It’s no secret that the past year and a half or so has given rise to one of the most unsettling and disruptive times that business has ever experienced during peacetime. Many businesses ground to a virtual halt when the pandemic hit, and several more found their activities severely curtailed. Often, when the financial chips are down, businesses retrench, focusing on their core activities and paying less attention to the “nice-to-haves” in favour of the “must-haves”, leading to the understandable worry that Diversity might become less of a priority.

While this may be true for some businesses, it seems to me that the case for Diversity is so overwhelming that, even in the worst downturn that Britain has seen in 300 years outside of times of war or conflict, many companies maintained their commitment to the values of Equality, Diversity and Inclusion at a time when their staff needed it most. When you’re worried about the implications to your livelihood of the pandemic, it’s more important than ever to feel valued, and it is a tribute to many of the people in the 2021 Global Diversity List that, despite the uncertainty they may have been feeling in their own lives, they have stepped up to the plate to ensure that fairness and equity did not become two further casualties of Covid-19.

Over the past year and a half I have spoken to dozens — perhaps hundreds — of people who feel grateful to those people in their place of work who have kept their staff networks going, have ensured that the Diversity agenda is not sidelined and have kept in touch with furloughed and working-from-home staff to ensure that they continue to feel like a valued member of the team. Many of these outstanding people are honoured in our 2021 list, and every single one of them deserves our gratitude.

While the pandemic has delivered plummeting revenue for many charities, demand for their services has increased hugely. That’s why, this year more than any other, I want to pay my personal respects to everyone in our charity category, and to all those who were unable to include but who continue to undertake such invaluable work. The third sector has always played a pivotal role in life globally, with many leading figures going unrecognised and underappreciated. So this year, let’s send our appreciation to all those charity, not-for-profit and third sector workers who have done so much to protect so many of us from the ravages of the pandemic.

Despite society heading in a more progressive direction, there is no doubt that people remain at a disadvantage because of their sex, age, physical abilities, ethnicity, sexuality and other immutable characteristics. When people ask me why we need the Global Diversity List, my answer is quite simple. These awards honour those doing outstanding work in Diversity, Equality and wellbeing, and inspire others too. Until the day comes when we can say that nobody is undervalued purely because of who they are, who they love, what they look like or how they worship, we will proudly continue to shine a light on everyone who works to make the world a fairer and more equal place to be.

Thank you!

Linda Riley, Founder, Global Diversity List

For more information, visit globaldiversitylist.org
**CHAMPIONS OF DIVERSITY CHARITIES**

**Katie Piper**
Founder, The Katie Piper Foundation
@katiepiper @KPFoundation

Piper’s experience as a patient led to the founding of her charity in 2009. She mentors burns survivors, embodying the charity’s vision of social inclusion.

**Susie Green**
Chief Executive Officer, Mermaids
@green_susie100 @Mermaids_Gender

As CEO of Mermaids, Green is dedicated to supporting transgender, non-binary and gender-diverse children, helping them explore their identities with respect and understanding.

**Nancy Kelley**
Chief Executive Officer, Stonewall
@Nancy_M_K @Stonewalluk

Since taking over leadership of Stonewall in June 2020, Kelley continues to advocate passionately for LGBTQIA+ communities in the UK and globally.

**Bisi Alimi**
Founder/Executive Director, Bisi Alimi Foundation
@bisi @alimi

Coach, writer, speaker and activist Alimi started his eponymous foundation in 2015 with the aim of raising awareness of LGBTQIA+ issues, and accelerating acceptance of the community in Nigeria.

**Avril Benoit**
Executive Director, Doctors Without Borders/ Médecins Sans Frontières (MSF) in the US
@AvrilBenoit @MSF_USA

For 15 years humanitarian aid worker Benoit has worked for MSF in operational and leadership roles, advocating the charity’s ethos of providing assistance regardless of race, ethnicity, religion or politics.

**Ray Barron-Woolford FRSA**
Chief Executive Officer, The Cath Duncan Equality and Civil Rights Network
@RayBarronF RSA

As a lifelong campaigner for civil rights and social justice, Woolford brings a wealth of experience and passion to the role of CEO of this grassroots charity.

