

Inspirational

50



pwc

Inspirational 50

Marking 50 years of LGBTQ+ rights progress in the UK, 1972 – 2022

Our Shine network launched the Inspirational 50 in 2019, on the 50th anniversary of the Stonewall Uprising. This year I'm delighted to mark progress closer to home, 50 years since the first widely recognised LGBTQ+ rights protests in the UK, which took place in London on 1st July 1972. This book presents a collection of 50 people, again without ranking or precedence, who have inspired us to be our authentic selves.

Since 2019, our Shine community has continued to flourish, grow and drive progress. The last few years have reinforced the importance of connection and the power of sharing our own personal stories – we've seen over 60% growth of our UK network during the pandemic, a large proportion of this will be directly related to the consistent support the network offers members. I am particularly proud to see that the 2022 list includes representation at every grade within PwC, showing that the ability to inspire is truly independent of seniority.



So it feels fitting that the 2022 Inspirational 50 list is made up of those who invite people in, spot when people need support, educate others and publicly trailblaze change in a way that helps the community move forwards both in business and society, in the UK and around the world. More than anything the people listed are those who create change every day. While 50 is only a small sample of our beautiful community of LGBTQ+ people and allies, they constantly remind us we need to do three things: be proud, move forward, and make progress.

Andy Woodfield
Partner Sponsor, Shine UK

Shine



Liesbeth

Liesbeth is probably the most senior out gay woman within the PwC network. She has recently retired from the Management Board of PwC Africa where her role also spanned across several African member firms including several where it is illegal to be gay. She was the first partner sponsor of GLEE@PwC in South Africa and made the case to establish the network, as well as that to make LGBTQ+ inclusion training mandatory.

Liesbeth has always been willing to put her hand up to support remotely other PwC Shine networks across our global firm.

Liesbeth Botha,
Recently retired Partner
and CDO, PwC Africa
Nominated by Dan Ricard



Chris

Chris brings an all inclusive attitude to everything he does. He is very aware of how others feel, making sure that they are included in everything that PwC does. His energy is boundless and everything he has done has made the team a happier place to be.

Chris Acheson,
Senior Manager, PwC UK
Nominated by Pippa Lody



George

George embodies what I love to see in an ally. He's always determined to stand up for what is right and does so in a clear, compassionate and effective way. He is the role model for what allyship is, and I continuously learn from him on how to best approach challenging conversations in a meaningful and productive way.

People like George help me to feel safe at work and I am lucky to have him around as a colleague and a friend.

George Bainbridge,
Manager, PwC UK
Nominated by Lorenzo
Molinari



Yash

Yash has been a great support for the EMEA Shine network and has driven change within South Africa initially and now beyond, supporting people with their understanding of both local and global issues affecting the LGBTQ+ community. Yash never shies away from calling out behaviour and has been pivotal in the creation of mandatory LGBTQ+ training for PwC in Africa.

Yash has provided me with greater insights into the issues affecting people in other areas of the World, especially those which affect people of colour in the LGBTQ+ space. He truly models all the PwC expected behaviours, exceeding them at all times.

Yash Govender,
Director, PwC Netherlands
Nominated by Ben Jones



Lorenzo

Lorenzo has been an incredible champion of diversity and inclusion in the North and beyond. He regularly shares educational material with me and with the Leeds office, and has really inspired me to become a better ally for the LGBTQ+ community and has actively helped me do so. I have learnt a lot from him and it fills me with great joy watching him help everyone bring their true self to work, it is clearly something he's incredibly passionate about.

He has a relentlessly positive approach to being himself, learning about how to make a bigger and better difference to others, all whilst keeping a fabulous sense of joy. He has given me hope for the future of our firm, it's made me realise that in some way I've made a difference and it's given me the energy to keep on keeping on.

I have always tried to be an ally for the LGBTQ+ community, however Lorenzo has definitely helped me strengthen my knowledge and behaviours to ensure I can be the best ally I can be. He has helped me reflect and truly understand that being an ally is an ongoing learning process, and as a result, I have become a better person from what I have learnt from him.

Lorenzo Molinari,
Senior Associate, PwC UK
Nominated by Alistair
Godley, Andy Woodfield and
Hannah Scothern



Keith

Keith shared his coming out story as part of a marketing campaign in 2021. I have never seen a post on social media receive such a positive response and reach such a wide audience.

