

Inspirational

50



**pwc**

# Inspirational

# 50

## Celebrating 50 years of LGBT+ Pride, and marking the Stonewall Uprising 1969–2019.

By any measure, this is a landmark year for the LGBT+ community, both within PwC and also globally. It's not often we get to celebrate a milestone anniversary simply because a lot of the steps towards LGBT+ equality have been within our recent history. One only needs to look back over the past few decades to see the many historic 'firsts' in the UK for our community. For me, every single person who fought for LGBT+ rights over the past 50 years is an inspiration and we must celebrate them and honour their sacrifices. We must, too, remember with gratitude and pride how far we've come as a community thanks to the work of so many who came before us, who sacrificed so much to get us to where we are today – some with their lives.

So this year, in honour of the above, we're commemorating our 50th Anniversary in two ways – firstly, by the global launch of our new inclusive business network Shine. It's an evolution of GLEE@PwC, now even more powerful and connected across the PwC network globally, because, together, we're proud of the LGBT+ community and what they add to our PwC family. This is the first time in our history that we have a globally aligned LGBT+ network, united under one approach.



Secondly and by no means least, our very own Inspirational 50 featured in this unique book, highlighting key individuals – ranging from Partners and employees at PwC, people from the wider business community and our many associations with charities and external organisations – all of whom have inspired our friends and colleagues at PwC and the Shine network to ‘be their true LGBT+ selves’.

It’s a pleasure to present this list in its entirety. It’s not a ‘who’s who’ of the LGBT+ celebrity circuit, but rather a compelling collection of stories and people who make a difference to everyday lives. The often unsung heroes and

heroines who stand up and be themselves, lend a shoulder or an ear when we need it, march with us at Pride, or just represent the LGBT+ community by continuing to fight for further equality either in the UK, or globally.

Brian Ashmead-Siers  
Lead Partner Sponsor

Shine



# Francesca

Francesca has brought huge enthusiasm to Shine. Whilst based in the Midlands, she worked tirelessly on raising visibility of women within Shine. She did this by presenting to a packed office AGM in September 2018 – to an audience of hundreds in attendance, and won the PwC Midlands award for ‘Making a Difference’ the same day. She also organised an event in November ‘The Secrets of Successful Women’ for internal and external staff, attended by members of Shine from other offices, with a range of female speakers talking about their experience.

Her visibility has been paving the way for other women to become more visible, and some of the external recognitions she’s had (making The Guardian Pride Power List 2018 and winning the Diva Award for Barclays Diversity Champion) only illustrate this further.

Francesca is also the Co-Chair of Shine and has moved into PwC’s national Diversity and Inclusion team based in London.

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**Francesca Harris nominated by  
Stephanie Hardy**





# Ben

Ben has been nominated for all the hard work and effort he's put into his role as the Co-Chair of Shine, and for all the support and mentoring he has given to others in the network.

Having previously worked in both schools and for a local authority, and joining as an experienced hire, Ben brought along a great understanding of how to get the best out of people whilst celebrating everything that makes them unique. Having mentored when working in schools and supporting students struggling to come out and be themselves, he is well versed at listening and understanding people's needs both personally and professionally.

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**Ben Jones**  
nominated by  
**Brian Ashmead-Siers,**  
**Stefan Doering and**  
**Francesca Harris**



# Stephanie

Steph has had the courage to share her amazing story with the whole business unit via a video clip we used at a recent strategy update event, as well as at a EMEA new partner event earlier this year. Her story is a very personal one about how she joined the firm as an experienced hire and managed, with the help and inspiration of others, to overcome a number of personal challenges, anxiety and perceptions to more recently accept that she can indeed be herself at work – and is now out and proud of who she is and continues to inspire others with her story.

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**Stephanie Hardy**  
nominated by  
**Jayne Parker and**  
**Zoë Taylor**



# Cameron

Cameron runs the Bristol Shine network. He works constantly to ensure the LGBT+ community is represented in what is a small office, which takes a lot of stamina and dedication. Cameron views allies as really important to the community and encourages allies to join and take part in the network, which makes it feel truly inclusive. He recently organised an event on the importance of allies which was really insightful and opened up some really interesting debate. The way he set the tone for the discussion was inclusive, balanced and mature, and made it one of the best events I've ever attended at PwC. He has really promoted and enhanced the activities and knowledge of the LGBT+ community and what they stand for.