**Sello Hatang**
Chief Executive Officer, Nelson Mandela Foundation
@sellohatang @NelsonMandela

Hatang leads the Nelson Mandela Foundation in finding sustainable solutions to the problems confronting humanity. He believes history can empower the next generation.

**Sarah Kate Ellis**
President, GLAAD
@sarahklellis @glauud

Under Ellis’ leadership GLAAD has moved from a media watchdog organisation to being a powerful agent of cultural change across industries for the LGBTQIA+ community.

**Phyll Opoku-Gyimah**
Executive Director, Kaleidoscope Trust
@McLadyPhyll @ukblackpride @Kaleidoscope_T

With over 20 years experience as an LGBTQIA+ rights activist and anti-racism campaigner, Opoku-Gyimah brings a strong history of passion and advocacy to her leadership of the Kaleidoscope Trust.

**Peter Tatchell**
Director, Peter Tatchell Foundation
@PeterTatchell @PT_Foundation

Since 1967, Tatchell has been a tireless campaigner for human rights, democracy and civil liberties. The Peter Tatchell Foundation exists to ensure human rights are respected and protected.

**Ruth Rees**
Director, Peter Tatchell Foundation
@PeterTatchell @PT_Foundation

Ruth Rees joined Peter Tatchell Foundation in 2019 as our first Director of Strategic Development, working closely with Peter to develop our vision for the future.

**Diversity Professionals in Industry**

**Amir Kabel**
Global Head of Diversity and Inclusion, Burberry
@burberry

Joining Burberry in 2010, Kabel has a proven track record as a global leader in Diversity and Inclusion, winning numerous awards for his empowering work.

**Beth Sehgal**
Executive and Leadership Team Coach and Global Diversity, Equity and Inclusion Executive, Kearnery
@kearnery

Sehgal dynamically heads up Kearnery’s Diversity, Equity and Inclusion programmes, aligning Diversity and Inclusion focus with the firm’s business strategy.

**Adrien and Pierre Gaubert**
Co-founders, myGWork
@myGwork

Gaubert brothers are dedicated to Diversity and Inclusion.
Roianne Nedd
Global Head of Inclusion & Diversity, Oliver Wyman
@roannennedd @OliverWyman
Nedd sets the global strategic direction in Inclusion and Diversity at Oliver Wyman, ensuring that the status quo is challenged.

Kimberly Robinson Williams
Vice President, Diversity and Inclusion, Stanley Black & Decker
@StanleyBBDcker
Robinson Williams brings over two decades of Diversity and Inclusion experience, across a range of industries, to her leadership role at Stanley Black & Decker.

Farhana Kuddus
Head of Equality, Diversity and Inclusion (ED&I), 10x Banking @10xBanking
Kuddus’ passion and commitment to ED&I at 10x Banking led to the creation of her role, recognising her incredible work in supporting and raising awareness of ED&I.

Pauline Lewis
Group Head of Talent & Diversity, Selfridges Group @Selfridges
Working at Selfridges Group, Lewis leads on group-wide talent management, leadership, and Diversity and Inclusion, collaborating across five iconic brands in driving cultural change.

Zaheer Ahmad MBE
Group Head of Diversity, Equity and Inclusion – Consumer Healthcare, GSK @GSK
Ahmad brings 20 years’ of public and private sector experience to his role at GSK. A highly regarded public speaker, he empowers people around the world.

Geoffrey Williams
Global Head of Diversity, Equity and Inclusion (DE&I), Dr Martins – Airwair International Ltd @drmartensUK
Fostering a business-led approach to Diversity and Inclusion, Williams is proud to have led DE&I strategies that have engaged communities and positioned businesses as market-leading in DE&I.

Lara Joannides
Creative Diversity Lead, BBC @lara_j
Joannides led and project-managed the award-winning pan-BBC 50:50 Equality Project initiative to improve on-screen and on-air Diversity.

Hayden Majajas
Head of Global Diversity, Equity and Inclusion (DE&I), Takeda @TakedaPharma
Majajas is a diversity practitioner focused on helping companies overcome barriers related to DE&I. He is working to make waves and transform corporate culture across the globe.