Keith's story shows that it is never too late to be who you are truly meant to be.

Keith Lawson,
Director, PwC US
Nominated by Lucy Roberts



Ben

As a previous co-chair of the PwC UK Shine network, Ben has been a figurehead for LGBTQ+ inclusion almost as long as he has been at the firm. In his current role, Ben leads our integration with PwC network firms across Europe, Middle East and Africa (EMEA) which builds massive support for our teams in the region. The UK is the largest Shine network in EMEA and by representing the UK in EMEA, Ben really does play an inspirational and leading role in driving LGBTQ+ inclusion across PwC globally.

Ben Jones,
Senior Manager, PwC UK
Nominated by Sophie
Kershaw, and Martin Smith



Dan

Dan tirelessly invests into the LGBTQ+ community. He shows great care through his support of a number of organisations, and cuts straight to the heart of issues, making it easy to understand challenges and issues surrounding the LGBTQ+ community quickly. He'll tell you straight away what's right or wrong so you can learn and move on. I love his open and action oriented attitude.

Dan Ricard,
Senior Manager, PwC UK
Nominated by Vanessa Theos



Brian

Over the last year, Brian has worked closely with Shine and the Strategy& Diversity Network to build an inclusive culture for our LGBTQ+ colleagues. He has spearheaded multiple initiatives (incl. LGBTQ+ recruitment, socials and pride events) and built an engaged, active, proud LGBTQ+ community from the ground up.

Brian led the effort to establish an LGBTQ+ community within the Strategy& business unit and drive LGBTQ+ focused recruitment efforts. He is also on the board of directors for EUROUT, Europe's largest LGBTQ+ focused student conference.

Brian Selvarajah,
Manager,
Strategy&
Nominated
by Isabella
Hadjisavvas,
George Doble,
and Anon

“Although I was out at work, I had written off the idea of finding other LGBTQ+ individuals within my business unit – Brian changed that completely by bringing people together to build a community which has helped me feel more confident and happy at work.”

It's been a privilege to watch Brian effect such significant change in Strategy&; he has enabled our LGBTQ+ colleagues and allies to have a greater sense of belonging, connection and community at work.



David

David has achieved so much for the firm through leading the PwC Foundation, in particular identifying opportunities to support the LGBTQ+ community through a number of charities and social enterprises.

David's approach to working with stakeholders both internally and externally makes me very proud to work at PwC – he really embodies the PwC values. He strives for more collaboration across the firm and wider community to increase social impact and create a platform for people to flourish. He brings his whole self to work, and is a very approachable, inclusive and authentic leader. David is an inspiration and encourages everyone to be the best version of themselves.

David Adair,
Head of Community Engagement, PwC UK
Nominated by Anne Hurst, Clare McBride
and Emily Webb



Katie

I first got to know Katie as I helped to support her in her transition journey at the firm. This was only about a year ago, yet since then I think she has been incredible in being so open about her experience not only with her team and clients but being prepared to be interviewed for Hemione Hudson's video series for International Women's Day. I'm so in awe that she was brave enough to put herself out there and share her story to help others. I've been inspired to see the confidence this has given her, in the way she engages with our teams and clients in our business topics. Her inner consulting skills and talents that we knew were there are more at the fore, now that she is being her true self. She is also open and calm in answering questions or talking about her experiences in changing the way others see her.

Katie is such a great supporter of our inclusion activities. She's always willing to get involved to support others who may be going through their own transition journey or to help raise awareness of trans issues and experience. She sets an example for all of us to be ourselves. She is also a reminder that as a leader, it is our role to see the underlying talents in our team members and help individuals tap into their inner strengths. A key first step is being oneself.

Katie Marsh,
Manager, PwC UK
Nominated by Karyn Daud
and Anne Hurst



Hannah

Hannah is an authentic voice of the community to our allies. She educates and inspires others to be themselves and discuss things that are important but may not be comfortable. Hannah has inspired me with her confidence in leading a firmwide group of allies to create action from their shared interests and support.