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**Cameron Campbell nominated by  
Steph Maddrell and Sue Pentney**



# Gill

Gill is quite honestly a 'Wonder Woman'! On top of a hugely demanding role communicating with our clients and teams in relation to all things Brexit, she contributes hugely to the LGBT+ community at PwC in her leadership role as Chair for Shine North. Incredibly, in her spare time, Gill is also an active member of her local roller derby team.

Gill is hugely inspiring to me, because despite this hectic (both stressful and high profile) schedule, she always makes time for people. She is a fountain of knowledge, and my number one go-to person for all things firm-related. Her internal and external networks are incredible.

As an ally to the LGBT+ community, she is deeply committed to her Chair's role, and most importantly, lives each one of the PwC values in everything she does, consistently seeking to do the right thing for our firm, our clients and our people – she shows how you can align it with the firm's purpose and strengthen PwC everyday.

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**Gill Hemming nominated by  
Harry Matthews and  
Caroline Swanson-Hunt**



# Mark

Mark recently organised a D&I event for Shine that was sponsored by Technology and Investments. We invited 80 Intertech LGBT+ members and clients to the Frontier in More London to talk about emerging tech. I was really impressed by the way we are linking our inclusive strategy with our tech strategy.

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**Mark Irwin nominated by  
Jon Andrews**



# Sarah

Sarah not only founded the British LGBT Awards, a major event in the LGBT+ calendar, but also uses her influence beneficially for LGBT Women, the BAME community and now establishing the British LGBT Awards LGBT+ <25 to understand the perceptions and behaviours of people under 25. She is a true inspiration for so many in the LGBT+ community.

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**Sarah Garrett nominated by  
Francesca Harris**



# Elsa

Elsa is a great supporter of the LGBT+ community and has invested a lot of time and effort into shaping the Shine network as we know it today.

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**Elsa Shaughnessy nominated by  
Dan Ricard**





# Dipesh

Coming from an ethnic minority background, Dipesh has been an inspiration for his community by being himself and empowering others to do the same. When asked why his email had a pronoun on the signature, he explained that it signifies how he identifies and how PwC enables an inclusive culture where people can be their authentic selves. So from day one, Dipesh made me stop and think about how I could be my most authentic self in my career at PwC. Every day he aspires to progress his career at PwC by being his whole self, and encourages others to do the same.

Dipesh also volunteers for Diversity Role Models, speaking at community schools educating students about LGBT+ acceptance, sharing his personal story to those from different cultures and backgrounds, and ensure that the mindset of

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**Dipesh Davadra**  
nominated by  
**Carly Schell**

the next generation is inclusive. The programme ensures that beneficiaries either feel comfortable to be themselves or are understanding of those who identify themselves as LGBT+.

He always downplays how much of an effect he has on other people and says that it is him who is inspired by our senior leaders being out and proud, but it is Dipesh's passion for diversity on all levels (he is also a big advocate for Indian culture) that has made the biggest impact on me and my PwC story. Dipesh deserves a great deal of respect and appreciation for being himself, helping others do the same and trying to change people's perceptions on LGBT+ issues.



# Billy

Upon joining the firm, I attended a Shine Breakfast event in the Birmingham office which was organised by Billy. Billy was very welcoming and motivated me to get involved with Shine in the Midlands and promote diversity not only within the firm but by building external relationships as well. Since then, Billy has become Chair of Shine Midlands and has taken the network to the next level: the group has grown a lot, sign-ups to our newsletter have doubled over a year, and the presence of Shine in the Midlands is bigger than ever.

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**Billy Jones nominated by  
Csongor Sovány**



# Bobbi

Bobbi leads the trans network at BP. Bobbi had the idea to have a big celebratory event as part of Trans Awareness Month in 2018, and using their influence, was able to engage other organisations such as PwC, Clifford Chance, Credit Suisse and Amazon.

The event was a great success with over 300+ people attending and the feedback was very positive. In particular it had a big impact on one individual who shared later with Bobbi that they decided to transition straight after the event last year – it was a direct result of coming along and seeing people openly discussing transgender matters but also the absolute support from so many people and companies that gave them the confidence to be themselves for the first time. Up to that point they hadn't thought it would have been possible, that they wouldn't have been brave enough and they didn't think they would ever have been able to do it.