Pamela Hutchinson
Global Head of Diversity and Inclusion, Bloomberg @psbindow
A vocal advocate for Diversity within the private sector, and with over two decades’ expertise, Hutchinson has inspired corporate action and change.

Namrata Yadav
SVP and Global Head of Inclusion, Bank of America @NY J Matter @BoFA_news
Responsible for enterprise strategy and initiatives, Yadav focuses on creating an environment and culture where all employees have the opportunity to achieve their full potential and contribute to success.

Vincent Francois
Regional Chief Audit Executive, Société Générale @jfmondon @SocieteGenerale
A true pioneer in LGBTQIA+ inclusion at Société Générale, Francois’ efforts led to a growing ally network, greater awareness and the promotion of Inclusion.

Chris Edwards
CSR and Diversity Director, Travers Smith @ChrisR_CSR
Edwards leads on implementing the Travers Smith Diversity and Inclusion strategy and its market-leading corporate social responsibility programme.

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Pete Markey
Chief Marketing Officer, Boats
@petermarkey
Since joining in February this year, Markey has relaunched Boats as a superbrand. He is also Executive Sponsor for Boots Pride, the company’s LGBTQIA+ network.

Miranda Prins-Visscher
General Manager, Continental Europe, Kellogg Company
@KelloggCompany
Having joined Kellogg’s in 2008, Prins-Visscher champions Diversity and Inclusion in her role as General Manager for Continental Europe. She is also co-ambassador of Kellogg’s LEAD Network.

Cynthia Stackelberg
Chief Equity, Diversity & Inclusion Officer, Tate & Lyle
@ljvonstack
Listed in the 2019 Forbes 30 Under 30 List, von Stackelberg has spearheaded Tate & Lyle’s first Equity, Diversity and Inclusion strategy.

Jaleh Bradea
VP Diversity, Equity and Inclusion Projects, Vivendi
@JalehBradea
Leading Vivendi’s Diversity strategy since 2018, Bradea is a representative for Canal+ and a member of the 21st Century Club for Diversity in Media.

Lauren (Garey) von Stackelberg
Chief Equity, Diversity & Inclusion Officer, Tate & Lyle
@lvonstack
Listed in the 2019 Forbes 30 Under 30 List, von Stackelberg has spearheaded Tate & Lyle’s first Equity, Diversity and Inclusion strategy.

Candice Cross
Global Director of Talent, Britvic
@britvic
Cross creates sustainable change in both private and public sector organisations. A Diversity and Inclusion expert, she brings a wealth of experience to Britvic.

Remko de Bruijn
Partner, Kearney
@kearney
With 20 years of industry experience, de Bruijn’s focus is on telecommunications and supply management. He demonstrates expertise in cost reduction and service operations.

Caroline A. Wanga
Chief Executive Officer, Essence Communications
@wangawoman @Essence
Chief Executive Officer at Essence Communications and Co-Founder of WangaWoman, Wanga is a thought-innovator passionate about helping people get to their destination.

Tunde Banjoko OBE
Founder, Making the Leap
@TeeBeeOBE @SOMOAwards
With over 25 years of experience as a motivational speaker and mentor, Banjoko’s charity seeks to raise aspirations and increase opportunities for young BAME individuals.

Emma Cusdin
Director, Global Butterflies
@Glo.Butterflies
In her voluntary role as Director of Global Butterflies, Cusdin brings personal and professional experience in helping businesses become inclusive of transgender and non-binary people.

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A promotional supplement distributed on behalf of Diversity Umbrella Ltd, which takes sole responsibility for its content
Hans W. Jablonski
Diversity and Inclusion expert, Hans Jablonski Consulting
@hansjablonski
As one of Germany’s first Diversity managers, Jablonski brings 20 years of passionate and convincing practical expertise in helping companies develop and implement Diversity management.

Claire Harvey
Founder, Anatta LTD and Schools Inclusion Alliance @harveyvolley
With an impressive track record of impact and achievement in high profile Diversity and Inclusion roles, Harvey is passionate about supporting businesses, universities and schools in creating inclusive cultures.