More recently, Hannah has stepped up to chair the Midlands Shine network, boosting the visibility of the Network by initiating a whole host of events in the region, including a Lesbian Visibility day film screening, IDAHOBiT awareness day and a Pride lunch.

Hannah Cox,
Manager, PwC UK
Nominated by Vanessa Theos



Sean

Sean has joined the Shine team and represented the entire One Team in Belfast. His enthusiasm and communication has been unreal and if I could bottle and sell it I would. He has arranged events to bring our One Team together, brought the team to LGBTQ+ events and even went as far as arranging pregnancy massages for our pregnant workers... and in work! How amazing. He is an inspiration and I am so happy and proud to work with him!

As a Mental Health First Aider, Sean's enthusiasm and communication regarding events has made a huge impact on our team. We have team members going through grief, loss, new babies, rainbow babies, anxiety etc and he has stepped up and got our team involved in PwC events and more importantly Wellbeing events provided by PwC. Sean has made a huge difference to our One Team in Belfast and I feel that it should be celebrated. Well Done Sean!

Sean Gregory,
Housekeeping Associate,
PwC UK
Nominated by Lorraine Brown



Will

Will recently shared his experience of being gay at the Digital Inclusion and Diversity seminar. As the leader of Digital Audit, I was really pleased to see Will and other members of my team prepared to share their personal experience and raise awareness in the practice. He opened my eyes to the need to "come out" multiple times and not only once, but that he has to make a decision disclosing that he is gay to new clients or team members on a regular basis. I have never thought about it this way before.

Will Phillips,
Director, PwC UK
Nominated by
Marc Bena



Michalis

Michalis has been a huge ambassador for making sure that our trans colleagues are represented and supported. He is always a huge advocate for making sure that the policies we have in place as a firm support the needs of our trans colleagues, as well as making sure there is visibility in our brand.

Michalis makes me want to be a better ally through his passion for full advocacy of everyone in the LGBTQ+ community.

Michalis
Diogenous,
Manager, PwC UK
Nominated by
Lucy Roberts
and Martin Smith



Laks

Laks had volunteered with various mainstream and People of Colour LGBTQ+ initiatives, but acutely felt the lack of visibility and authentic representation of South Asian LGBTQ+ narratives. This led him to become the Founder of Gaysians, a UK-wide platform to mainstream the South Asian queer community.

Laks is now a Trustee and LGBTQ+ Lead for South Asian Heritage Month, a national festival fast becoming embedded within the UK's cultural calendar. Laks is also a Trustee for caba, a global wellbeing charity for the ICAEW community, and a Mayor of London appointed Equality, Diversity & Inclusion Advisor.

Laks' passion for bringing together his intersectional background is boundless. He is inspiring when he tells his story of race, religion, class and sexuality, and uses his platforms to create a more inclusive community for everyone. Laks was recognised for his achievements, winning the LGBT Positive Role Model Award at the prestigious ITV National Diversity Awards 2020.

Laks Mann,
Strategic Communications & Business Change –
Transformation, Metropolitan Police Service
Nominated by Lucy Roberts



Anna

Anna is new to Shine but has thrown herself into a key role raising awareness and coordinating events in Scotland. It has been a privilege to see her raising awareness and visibility for all communities across the LGBTQ+ spectrum, and to see her be bold when discussing it. She has an almost inexhaustible energy and is unfailingly positive. Anna has become one of the most recognised members of Shine Scotland and I hold her almost entirely responsible for the increased engagement over the last few months.

I've been part of Shine for a while but Anna joining has brought an amazing new energy. I've also been so inspired by her engagement about lesser known sexual orientations and gender identities.

Anna Thomson,
Senior Associate, PwC UK
Nominated by Anon



Emma

Emma first joined PwC in the UK and then moved to PwC Canada in Toronto where she became Co-Chair and then Partner Sponsor of the local PwC Shine network. Throughout her career she has campaigned at PwC globally for inclusive benefits, starting by making the case to get equal shared parental leave for all parents when her wife had their first child in 2016.

She is now moving to PwC South Africa, to be closer to family, where she will continue to support local PwC Shine efforts. Emma is a visibly out role model internally and externally, and continues to be so even now she is on maternity leave after having their second, by regularly publishing material and actively engaging in LGBTQ+ related discussions on LinkedIn.