Bobbi has already developed a plan for an even bigger and better event this year.

Bobbi is such a lovely person and very modest about their achievements and their ability to act as a catalyst to make a change in organisations or to convene such a great event. Additionally, they invest much time in holding awareness raising sessions in BP on what it means to be trans in BP.

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**Bobbi Pickard nominated by  
Anne Hurst**



# Alastair

As the CEO of The School for Social Entrepreneurs, Alastair has supported numerous LGBT+ social entrepreneurs start-ups including an adoption agency supporting the LGBT+ community. He also founded TONIC, a care home for the LGBT+ community who often suffer bullying in care homes.

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**Alastair Wilson nominated by  
David Adair**



# Denise

Denise has fought tirelessly in the campaign for Marriage Equality in Northern Ireland. She challenged PwC to take a stand and persuaded the business community to work with the firm to challenge political opposition to the issue.

Through the medium of an open letter (signed by 30+ of the biggest NI employers), Denise started a campaign publicly supported by businesses that was a unique and pivotal step in trying to bring Marriage Equality to Northern Ireland.

Denise's tenacity and passion galvanised support from people. It was so inspiring to see Denise take a personal issue, and clearly articulate how it was equally a business issue affecting the people within our organisation, their clients and the business itself – one that needed to be addressed. As a consequence, she has been nominated for a Women in Business Award and also for the British LGBT+ Awards (the only PwC person nominated nationally).

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**Denise Hart nominated by  
Colette Archer, John Compton,  
Tony Doyle and Nic McHugh**



# Paul

Paul has shown time and time again his genuine commitment to diversity in the work place. He regularly supports events and made a huge difference in terms of having the courage to support the call for equal marriage in Northern Ireland.

I never expected to have a lead partner in Northern Ireland who: a) genuinely cares about issues such as the above; and b) gets the time to know staff. He is totally approachable and is keen to listen to and understand different perspectives. He is a true role model and leader.

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**Paul Terrington  
nominated by  
Colette Archer,  
Tony Doyle,  
Laura Lavery  
and Nic McHugh**



# Beth

Beth has worked tirelessly to establish an inclusive womens' network within Shine (also actively encouraging members from outside the Shine group) and being a friendly and communicative mentor to new joiners to the Shine network.

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**Beth Try nominated  
by Alex Hawley**



# Helen

Helen is a great supporter of the LGBT+ community – she has volunteered with the Samaritans, attends Pride in London with PwC and shows her support at all times – she is always available for a chat and is a fantastic straight ally.

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**Helen Ewin nominated by  
Steve Noke**



# Anne

Anne is a senior diversity and inclusion specialist at PwC, with significant experience working in this area.

She has been heavily involved in almost every diversity initiative we've had at PwC, especially the Shine network. She lives and breathes diversity, equality, inclusion and acceptance every day.

Her remit encompasses all aspects of creating a culture where the diversity of people's difference is valued and a recognised enabler of business and personal growth. She has been working on PwC's equal pay reviews for seven years and is driving the actions the firm is taking to close its pay gaps.

Through her actions, Anne is a great role model and inspiration for so many colleagues in the firm.

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**Anne Hurst nominated by  
Sarah Churchman**



# Brian

As the openly out CEO of Shaftesbury Plc; a FTSE 250 real estate company and a board member of Freehold; the real estate industry's first LGBT+ professional network, Brian is a true champion of LGBT+ rights and inclusion across the property sector.

In an effort to address the equality gap for the industry's LGBT+ community and tackle issues surrounding sexual orientation, Brian, along with Freehold co-founders David Mann and Saleem Fazal, actively connect and provide support for over 1,000 LGBT+ real estate professionals – a community which prior to 2011 didn't exist.

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**Brian Bickell**  
nominated by  
**Mark Mesiti**

Over the years, Brian has seen the real estate industry change and shift to better support diversity and adopt a more inclusive mentality. However he recognises that more needs to be done and is personally committed to driving further progress across the industry. His involvement in Freehold and other industry-wide initiatives such as PwC and Real Estate Balance's '2019 Fast Tracking Gender Balance across Real Estate' report are testament to this commitment.

Brian, despite his seniority, is extremely humble, personable and inclusive – a role model for both real estate and LGBT+ professionals alike.