Kamala Harris
Vice President, The White House @VP
The first female, African American and Asian American Vice President, Harris is the highest ranking female star officer in US history.

Ros Atkins
BBC News Presenter and Journalist, Founder of 50:50 @BBCRosAtkins
Atkins founded 50:50 to increase the representation of women in journalism, and it has now expanded to 600 teams. He first joined the BBC in 2001.

Kamala Harris
Vice President, The White House @VP
The first female, African American and Asian American Vice President, Harris is the highest ranking female star officer in US history.

LGBT EMPLOYEE NETWORK

Amazin LeThi
Keynote speaker, LGBTQIA+ advocate, athlete, writer, cultural change leader and entrepreneur @amazinlethi
Keynote speaker LeThi has addressed the United Nations, UNAIDS and The Prince’s Trust. She is one of the world’s most influential Asian LGBTQIA+ advocates.

Doreen Lawrence OBE
Founder, Stephen Lawrence Charitable Trust @DLawrenceOBE @slidayfn
Founder of the Stephen Lawrence Day Foundation, Lawrence has promoted police reforms through her work on race equality. She became a Life Peer in 2013.

Rachel Levine
Assistant Secretary for Health, US Department of Health and Human Services @HHSHASH
Already the highest-ranking transgender member of the Biden administration, Levine has achieved another Diversity first by becoming the first transgender four-star officer in US history.

RainbowNet
Deutsche Post DHL Group @DeutschePostDHL
Deutsche Post DHL Group’s RainbowNet, founded in 2008, aims to ensure that all employees can go about their work unhindered, regardless of their sexual orientation or gender identity.

PROUD Network
Kearney @kearney
Working with company leaders and human resources, PROUD helps develop policies and programmes that create and sustain an environment where professionals can be themselves.

Taiga Ishikawa
Politician and LGBTQIA+ activist, House of Councillors, National Diet of Japan @ishikawaotaigis
An LGBTQIA+ activist and the first openly gay man to be elected to Japanese parliament, Ishikawa is also a campaigner for same-sex marriage.

June Sarpong OBE
Director of Creative Diversity, BBC @junesarpong
Over the last decade, broadcaster and author Sarpong has consolidated her position as a leading campaigner on a range of Diversity and Inclusion issues.

Lord Michael Cashman CBE
Politician, writer, actor and House of Lords @michaelcashman
LGBTQIA+ rights activist and Stonewall co-founder, Cashman, also a member of the House of Lords, continues to provide a powerful anti-discrimination voice.

PRIDE
JTJ @JTJ_global
PRIDE at JT is a universal global community with more than 600 LGBTQIA+ members and allies coming together in celebration, unity and solidarity.

Pride Network
Intuit @Intuit
A flagship employee resource group, Intuit Pride Network has more than 300 members and helps support a high performance organisation that values equality.

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Politician, writer, actor and House of Lords @michaelcashman
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QPRM
Slaughter and May @slaughternandmay
PRISM, Slaughter and May’s LGBTQIA+ and allies network, is committed to developing as a diverse and inclusive workplace, and supporting members of its LGBTQIA+ community in being their authentic selves.

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Vice President, Global Head of Diversity and Inclusion (D&I), Oracle
@TraciPrzade
Wade leads Oracle's global programmes, building awareness of the value and positive business impact of a diverse and inclusive culture. She works to create a strategic thought leader and expert on D&I.

Colleen McCreary
Chief People, Places & Publicity Officer, Credit Karma
@Chiefpyopofficer
Joining Credit Karma in 2018 as its first Chief People Officer, McCreary’s insights around HR leadership and creating a healthy workplace culture by promoting growth make her one to watch.

Natalie Bickford
Chief People Officer, Sanofi
@NatBickford @sanofi
Bickford has a solid track record of transforming organisations. Upon joining Sanofi, she aimed to find the right blend of talented people to make the whole team stronger than its individual parts.

David Littlechild
Director of Culture, Engagement and Wellbeing, and Diversity and Inclusion, London Stock Exchange Group
@lseCycle
Littlechild encourages wellbeing and behavioural change to support a workplace where colleagues thrive.