As someone who has been involved in GLEE@PwC/ PwC Shine throughout my career with the firm, it's been incredible to have Emma as a role model particularly given it can be hard to engage and find LGBTQ+ female role models.

Emma Whalley-Hands,
Partner, PwC South Africa
Nominated by Dan Ricard



Stephen

Stephen was the first person to welcome me into the Shine network and has since been a great support during my time at PwC. He is always open and happy to help and brings a great light to the Shine committee. Stephen has helped me to feel comfortable finding my place at PwC.

Stephen McGarry,
Senior Associate, PwC UK
Nominated by Anon



Max

Max is unapologetically himself when sharing his personal journey as a trans man. He is always happy to answer questions and help other people with their understanding of trans experiences, which I personally have found incredibly helpful as I have not knowingly had close interaction with a trans person before.

Max has been a speaker at many events and always takes part cheerfully. Max has helped me with my personal understanding and education of being trans and trans experience, as well as my understanding of gender non-binary experience (from his own personal relationship). His openness about himself and his life is something I always find impressive.

Max Harrison,
PA, PwC UK
Nominated by Joanna Frawley



Charley

Charley makes an incredible difference by leading and organising nearly all Shine activities in Wales and South West England, whether those are breakfasts, social events, or a Shine book club. PwC is the first workplace I've been able to be "out" at, and having someone on the committee like Charley really inspires me to be my authentic self.

Charley Dohren,
Senior Associate, PwC UK
Nominated by Doug Hepper



Nancy

Nancy is CEO of Stonewall – the LGBTQ+ rights charity. In this role she is responsible for leading their work to campaign for a world where LGBTQ+ people everywhere are free to live their lives, and is an inspirational figure to LGBTQ+ people globally.

I met Nancy in a previous role when we both worked on a complex public sector project – in the first meeting we had, I knew that she was a person committed to making a difference in an entirely authentic way. She inspired my faith in her as a progressive person, and in her resolve to make positive change in society.

Nancy is one of a small number of people who have completely shown that it is possible to be yourself *AND* to be successful. She is influential, eloquent and shows poise that many of us could not dream of. She makes an incredible difference both to those immediately near her, and wider society in all that she does. It is my honour to call her and her family, friends.

Nancy Kelley,
CEO, Stonewall
nominated by Martin Smith



Alastair

Alastair is very open about his experiences as a gay man at the firm, as well as with personal stories about his surrogacy and parenting with his husband. His approach is refreshing, and he is a true inspiration when it comes to role modelling bringing your authentic self to work. I'm sure without even realising it he has a profound impact on other LGBTQ+ people in his team, and specifically myself. As a bisexual woman who looks visibly queer, and personal experience of biphobia, I was very nervous about joining the firm and being open about my sexuality. It was so impactful to have several openly LGBTQ+ leaders in my team that I felt able to be my true self at work.

Alastair Woods
Partner, PwC UK
Nominated by
Anon



Joanna

Jo has ensured everyone who joins the Shine committee in Scotland feels welcomed and included in all activities. She always pushes us to think outside the box and is a strong ally for the community, making sure people are respected and good conduct is promoted and followed within the workplace.

Jo has given me lots of advice and really mentored me to understand how to handle certain situations that I was not confident in dealing with. She has also made me feel more comfortable in being open and living my true self in the workplace.

Joanna Frawley,
Senior Associate,
PwC UK
Nominated
by Anon

Martin

Martin has inspired me to always stand up for important causes and highlight issues, demonstrating that it's the little things that make a difference if practised regularly and consistently – even if that 'just' means being yourself.

As an ally, you can sometimes feel unqualified or unsuitable to speak up for the many voices you care about. LGBTQ+ issues feel increasingly complex and this can make me question whether I'm the correct representative to help, or if indeed I have sufficient influence to make a difference, but Martin gives me confidence to do more for the community and ensures I feel that I do make a difference.

The way that Martin juggles life and shows up in the most authentic way inspires me. I am constantly in awe of his leadership of the Shine network and all the brilliant people and stories within it.

Martin Smith,
Director, PwC UK
Nominated by Vanessa Theos



Andrea

Andrea is an out gay Black woman, formerly in PwC and now with Vialto Partners. She has been a very visible role model in the Legal sector, particularly through her involvement with the Law Society, challenging the status quo both as a gay woman and a person of colour.