# Heather

Heather is a huge inspiration in terms of diversity and inclusion. She is a brilliant role model both within and outside the firm, and passionately supports LGBT+ equality, as well as being a major voice in the community for BAME inclusion.

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**Heather Melville nominated by  
Stefan Doering**





# Michael

Michael truly embodies the word ‘inspirational’ – from co-founder of Stonewall, his significant charitable work in association with numerous HIV and LGBT+ related charities, to the tremendous work he has done in furthering LGBT+ rights and equality politically – both as a Member of the European Parliament and now in the House of Lords. Michael has been at the forefront of making a huge difference for the LGBT+ community both in the UK and globally, and is widely recognised as a leading and brilliant campaigner.

We are delighted that Michael features in our Inspirational 50 list as he has done so much for so many LGBT+ people and continues to do so.

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**The Rt Hon. The Lord Michael Cashman CBE  
nominated by Brian Ashmead-Siers,  
Stefan Doering, Francesca Harris and Ben Jones**



# Tim

Tim is a role model within the PwC Shine LGBT+ network, visibly representing the community at Partner level. He has always been out at work and is one of the Partner Sponsors of Shine. Tim also sits on the ICAEW LGBT+ focus group, is a Stonewall Top Tier Ambassador, a Friend of the Terrence Higgins Trust and is in the OUTstanding mentor programme.

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**Tim Allen nominated by  
Brian Ashmead-Siers**



# Andy

Andy has done a tremendous amount for the LGBT+ community at PwC UK and externally, and the Diversity & Inclusion agenda more broadly as he was involved in the setting up and first phase of focus behind Shine. But the reason Andy inspires me is that he is truly comfortable in his own skin and is using his platform as a leader within the firm to help others do and feel the same.

He is unapologetic about who he is, and drives a very strong message of bringing your authentic self to work and not changing due to the pressures of the corporate machine – which is very powerful. His work on ‘Genius Power Dreams’ demonstrates that he truly champions the power of understanding oneself and identifying one’s strengths and applying them to make demonstrable change around them.

In a lot of organisations LGBT+ people stay in the closet or hide in the shadows, not able to bring their authentic self to work and be unapologetic about it – leaders like Andy make a difference and create an environment where that’s not the case inside and outside work.

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**Andy Woodfield nominated by  
Mary Agbesanwa, Dipesh Davadra,  
Stefan Doering and Mark Mesiti**



# Lindsey

I joined the firm in June last year and right from the start, Lindsey encouraged me to be my authentic self. She has supported me and my passions around diversity and inclusion and brought senior folks from across the Scottish region along the journey. She's caring and passionate for PwC Scotland being an inclusion workplace. She has opened up her network to me, and provided a space for me to interact with clients and colleagues across the region to enable us all to be better. With Lindsey at the helm as D&I partner lead for Scotland we're breaking down barriers to enable everyone to be their true authentic self.

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**Lindsey Patterson**  
nominated by  
**Anna Smith**



# Pippa

Pippa is the founding member of LGBTQ W (LBWomen.org), a network created to inspire, inform and celebrate the success of lesbian and bisexual women. The network aims to increase visibility of LGBTQ women in the workplace and in society, actively help them reach their potential by empowering them to be confident about who they are, to be authentic, strive for success and regard their sexual identity as a positive differentiator.

Pippa manages a cross-regional team voluntarily working towards an inclusive workplace for LGBT+ people.

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**Pippa Dale**  
nominated by  
**Francesca Harris**

# Sue

Sue is a former Partner from PwC who went through gender reassignment surgery after leaving us. Sue readily admits that she thinks she might have struggled to do so at PwC back then. Here we are years later and Sue stands up and conveys her quite breathtakingly emotional journey to where she is now – a brilliant advocate of trans/non-binary/gender fluid people. I heard her speak during our Trans Awareness Week last year and was truly moved by her story and the bravery.

We should always be indebted to people like Sue who have the courage to ‘just’ be themselves, when actually that isn’t ‘just’ what it takes. It also resonated with me – I know what it takes to be a Partner at PwC, let alone having to deal with everything Sue went through.