Sereena Abbassi
Independent Equity, Inclusion and Diversity Consultant
@SereenaAbbassi
Taking activism into corporate spaces, Abbassi’s work with global brands shows a commitment to organisational transformation grounded in celebrating Diversity.

Shelley McNamara
E&I Officer and HR Executive, P&G
@ShelleyMcNamara @ProcterGamble
McNamara is someone who leads by example and is an active role model. Her work has expanded LGBTQIA+ employee groups globally within P&G.

Mark Gossington
Partner, KPMG Australia
@markgossin KPMG Australia
Globally recognised as a Diversity and Inclusion leader, Gossington is a sponsor of KPMG’s Leading with Pride programme, helping future LGBTQIA+ leaders focus on developing their management skills.

David Lawlor
President, Kellogg Europe
@KelloggsUKI
Lawlor embodies Kellogg’s commitment to ensuring equity for all employees, not only because it makes good business sense but because it is the right thing to do.

Curt Hess
Chief Operating Officer, 10x Future Technologies
@10XBanking
Hess leads by example when it comes to Diversity, promoting a fully inclusive workforce. He is a proud ally to the LGBTQIA+ community.

Alex Liu
Managing Partner and Chairman of the Board, Kearney
@kearney
Liu is clear that business success depends on Diversity, Equity and Inclusion. Liu uses voice, power and resources to act against social discrimination and racism.

Mita Mallick
Head of Inclusion, Equity and Impact, Carta
@MitaMallick2
Mallick joined Carta in October 2020 after successfully building an inclusive culture at Unilever. Under her leadership, Unilever became gender-balanced at manager level and above.

Anthony Watson
Founder and Chief Executive Officer, TBOL
@AnthonyWatson
Watson is founder of TBOL, a pioneer in the future of finance. He is also the first non-US citizen to join the board of directors of GLAAD, the American media monitoring organisation.

Individuals, organisations and networks named in the list will be given use of the Global Diversity List benchmark crest to demonstrate their commitment to Diversity and Inclusion.

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Women’s Network Australia
Women’s Network Australia
@WINAUS
Over the past 30 years WNA has been the leading networking organisation for women in business, known for its success forming strategic alliances and business connections.

Women Inspired Network (WIN)
London Stock Exchange Group
@LSEGcycle
WIN strives to enhance the LSEG business and support female employees in developing their careers. It is open to employees from across the globe.

Women’s Business Alliance
Morgan Stanley
@MorganStanley
This alliance aims to provide advice and support to its employees, helping them maximise their potential and the firm retain and promote its best female talent.

Global Women’s Leadership Network
(GWLN)
McDonald’s
@McDonaldsCorp
GWLN is a source of mentors, role models and sponsors, giving women access to senior leadership, information on career strategies and opportunities for advancement.

Women in Treasury
Treasury Today
@treasuryytoday
This important initiative recognises the significance of women in the corporate treasury profession and creating a means for them to communicate with one another.

Global Women’s Initiative
MettLife
@MettaLife
Globally, women make up over half of MetLife’s entry-level employees and nearly 40% of its managers. Its Global Women’s Initiative provides the tools for them to thrive.

Women & Allies
Reward Gateway
@RewardGateway
Created to communicate the challenges women face due to their gender, this network is committed to raising the standards of all employees around language, communication and attitude towards women.

Women’s Network
Centrica
@CentricaWN @centricaplc
For over a decade the Women’s Network has helped a growing number of women realise their career ambitions, enjoy a great place to work and achieve their full potential.

WEConnect International
WEConnect International
@WEConnection
WEConnect International helps drive money into the hands of women-owned businesses, allowing them to compete in the global marketplace.
Launched in 2010, the European Diversity Awards (EDA) are now firmly established as the continent’s most prestigious and widely respected Diversity event. Attended by leading lights from business, politics and the media, the EDA recognises those individuals and organisations whose outstanding leadership has made a genuine difference to the Equality, Diversity and Inclusion agenda.

We recognise achievement across all strands of Diversity: race, age, sexual orientation, disability, gender identity and belief.

To find out more about the European Diversity Awards visit europeandiversityawards.com.