“In her PwC Shine role, Andrea regularly sponsored and led the conversation in a truly inspirational way. She makes everyone around her feel so welcome because she is genuine with her approach and warm style. From the first moment I met her, she inspired me with her stories, her presence and complete openness.”

Andrea is a complete joy to work with and she educated me in so many different areas. She is one of the nicest, most inspirational women and she is a fantastic ambassador.

Andrea Als,
Director, Vialto Partners
Nominated by Dan Ricard
and Lou Hymers





Hemione

Often teams working in employee resource groups and people networks get used to providing the drive to create assets and push ground level inclusion in business. I was delighted to see that as part of a series of films for International Women's day, Hemione and her team had worked closely with one of our brilliant trans colleagues to create a film released on International Transgender Day of Visibility – without the network having made the suggestion – to discuss our colleague's experiences as a trans woman.

Genuine inclusion requires strong, compassionate and inclusive leadership and I am so inspired that Hemione created space for Katie, on a meaningful date for her, to tell her story. In doing so, Hemione has continued to set the example for her peers as an inclusive leader.

Hemione Hudson,
Partner and Head of Audit,
PwC UK
Nominated by Martin Smith



Ben

Ben spoke at a Shine event in 2021 and shared his work as a journalist looking at what it is like to be LGBTQ+ around the world. His documentaries are eye opening. His report about trans people in Ukraine being stranded – because of their identities not matching their official IDs – went viral on every social media platform, leading to hundreds of thousands of dollars being donated to LGBTQ+ charities.

Ben tours UK schools each week with his corporate-sponsored "Find Your Voice" masterclasses, which encourage young people to become more confident and achieve their career dreams. He has delivered the sessions to over 5,000 young people since 2020. Ben is so inspiring with his volunteering, and showing his vulnerability with past experiences is empowering for others to listen to.

Ben Hunte,
Senior Reporter,
Vice News
Nominated by
Lou Hymers



Jayne

After coming out publicly as gay, Jayne campaigns to safeguard LGBTQI people from abuse. Her work with religious organisations around the world to tackle prejudice and discrimination of LGBTQI people is truly inspiring. After meeting Jayne at a virtual event, I have been inspired by the work she does, especially her campaigning to end conversion therapy.

Jayne Ozanne,
Director, The
Ozanne Foundation
Nominated by
Lou Hymers

Photograph provided by
Marcus Bidaux of Attitude magazine



Vanessa

Vanessa designed, built and leads the UK Shine Allies initiative. She is a huge supporter of the LGBTQ+ community at PwC and has created fantastic resources on how to be an ally.

Vanessa has inspired many allies in the firm to get involved and make an impact for the LGBTQ+ community. She has been an advocate for a long time and her impactful work has driven real change. Vanessa is a true inspiration and is the true meaning of an ally for the LGBTQ+ community.

Vanessa Theos,
Senior Manager, PwC UK
Nominated by Michalis Diogenous, Dan Ricard, Helen Wood and Hannah Cox



Atul

Atul was the first openly gay senior team member that I had met in my time at PwC. He is very open about his life, his marriage to his husband and makes being openly LGBTQ+ look easy even when it isn't. On top of his day job, he is a member of the Shine London leadership team and a mentor to a number of LGBTQ+ staff, making time to use his position to create positive change within the firm. Atul's openness about his sexuality has made me feel more confident to be open in my own life.

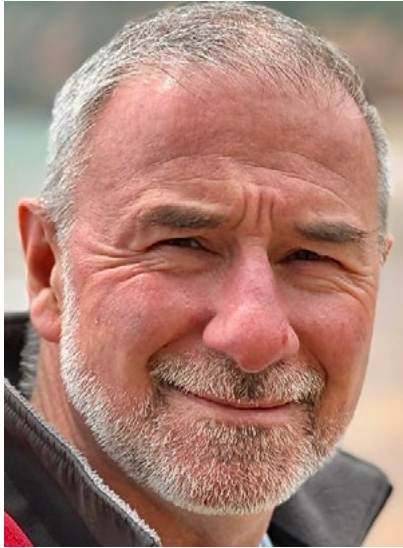
Atul del Tasso-Dhupelia,
Partner, PwC UK
Nominated by Hannah Cox