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**Sue Pascoe nominated by  
Brian Ashmead-Siers**





# Sophie

Sophie joined as a Shine representative in autumn 2018 and instantly began to share ideas and support others. She has since made herself known within the wider Shine Midlands network by attending events and talks –how rapidly Shine has come into the spotlight in the Midlands is a reflection of her determination, dedication and passion. It was particularly evident during a Shine Steering Meeting in late 2018 where we invited ideas and views on what Shine could look like for this office.

In addition she is creating opportunities for others to follow her lead – for example in the recent Nottingham University Consulting Challenge for students she arranged for peers from different business areas to present students with the

challenge to explore how the ‘+’ in LGBT+ can be further supported in the workplace; an incredible way to engage potential future employees but also a great way to arm allies with sensitivity and awareness of challenges (and potential challenges) that the LGBT+ community still faces in the workplace.

Sophie helped organise the PwC office attendance at Nottingham Pride 2019, it marks PwC’s first East Midlands representation at Pride and very little of this progress would have been made without Sophie. We are incredibly proud of what she has done to raise awareness as well as Shine’s profile in the Midlands, it has made a difference in this small corner that is the East Midlands office.

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**Sophie Lilley**  
nominated by  
**Aaron Chahal**  
and **Anna Cook**



# Emma

Emma has always been incredibly supportive of me (and our wider team), and is passionate about ensuring people bring the best of themselves to work. This extends beyond LGBT+, to gender, race, culture, family life etc.

In particular, she always shows an interest in my (and the rest of the team's) personal lives where people are willing to discuss it. Her friendly nature means I feel comfortable discussing my own personal circumstances, family acceptance difficulties and even dating disasters with her!

Emma treats everyone equally in the team – she holds everyone (regardless of grade) to the same high professional standards and aims to provide a supportive, welcoming and inclusive work environment for all. I feel able and comfortable in being myself at work, and feel that this is celebrated and welcomed.

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**Emma Robertson nominated by  
Alistair Godley**





# David

David joined PwC's Community Affairs team in 2001, bringing with him extensive knowledge and experience from the voluntary sector in relation to social inclusion and cultural diversity – having previously worked for the National Association of Care and Resettlement of Offenders (N.A.C.R.O.), established the Prince's Trust Team programme in Southwark and Lambeth, and undertaken a variety of roles in the creative industries.

David works tirelessly to promote sustainability, diversity, inclusion and social mobility across PwC and the wider community to drive change.

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**David Adair**  
nominated by **Andy Woodfield**



# Asha

Asha is leading work with the West Midlands Mayor and Metro area combined authority, she champions D&I from lived experience, was working at a client when I first met her, and is now an NLP practitioner, coach, and entrepreneur with her own businesses.

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**Asha Pitt**  
nominated by **Matt Hammond**



# Kevin

Kevin has been the Executive Board sponsor for the Shine network, previously known as GLEE, for over eight years. In that time the number of members has grown to over 1,000 members and Kevin sees it as a clear demonstration of how a culture of inclusivity within the firm has been built and strengthened over time.

Kevin takes a keen and active interest in the ambitions and activities of the Shine network, and is a valued sounding board for the Shine leadership team. Kevin also engages with LGBT+ efforts across the global PwC network, as well as outside of the firm.

Kevin has time and again underscored the firm's commitment to diversity and inclusion, social mobility and gender equality by upholding the firm's actions in these areas. Among them, the decision to remove UCAS points as entry criteria for graduate roles, encouraging accountability through publishing the social backgrounds of graduate applicants, expanding the number of schools the firm works with, setting and publishing gender and ethnicity targets, reverse mentoring and 'Open Mind' unconscious bias training for all staff, along with numerous other programmes and initiatives.

Most importantly, Kevin is vocal about his commitment to leading a business where everyone can be themselves at work and is clear that "... diversity leads to better business decisions and creates an environment where everyone can reach their full potential. We are committed to ensuring that PwC is open to all."

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**Kevin Ellis, UK Chairman and Senior Partner,  
nominated by Brian Ashmead-Siers**





# Babak

As a user of the UK's railways it's really inspiring to know the importance Network Rail places on serving its LGBT+ customers. Babak co-founded Archway in 2013 and has taken the network from strength to strength. Archway now has more than 500 members and as a regular train user it's empowering to know there are so many folks within the rail industry who are working to ensure the railways reflect the wider society that they serve.