The judging panel:
- Zaheer Ahmad MBE JP, Diversity and Inclusion thought leader
- Tab Ahmad, Founder and CEO of EmployAbility
- Vincent Francois, Executive at Société Générale Group and LGBTQ+ speaker
- Hannah Graf MBE, Retired Captain and trans advocate
- Jake Graf, Actor, writer, director and trans advocate
- Claire Harvey, Inclusion leader and Paralympian
- Janette Hiscock, Chief Executive Officer, UnitedHealthcare Global, Europe
- Pauline Lewis, Group Head of Talent and Diversity at Siftedrages Group
- Krishna Omkar, Lawyer and Inclusion advocate
- Asif Sadiq MBE, Senior Vice President, Equity and Inclusion at WarnerMedia
- Angela Walsh, Senior Director at UnitedHealth Group

*Campaign of the Year*
**ASIA TRADORE**
**BELINDA PARMAR OBE**
**MANDY SANGHERA**
**MALGORZATA MARGOT SZUTOWICZ**
**SHANI DHANDA**
**TEA COLAIANNI**

**Supplier Diversity Programme of the Year**
**INVOICE**
**JALEO SPORTS & HUMAN EVENTS**
**PFIZER**
**RESOURCE SOLUTIONS**
**STANDARD CHARTERED TELENOIR GROUP**

**HR Champion of the Year**
**CLAIRE HOPE**
**IHG Hotels & Resorts**
**KAT REDMAN**
**WardMedia**
**MARK SHIRMPTON**
**Martin James Network**
**NICOLE ZUBE**
**Kellogg Europe**
**ROBERT HICKS**
**Reward Gateway**
**SIRAJ MAVE**
**Kirklees Council**
**SOPHIE YAXLEY**
**Playtech**
**THORSTEN EGER**
**Johnson & Johnson**

**Charity of the Year**
**COCEMFE**
**DAISY INCLUSIVE UK**
**EUROFIRMS FOUNDATION**
**EUROPEAN DISABILITY FORUM**
**EUROPEAN NETWORK AGAINST RACISM (ENAR)**
**FEMMES FOR FREEDOM**
**RAINBOW MIGRATION**
**THE OLIVER KING FOUNDATION**

**Marketing Campaign of the Year**
**BBC**
**50:50 The Equality Project**
**ITV**
**Invisible Disabilities**
**THE LEGO GROUP**
**Everyone is Awesome**
**PREMIER LEAGUE**
**The Premier League Equality, Diversity and Inclusion Standard Project**
**VODAFONE UK**
**The Great British Tech Appeal**

**Competition Project of the Year**
**BRIGHTSTART AUTISTIC CLUB**
**INCLUSION AT LLOYD’S PARTNER NETWORK**
**INSURANCE CULTURAL AWARENESS NETWORK**
**KIRKLEES BLACK AFRICAN AND CARIBBEAN COMMUNITY**
**AMBER AND GREEN, AND KIRKLEES COUNCIL MUSCIONS IN EXILE**
**NATWEST SOCIAL & COMMUNITY CAPITAL**

**Outstanding Employee Network of the Year**
**ASHURST**
**Race and Ethnicity Equality Group**
**DELOITE**
**Multicultural Network**
**DEUTSCHE POST DHL GROUP**
**RainbowNet**
**PUBLICIS GROUPE**
**Egale**
**JACOBS**
**Prism Network**
**JOHNSON & JOHNSON**
**OpenOut EMEA**
**KIN + CARTA**
**LGBTQIA+ Affinity Group P&G**
**People with Disabilities Network**

**Hero of the Year**
**BOBBI PICKARD**
**BP**
**JAYASH MUSHTAQ**
**Diversity Pioneer**
**MATTHIAS WEBER**
**European Pride Business Network**
**NONI NYATHI**
**NSG**
**OXANA EVSUKOVA**
**IHG Hotels & Resorts**
**PHILIP NORMAL**
**Labour Councillor**

**Diversity in Technology of the Year**
**ATLAS COPCO**
**AVAST SOFTWARE**
**FORM3**
**KIN + CARTA**
**PLAYTECH**
**10X BANKING**

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Nominations close 10 December 2021 | britishdiversityawards.com

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