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GLOBAL DIVERSITY LIST

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

When we first produced the Global Diversity List in 2016 there were no others of its kind, and many people asked why we would need such a list. The answer: it is important to showcase and amplify the work being done to promote Diversity and Inclusion, as quite simply it inspires others. Diversity is not about who is the best; it is about sharing and being inclusive, encouraging others and setting the standard. Without the initiatives those on this list are implementing the world cannot continue its growth towards Equality for all.

And it cannot be denied that across the globe fundamental freedoms and human rights are under threat, with a rise in hate crimes against marginalised communities, further impacting those who are disadvantaged because of their gender, age, physical abilities, ethnicity, sexuality and other unchangeable characteristics.

I am so optimistic that people can make a difference, that organisations and businesses can shift the dial towards empowering col-

leagues. This is why I believe it is so important we provide a platform for those who are committed to making real change. The Global Diversity List does just that, recognising those doing outstanding work in Diversity, Equality and belonging, and inspiring others too.

The people and networks on the 2023 Global Diversity List represent a small cross-section of the huge number of people around the world who strive, day in and day out, to make workplaces somewhere employees are welcomed for who they are. Embracing a diverse and inclusive environment fosters a sense of belonging among employees, resulting in increased connections. Organisations that adopt Diversity and Inclusion practices realise significant benefits in terms of business results, innovation, and decision-making. It's a win-win for everyone and deserves to be applauded.

For the first time the list celebrates the Head of Diversity role with its own category. In the early 2000s, many organisations cared very little

about Diversity; there were few teams dedicated to its support and growth. Heads or Directors of Diversity, or Chief Diversity Officers were scarce. But according to LinkedIn data, the number of people globally with the Head of Diversity title has more than doubled between 2015 and 2020. I am proud that this list gives others the opportunity to see the commitment and dedication these individuals bring to the workplace in championing diverse and inclusive cultures.

I have spent my life fighting for change, and know from experience that good things come from accepting other people for who they are. And until the day comes when we can say that nobody is undervalued simply because of how they worship, who they love, what they look like, their race, age, gender or physical ability, we will proudly continue to celebrate those who work to make the world a fairer and more equal place.

Congratulations to all those who made the list this year and are striving to influence change. Thank you.



Linda Riley,
Founder, Global Diversity List

For more information, visit globaldiversitylist.org

Founder partners



KEARNEY



INSPIRATIONAL ROLE MODELS



Adrien and Pierre Gaubert

Founders, myGWork

[in adrien-gaubert-he-him-7a1b3263](#)

[in pierre-gaubert-56275951](#)

Founding myGWork to promote empowerment for the LGBTQIA community in finding workplace equality, the Gaubert brothers are dedicated to Diversity and Inclusion.

Andrew Hulbert

Vice Chair, Pareto Facilities Management Ltd

[in andrewhulbert](#)

Andrew has built an inclusive, social value driven environment at Pareto, including introducing strategies and initiatives that support underrepresented groups.



Cristina Bentue

Chief Operating Officer, IriusRisk

[in cristina-bentue-8b5380209](#)

A board member, speaker and activist for women, Cristina encourages and empowers women of all ages to achieve their dreams.

iAsia Brown

Senior Producer, Xbox

[in iasia-brown](#)

A keynote speaker and Military Transition Advisor, iAsia is Co-Chair of the DEIAB Committee at Women In Technology Hollywood.

Leanne Foot

B2B Marketing Director, Lockton

[in leanne-foot-792b0a24](#)

Working at Lockton for over 20 years, Leanne supports the LGBTQIA Resource Group and is a chair of the Neurodiversity Group.

Pete Markey

Chief Marketing Officer, Boots UK

[in petermarkey](#)

An inspiring leader, dedicated to DE&I, Pete has won four prestigious Marketer of the Year Awards and two Diversity and Inclusion champion awards.



Pips Bunce

Director & Global Head of Investment Banking Technology Strategic Programs, Credit Suisse

[in pips-bunce-4795121](#)

Pips educates about LGBTQIA identities, helping others on their journeys, and is Co-chair of the Credit Suisse's LGBTQIA & Ally Network.

Saskhia Menendez

Public Speaker

[in missaskhia](#)

Born into a disadvantaged background, singer, public speaker and social change activist Saskhia is a multiracial trans woman, championing Diversity and Inclusion.



Tokeer Ahmed

Head of UK Functional Salesforce & Chair of Capgemini UK's Race & Equality Network

[in tokeer-ahmed-0295a1176](#)

Born in the UK to Pakistani parents, Tokeer champions Diversity at Capgemini, driving change to ensure everyone feels valued and respected.