Janie

Janie has led the Scotland Shine network, which has gone from strength to strength, recently culminating in being shortlisted for "Professional Services network" in the Proud Scotland Awards 2022. She remains committed to building an inclusive team and has shown real leadership in her enthusiasm to ensure that the Scotland team gets the recognition they deserve. Colleagues have also highlighted how Janie had welcomed them onto the Shine Scotland Committee and has since led the promotion of the Shine agenda throughout Scotland. She made them feel at home with the Shine Scotland committee in the way she celebrates diversity, which is not something they had experienced before at work.

Janie Hemsley,
Senior Associate, PwC UK
Nominated by Sophie Kershaw and Anon



Stuart

Stuart has been a driving force in Shine activities across the Midlands, bringing energy and creativity to our initiatives. Not only does he bring forward ideas and deliver personable events, he also always thinks about the wider audience he is impacting and how to include everyone.

Stuart has represented the LGBTQ+ community by supporting PwC's march in Birmingham Pride, sharing his personal stories in events delivered nationally and linking in with other diversity networks in PwC so that we can be a fully inclusive network. In his time in Shine, he has raised hundreds of pounds for the National Aids Trust charity, whether that be via virtual escape rooms, quizzes or by decorating the office in red ribbons! Thank you so much Stuart for your contribution to the network.

Stuart Hames,
Senior Associate, PwC UK
Nominated by Sophie Kershaw



Kirsty

Kirsty came out as a trans woman to her line manager in her year end appraisal. The actions taken by her employer over the course of the next 12 months to support her through her transition, culminated in Kirsty nominating her line manager and the HR manager who supported her for an Inspiring Partnership award, which they won for the entire UK business. Kirsty went on to jointly lead her employer's LGBTQ+ network for two years, and now sits on the board of Belfast Pride. Kirsty's story demonstrates how people can thrive by being themselves when they have the right support from their employers, and is an exceptional example of the role of businesses in supporting LGBTQ+ employees.

Kirsty Mulholland,
Commercial Finance Relationship Manager, Bank of Ireland
Nominated by Lucy Roberts



Sophie

Sophie has gone from strength to strength since joining the Shine network in 2018; from launching the Shine presence in the East Midlands Office, to co-leading the Shine Midlands network, and now co-chairing Shine UK. She has developed a vast network to aid her insight into so many aspects of what it means to be LGBTQ+.

Sophie is an inspiring leader who has dedicated her time, effort, and care into each of the Shine roles she has taken on. She has shown that it is possible to balance building a successful career at PwC whilst making an impact in inclusion and diversity. Along the way Sophie has been recognised for her efforts and impact through being shortlisted as a Top 10 Future Leader in the British LGBT Awards 2022 and representing the PwC Shine network at the DIVA Awards 2022.

Sophie Kershaw,
Manager, PwC UK
Nominated by Jasmine Symonds, Aaron Chahal and Martin Smith



Natalie

Natalie co-chairs the Northern Ireland Shine network, going out of her way to ensure that the Belfast office fosters inclusivity and consistently offers a breadth of Shine activity. During the pandemic, she organised the new office's first Pride event, led a virtual conversation on the difference between gender and sexuality and produced an educational resource on LGBTQ+ terminology.

Earlier this year, Natalie shared hers and her wife's story on their fertility journey. It was such an important and emotive conversation which was really well received internally. She continues to be a proactive member of our community and is always engaging new members and channelling energy through the network.

Natalie McGrady,
Senior Associate, PwC UK
Nominated by Sophie Kershaw



Andy

Andy has operated in many roles since joining PwC, but the aspects of commonality he brings to all of them are authenticity, integrity and honesty. His genuine desire to make the working world better for LGBTQ+ people inside and outside of PwC is evident in the way he shows up to support the community.

Having previously operated as Partner Sponsor for PwC's LGBTQ+ network in its previous form, we sought support from Andy as we sought to refresh senior input for the network – recognising that we needed experience of someone intimately involved with growing a network such as ours, as we planned to shift from 100% virtual operations during the Covid-19 pandemic, returning to an increased level of face to face contact.