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**Babak Erfani nominated by  
Anna Smith  
and Martin Smith**



# Aaron

Aaron has been the catalyst for establishing Shine in the East Midlands, speaking at a number of internal events and done so passionately, articulately and made everyone feel welcome.

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**Aaron Chahal nominated by  
Paul Norbury**



# Stefan

Stefan is such a genuine and warm person. Although he's new to PwC he's fitted in so well it honestly feels as though he's been here for ages. He has a brilliant calm style yet always brings such positivity and energy when I see him and to everyone he meets and works with. He hit the ground running by being himself, being open with me and those around him and is always smiling!

He's a breath of fresh air to the team and inspires me, and those around him, to be themselves as well as be better at we do.

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**Stefan Doering nominated by  
Sue Shaw**



# Shani

Shani spoke at an event about her son and being the parent of a transgender child. She was very inspirational and not used to public speaking – her son was in the audience and it was just wonderful to see the love between them and the emotional and funny way in which she shared her personal story.

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**Shani Moylan nominated by  
Steve Noke**



# Pips

Not only is Pips a true tour de force in the LGBT+ community, they are also an absolute pleasure to spend time with. Along with Pips' role as Director and Head of GM Technology Core Engineering Integration Components, they are also co-chair of the Credit Suisse's LGBT Ally Program. This network aims to encourage an inclusive work culture where all are encouraged to bring their whole self to work and to promote authenticity in the workplace, regardless of gender identity, gender expression or sexuality.

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**Pips Bunce**  
nominated by  
**Brian Ashmead-Siers,**  
**Francesca Harris**  
and **Ben Jones**

Pips is a regular guest presenter, panellist, accomplished speaker and special guest at many LGBT+ events around the country, and promotes true awareness and education concerning, in particular, trans, non-binary and gender fluidity issues.



# Laura

People and their well-being are very much Laura's responsibility in her role as the UK firm's Chief People Officer, as well as a Partner within PwC's People and Organisation Practice. Recognising that people are our biggest strength, identifying what matters to them and helping empower them to be their best on that basis have been the key principles of Laura's leadership.

Diversity and Inclusion are central to Laura's people-centric work and some of the notable developments in the firm under Laura's leadership have been bold moves such as banning all male short lists for external hires, being one of the first firms to report its ethnicity pay gap, sponsoring Pride in London and partnering with the Samaritans to develop mental health well-being training.

Laura's personal social mobility story has also inspired the setting of an action plan to advance social mobility and largely, creating the right culture so that our people can work flexibly and in different ways with their well-being at the heart of it all.

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**Laura Hinton nominated by  
Sarah Churchman  
and Francesca Harris**



# Alison

Alison Camps is Co-Chair of Pride In London as well as Deputy Chairman and Joint Managing Partner of Quadrangle, one of the UK's leading independent market research agencies

She has been instrumental in making Pride In London more accessible to marginalised groups including women, people of colour and the trans community.

Alison is a true inspirational role model, championing equality, diversity and inclusion for everyone. She is fully committed to ensuring that Pride and society at large promote and further the interests of the full spectrum of diverse groups in London's wonderful LGBT+ community.

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**Alison Camps nominated by  
Stefan Doering**



# Renaud

With my past employer (SPIE), Renaud was an out board member and a strong champion of LGBT+ inclusiveness at work and at construction sites.

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**Renaud Digoin Danzin nominated by  
Vikram Srivastava**



# Claire

Claire is a true inspiration in the LGBT+ community. As CEO of Diversity Role Models, and also a well known GB Paralympian, Claire developed her expertise in Diversity and Inclusion through roles in the Criminal Justice System, Financial Conduct Authority and Youth Sport Trust after starting her career in the prison service. After eight years as a fast-tracked prison governor she joined the Ministry of Justice to lead policy on young adult offenders. In June 2017, Claire was awarded the MBE for services to Diversity, Inclusion and Sport.

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**Claire Harvey nominated by  
Francesca Harris  
and Ben Jones**



# Kate

Kate was the Co-Chair of PwC Australia's LGBT+ network and has just moved back to London after spending five years in Sydney. She led a piece of research on the low visibility of lesbian and bi women within these networks, in collaboration with Pride in Diversity.

