applied to future CPD training programs you undertake with us within a 12-month period.

Here's what this means:

- **Non-refundable purchase:** Once you purchase the package, the initial cost cannot be refunded, regardless of whether you use all the included certificates or not.
- **Future use of unused certificates:** Any certificates you don't use in your current training can be saved and applied towards the cost of future CPD programs with LGBT Great within the next 12 months. This allows you to spread the cost of your professional development over time and potentially save money on future training needs.
- **Planning is key:** We encourage you to carefully consider your upcoming CPD requirements before making this pre-purchase. Think about how many certificates you might need in the near future and whether this package aligns with your training goals.
- **Questions and support:** If you have any questions about our CPD programs, this pre-purchase option, or the use of unused certificates, please don't hesitate to contact us. We're happy to help you make an informed decision.
- **Expiration:** Any unspent CPD certificates included in this pre-purchase package will expire after 12 months from the date of purchase. Unused certificates cannot be carried over to future programs or refunded.



Meet our Facilitators



ALEX GABBUTT (he/him) | Executive Director & Head of Advisory

Alex is an experienced DE&I facilitator, having delivered training to over 50+ organisations across financial and professional services. He specialises in leading conversations on holistic DE&I strategy, inclusive approaches to data and gender/LGBTQ+-inclusive language. He has presented at a wide range of industry-wide conferences and events, including the Sustainable Investment Festival (2022 and [2023](#)) and the [European Leverage Finance Association Annual Conference](#) (2023). As Executive Director, Alex runs LGBT Great's consulting practice, advising clients on the development and rollout of DE&I strategy, training and data programmes. He oversees the iiBT, LGBT Great's industry-wide benchmark for LGBTQ+ DE&I excellence. He has degrees from the universities of Oxford and Warwick.



GEORGIE WILLIAMS (they/them) | Insight & Content Analyst

Georgie is a specialist in gender development and identity, with a deferred PhD position in the department of Social Justice at University College Dublin. They have been invited to present their findings at academic conferences held everywhere, from the London School of Hygiene and Tropical Medicine and Purdue University in the USA to human rights organisations in Indonesia. Georgie is also the founder of /Queer, an educational research project pertaining to global gender and sexuality diversity, which has been archived in the Kinsey Institute. /Queer has also had audience engagement in over 140 countries around the globe. Georgie has taught students up to postgraduate level; they also have substantial corporate experience, having worked as a consultant organisational psychologist for financial, legal and realty companies across the US and UK.





CONTACTS

MEMBERSHIP

Matt Cameron (he/him)
CEO & Head of Membership
LGBT Great
matt@lgbtgreat.com

CAREERS

Clare Scott (she/her)
COO & Head of Careers
LGBT Great
clare@lgbtgreat.com

ADVISORY

Alex Gabbutt (he/him)
Executive Director & Head of Advisory
LGBT Great
alex@lgbtgreat.com

DISCLAIMER

The information and guidance provided in this Proposal and throughout the programme of work outlines created by LGBT Great are intended for educational and informational purposes only. While efforts have been made to ensure the accuracy and relevance of the content, LGBT Great assumes no responsibility or liability for any risks, damages, or consequences that may arise from the implementation of the strategies outlined in this proposal and these Modules. Organisations agreeing to undertake this programme are encouraged to exercise due diligence and consult with appropriate professionals, legal advisors, and stakeholders to tailor the strategies to their specific context and requirements. These Modules are not a substitute for professional advice, and LGBT Great disclaims any warranties or guarantees, express or implied, regarding the completeness, accuracy, or suitability of the information provided. By engaging with these Modules, organisations acknowledge that they are responsible for assessing their unique circumstances and implementing the strategies at their own discretion and risk. LGBT Great shall not be held liable for any direct, indirect, incidental, consequential, or special damages resulting from the use or inability to use the information contained in these Modules. Organisations should be aware that laws, regulations, and best practices related to diversity, equity, and inclusion, as well as data privacy, may vary across jurisdictions. It is the responsibility of the organization to comply with applicable laws and seek legal advice as needed.