Andy Woodfield,
Partner and Partner Sponsor for Shine, PwC UK
Nominated by Martin Smith and Sophie Kershaw



Lucy

Lucy has made substantial contributions to Shine, both in her role as the leader of the communications workstream and on the Shine Allies team. She has gone out of her way to make new people feel welcome in Shine and strikes a difficult balance between giving people the freedom to bring new ideas to the network while being on hand to support whenever necessary.

As part of Shine Allies, she has been instrumental in the creation of the Allyship Toolkit, which is more important than ever to practically help allies in supporting the LGBTQ+ community, whether at PwC or elsewhere.

As a new joiner to both the communications team and Shine, Lucy's support has been essential in making me feel welcome and helping me take on more responsibility than I thought possible on joining.

Lucy Roberts,
Manager, PwC UK
Nominated by Ben Newey



Sarah

Sarah is the powerhouse who drives the firm's inclusion and diversity agenda. She is genuinely committed to driving inclusion and created the firm's Inclusion and Diversity team over 25 years ago – long before it was fashionable. She has never been afraid to challenge and to push the firm to be bold and brave in its inclusion work.

Sarah is a truly inclusive leader and has personally supported and mentored me, sharing her knowledge to help me build and progress my own career. I have learned a huge amount from her commercial, pragmatic, yet bold and brave approach to inclusion and diversity.

Sarah Churchman,
Chief Wellbeing, Inclusion and
Community Officer, PwC UK
Nominated by Anne Hurst



Christos

Christos joined PwC during the pandemic and immediately stepped forward to support the LGBTQ+ network, Shine. His positive, humourful and can-do attitude means he is able to engage at all levels of the business and is great at coaching others on why they might want to be involved in Shine, and how they can be better allies for the LGBTQ+ community.

Christos Mexias,
Manager, PwC UK
Nominated by Martin Smith



Paul

Paul has always been a vocal and visible ally to the Shine network. He talks openly about his support to the LGBTQ+ community, what true inclusion means to him, and regularly supports LGBTQ+ people to be visible and make a difference. Paul brings energy and gravitas to LGBTQ+ inclusion conversations, and as a result we see great progress made in his region, whether in visible representation, his chairing of Pride livestreams, or being a senior public face for our support of Pride marches.

Paul Norbury,
Partner, PwC UK
Nominated by
Sophie Kershaw



Kay

Kay has consistently represented and led the conversation to drive visibility for the non-binary and transgender community. They lead the conversation through facilitating panels and educating others, and so push the dial forwards resulting in greater recognition of all identities in the workplace. This is something that can be tiring when people often look to you to speak on behalf of a whole community, but Kay does so with enthusiasm and determination.

More recently, Kay has brought together ideas, initiatives and plans to further develop the 'Gender Diversity Working Group' within Shine, in addition to representing at PwC's Staff Diversity Council. Their passion and commitment continues to inspire me and I am confident that Kay will continue to embed positive change in the workplace and beyond.

Kay Hardman,
Manager, PwC UK
Nominated by Sophie Kershaw



Ailsa

Ailsa has championed the role modelling and empowerment of lesbian and bisexual women in the workplace, more recently extending her focus to the transgender and non-binary communities.

Ailsa leads the gender diversity working group in our LGBTQ+ network Shine, and has established key objectives and forward looking initiatives to engage the rest of the community on how we can improve visibility and better recognise the work and value of our colleagues of all genders.

Ailsa Hatton,
Manager, PwC UK
Nominated by
Lorraine Brown



Nana

Nana shows continued dedication and confidence in her commitment to Shine UK and in London. In Shine's "Let's talk about..." series she filmed videos which unpack topics including bisexuality, international men's day and how we can raise visibility for those in transgender communities. She has also contributed to panel discussions on a national and international scale – notably, the "Coming out in the Black community" event in October 2021, where Nana shared her experiences of intersectionality with a large audience across the UK and Canada.

More recently, Nana has stepped on board to volunteer and support PwC's sponsorship with Pride House Birmingham, where she will serve as a shining example to PwC of how we can be effective role models in an organisation and bring our whole selves to work.