When it became clear that there is a lack of same-sex attracted women across LGBT+ networks within Australia, Kate and the rest of the team set out to understand what drives this imbalance and how organisations might start to address it. The research resulted in a report called 'Where are the Women' and combined PwC and Pride in Diversity's expertise to generate unique insights into an important topic that to date has received little attention. The team balanced the need for high-quality and credible findings with the need for practical, useful and fit-for-purpose actions and are using the research findings to help build an environment where same-sex attracted women can thrive as their authentic selves.

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**Kate Marks nominated by  
Francesca Harris**



# Jacqueline

Jacqui is currently Global CIO at Cisco. As long as I have known Jacqui, she has been one of the very few, visible, out women in technology. We first worked together in an investment bank where she led significant and meaningful change programmes.

Her openness was (and is) refreshing for such a senior-level person. She is a regular speaker at industry events, talking plainly about the experiences which have shaped her life.

Her passion to make meaningful improvements for equality in historically male-driven environments has enabled many people to be comfortable to be themselves. On a personal level, Jacqui inspired me to be more open about myself at work, unify my work and personal lives and to release significant stress by doing so.

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**Jacqueline  
Guichelaar  
nominated by  
Martin Smith**



# Sarah

Sarah is Head of Diversity, Inclusion and Wellbeing at PwC. She has over 30 years' experience, including 15 years in the specialist area of Diversity & Inclusion. She is one of the country's most seasoned professionals in this field, is widely regarded as a thought leader and is frequently quoted in the media on issues such as women on boards, gender pay gap, social mobility, work-life balance, generational diversity and, more recently, on mental health. She is leading PwC's focus on inclusion both within the workplace and across the communities in which PwC operates.

Sarah has featured in Personnel Today's Most Influential People in HR list, was awarded Diversity Leader of the Year in the 2015 Excellence in Diversity Awards, and ranked #17 in the Accountancy Age Financial Power List 2018. Her work on gender equality at PwC has been recognised externally with a series of accolades and Sarah herself was awarded an OBE in the 2018 New Year's Honours List for services to women in business, equality, diversity and inclusion.

Sarah has truly inspired so many about the richness of diversity.

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**Sarah Churchman nominated by  
Dan Schwarzmann**







# Hayley

Hayley is founder and CEO of WERKIN. Having built a career in financial services, Hayley was conflicted about the opportunities and satisfaction that industry gave her, while also seeing a lack of role models that looked like her, a gay woman, at the top. Hayley founded WERKIN to democratise access to mentorship at global organisations with tech-enabled sponsorship, supporting the LGBT+ community, people of colour, women, people with disabilities, and other underrepresented groups.

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**Hayley Sudbury  
nominated by  
Francesca Harris**



# Justin

Justin was out at work from the start and has risen to be global head of disputes at Herbert Smith Freehills and is a champion for LGBT+ issues globally.

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**Justin D'Agostino,  
Executive Partner  
at Herbert Smith  
Freehills,  
nominated by  
Tim Allen**



# Margaret

From a non professional background in the North West, with a career spanning high-profile, public roles in law firms and being an Executive Board member at the Financial Services Authority before joining PwC in 2012, Margaret's presence as a woman in historically male-dominated environments has been both exemplary and inspiring. She has been made an Honorary Fellow of her all-female Cambridge college and an Honorary Doctor of Laws by the College of Law.

Having faced and overcome challenges typically associated with being a member of a minority group in difficult environments, Margaret recognises the value of inclusive workplaces which make the most of difference. Margaret is the UK firm's Chief Risk Officer, General Counsel and a member of the Executive Board and uses her influence to champion the cause of diversity and inclusion for people everywhere.

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**Margaret Cole nominated by  
Brian Ashmead-Siers**



# Martin

Martin has inspired me to be the change I want to see in the workplace. He is passionate about what he does and is a true advocate for providing channels that empower people to be their true selves. Although I'm not a part of the Shine community, it is clear to see Martin's efforts as part of this group, really driving Pride week, helping to organise events leading up to the week as well as organising the PwC float at Pride this year. He is also passionate about linking together different groups within PwC such as 'Colourbrave' and 'Lean In' to really drive an inclusive culture. Martin and I are both part of the Colourbrave initiative and it is a pleasure to work with someone who is so inspiring about what they want to change.

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**Martin Smith nominated by  
Maria Vèle**



# Laura

Laura underwent gender reassignment surgery in her second year working at PwC. Since then she has displayed bravery and courage by sharing her experience with others, showing them that they too can be their true selves.

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**Laura Stupple nominated by  
Ben Jones**



# Anna

Anna has taken Scotland by storm and made unprecedented strides in building a Diversity & Inclusion network from scratch within PwC Scotland. She has demonstrated an unrelenting commitment to bringing people together and pushing forward to fill long-neglected gaps in the way that PwC Scotland serves and interacts with its staff. Anna is visible, positive, energetic, and is both a role model and a fine example of the very best that PwC can do when time and energy is invested into a project.

She has led the D&I initiative with great enthusiasm, which has radiated throughout the team. She has encouraged me in my role within Shine Scotland, and has pushed me to further my development. Her constant committed stance to LGBT+ initiatives is a wonder to see and her bright attitude reverberates throughout the team. After each meeting I come away feeling energised to drive our events further and push ourselves to showcase all of who we are as a Shine team within PwC. She has inspired me to take a prominent role in the Gender Balance Network and the D&I movement more broadly – to be comfortable in your skin and uphold the value of inclusiveness.

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**Anna Smith nominated by  
Shazzette Brown, Max Harrison,  
Scott Kemp and Georgia Smith**



# Brian

Brian devotes a significant amount of time, both professionally and personally, to be Lead Partner Sponsor for Shine. This comes with an immense amount of responsibility and enables him to support and promote LGBT+ equality for all our

staff, advocate necessary change, amending employment policies, or meeting other Partners to underpin the importance of specific LGBT+ issues. He is an openly gay and highly visible role model in our partnership and a mentor to many in Shine and outside of PwC. He uses his influence to ensure our Chairman and Executive Board are aware of any challenges or issues that need to be resolved – be that through requests for funding, speaking at seminars, hosting client events, or simply supporting staff issues.

He strategically leads our high profile sponsorship for Pride in London and what this means for us a business – not just the parade itself, but putting PwC at the heart of why Pride matters for all our staff and partners and the wider community. This is a flagship event for the firm and one that we know he is very proud to lead.

Brian was also a judge at the recent British LGBT Awards – an honour that he relished, despite the substantial commitment to judge all nominees. It is a key event in the LGBT+ calendar and equally, a high profile opportunity to truly celebrate LGBT+ and our allies. As a follow up to this, Brian has also agreed to become a trustee for the <25 LGBT Foundation which the team from the British LGBT Awards have recently established.

Brian is also a co-founding member of Trans in the City and is working with other organisations in relation to a showcase event for Trans Awareness Week, later in the year. He is passionate in his advocacy for our friends in the trans community and working to ensure this event is a success in terms of profiling the challenges we are still facing.

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**Brian Ashmead-Siers nominated by Sarah Churchman, Francesca Harris and Ben Jones**



# Darren

## In loving memory

I nominated Darren as he was the person who inspired me to get comfortable with being vulnerable, visible and to be myself at work. He was the person who helped me to understand why I might integrate all aspects of my life rather than keep them separate. He showed me that I could be different and successful.

Darren was deeply passionate about actually making a difference. Having worked with him in multiple global blue chip organisations, I was struck by his open, out style of leadership. This included working in a leading investment bank where his encouragement enabled his teams to bring personality to their work environment rather than becoming caught in 'what had always happened before'.

On a personal level, despite significant life-changing health challenges over the last year, Darren continued to inspire. While not able to physically join a number of events friends, family and former colleagues were engaging in, he provided sound counsel from his hospital bed, using this time to guide those around him even if he couldn't be present.

Having first met him over 10 years ago, I am lucky to have known him, honoured to have been witness to his marriage to his devoted husband Mark, and consider their extended friends and family, as part of my family.

I am proud to be in a position to do what we often talked about when planning practical action to support LGBT+ people at work. I know he was fiercely proud of what we have achieved in the Shine network at PwC.

Many people and organisations verbally or visually show LGBT+ allegiance; far fewer are prepared to be vulnerable, practical and visible enough to be the change they want to see. Darren was the person who helped me understand that. The question I always ask myself because of him is: what action did you take, and what practical difference have you made for people?

So thank you for making me a better, more compassionate and open person, Darren. I'll always miss you, but the difference you drove in the world will last through all of us.

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**Darren De La Garde, 1966 – 2019,  
nominated by Martin Smith**

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