Nana Doucoure,
Senior Associate,
PwC UK
Nominated by
Sophie Kershaw



Kevin

Many of us in the Shine network have commented that the extent to which we feel included, valued and cared for in PwC today, was not imaginable when we joined. That is not to say that PwC wasn't a supportive place then (it was!); more to emphasise the impact that senior, influential allies like Kevin make.

Kevin has been a long term supporter of the Shine network, and has time and again underscored the firm's commitment to inclusion and diversity. As Senior Partner, he sets the tone from the top, leading by example. He requires his fellow partners to be inclusive leaders, and to be responsible and accountable for delivering the firm's inclusion and diversity priorities and actions. He empowers his leaders to be bold and innovative in the work they do to drive progress with the inclusion agenda.

In his role as UK Chairman and Senior Partner, Kevin has enabled an environment for inclusion where colleagues from minority backgrounds can thrive. He has taken a keen and active interest in the ambitions and activities of the Shine network, and very visibly demonstrated the firm's support for LGBTQ+ people through our sponsorship and engagement with many Pride events, in multiple UK cities, for over a decade. An example of Kevin's support is him being signatory to a letter to the Prime Minister to support protecting Trans rights, as part of the 'Trans Rights Are Human Rights' campaign alongside our fellow Trans in the City member organisations.

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."

Kevin Ellis,
Chairman and Senior Partner, PwC UK
Nominated by Martin Smith and
Sophie Kershaw



Sabrina

Sabrina leads our engagement with the Interbank Forum (a network of LGBT Networks from Financial Services Firms). She also regularly and thoughtfully contributes to panels with audiences in the hundreds of staff, to drive inclusion across our EMEA practice. Her inspiring contribution to a recent event on how to counter unhelpful stereotypes and bias meant that many of the attendees were able to understand in much more detail what actions they could change and call out – whether as allies or LGBTQ+ people themselves.

Sabrina is also a key member of the Shine London committee, where for example she has taken a leading role in their interview series to highlight experiences across the whole LGBTQ+ spectrum. Her role modelling and representation as a bisexual woman helps new members to bring their authentic selves to work.

Sabrina Damian,
Manager, PwC UK
Nominated by Martin Smith



Beth

As a former employee at PwC and a leading person in Shine, Beth made a huge difference in the firm and society. Her practical and hands on approach to just get stuff done saw her driving visible change in both her client and internal work, for example by establishing an inclusive space for women in the Shine network, leading communications for the network and co-chairing our London region.

Since leaving PwC, Beth has been able to realise her passion for inclusion and diversity in her full time role which allows her to drive inclusion further forwards, more quickly.

Beth Try,
Senior Diversity & Inclusion Adviser,
Herbert Smith Freehills
Nominated by Sophie Kershaw



Laura

Laura powered the Northern Ireland team in Shine for 5 years, bringing enthusiasm, energy and a passion for increasing LGBTQ+ inclusion in the firm. She tirelessly organised events and initiatives across the whole of the NI region as well as nationally, engaging external speakers to bring in a breadth of different experiences.

Laura Lavery,
Community & Engagement Lead,
PA Consulting
Nominated by Sophie Kershaw



Stefan

Few people have had as significantly visible an impact on LGBTQ+ people in PwC as Stefan. In his previous role, he was a major contributor to the refresh of our visual identity, our original Inspirational 50 campaign, and to enabling others to be their true selves in the workplace. He took a collaborative, inclusive approach to this and has inspired many peers across the firm to increase their engagement and allyship as we continue to support our LGBTQ+ people and communities.

Stefan Doering,
Global Brand Marketing Director, AVEVA
Nominated by Martin Smith



Leonardo

When I joined Shine London in 2021 Leo welcomed me with open arms, sharing his idea for an initiative called 'Shine: Happening' which involved bringing together colleagues from PwC EMEA firms to share their experiences of being LGBTQ+. His leadership, dedication and passion for this project inspired me to execute the project with the same level of dedication and passion.

As someone who wasn't so open with my sexuality, joining Shine London and 'Shine: Happening' has helped me embrace who I am more fully. Talking to LGBTQ+ members in PwC EMEA firms for 'Shine: Happening' helped me understand that we should always be our authentic selves, and when that shines through, so does our individuality.

Leonardo Busetto,
Associate, PwC UK
Nominated by Anon

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