Zita Holbourne

National Chair and Co-founder,

BARAC (Black Activists Rising Against Cuts) UK

[in zita-holbourne-frsa-mrhists-hon-fellow-uwtsd-04280721a](#)

An award-winning Black, disabled woman, Zita focuses on equality through her art, and is a community activist and trade union leader.

DIVERSITY CHAMPIONS

Gustav Goger

Executive Director Bureau of East Asian and Pacific Affairs (EAP), U.S. Department of State

[in gustav-goger-3b020a](#)

Gustav has been fundamental in introducing various DEIA training initiatives, and in 2022, received the Luther Replogle Award for Management Improvement.



Hannah Ebbitt-Ngang

Operations Leader, Lockton

[in hannah-ebbit-ngang-863a5725](#)

Hannah joined Lockton following roles at AXA, Marsh and Aon and is the Chairperson of the Women in Lockton (WiL) Associate Resource Group.

John Casey

President & Managing Director, CNBC International

[in john-casey-aag363a](#)

Proud DEI advocate and highly-respected journalist John successfully led through the pandemic, maintaining the organisation's status as the top business and financial news brand worldwide.

Katherine Gansallo

Diversity and Inclusion Director, LSEG

[in katherine-gansallo](#)

Katherine leads on all group-wide D&I activities, internal campaigns and ambitions, creating a global programme to enhance employment policies at LSEG.



Katie Neeves FRSA

Founder, Cool2BTrans

[in Cool2BTrans](#)

Katie came out as trans in 2018, founding Cool2BTrans to support and inspire trans people and encourage others to be allies.



Keri Gilder

Chief Executive Officer and Member of the Board, Colt Technology Services

[in kerigilder](#)

As CEO, Keri is passionate about Diversity, Inclusion and the future of tech, directing Colt as a leading digital infrastructure company.

Maxine Ansah

Founder and leader of Black@Kearney Europe, Kearney

[in maxine-ansah-273021b3](#)

Maxine is fundamental in promoting Diversity and Inclusion at Kearney where she serves as a Global Ombudsperson and a Global Wellbeing Ambassador.

Rachel Osikoya

Head of Culture, Well-being and Inclusion, LSEG

[in rachel-osikoya-94a4a82](#)

Rachel has over 20 years of global experience driving Culture, Diversity, and Inclusion strategies in large organisations.



Stephanie Carr

Enterprise Architect & Leader of Mfamily Network, Metro Bank (UK)

[in stephanienisenecarr](#)

Stephanie leads Metro Bank's first family-focused colleague network, Mfamily, and is active in Inclusion networks on gender, sexuality and families.

Theo Sibiya

Partner & Managing Director, Kearney Africa

[in theo-sibiya-1352b64](#)

Theo has over 23 years industry and consulting experience, both public and private; he strives to make workplace Equality the norm.

HR DIVERSITY CHAMPIONS



Amanda Walters

Senior Workplace Innovation Advisor,
U.S. Department of State

[in amanda-"mandy"-walters-a860671](#)

With 11 years HR experience in the U.S. Diplomatic Service and 13 years in the private sector, Mandy continuously advocates for Diversity and Inclusion.

Bronwyn Tinker-Kelly

Global Head of Learning, Kearney

[in bronwynkelly](#)

Bronwyn has responsibility for end-to-end people development of all employees. She is a member of the Belonging@Kearney, PROUD Allyship and Black@Kearney Allyship committees.

Jig Ramji

Group Head of Talent,
LSEG

[in jigramji](#)

Jig sets the D&I strategy at LSEG, facilitating a six-fold increase in the global D&I team to positively create global change.

John Roberts

Managing Director, Global Head of HR for
Global Markets, UBS

[in john-roberts-9490551](#)

Having contributed to seminars on facilitating disability Inclusion in the corporate sphere, John uses his role to produce positive change.



Kristin Rodney

Workforce DEI, REI

[in kristinrodney](#)

Kristin is responsible for the leadership of REI's Diversity, Equity, and Inclusion strategy and plans; she is committed to having courageous conversations.

Marie-Helene Tyack

Global Inclusion, Diversity & Belonging
Business Partner, Allianz Commercial

[in marie-helene-tyack-32819421](#)

An out queer woman, Marie-Helene places Diversity front and centre at Allianz. She is Chair of the Allianz Global Pride Board.

Rebecca Otter

Director, Global HR Practice, Leathwaite

[in rebecca-otter-75b46522](#)

Rebecca believes that Equality is a universal right, partnering with CEOs, Boards and Executive Committees to find the very best talent.



Sanchia Alasia

Programme Manager, Advence HE

[in sanchiaalasia](#)

An award-winning specialist in Diversity and HR, Sanchia has over 15 years' experience in creating cultures where staff feel supported.

Shelly McNamara

Chief Equality & Inclusion Officer and Executive
Vice President, P&G

[in shellymcnamara-writer](#)

Shelly has expanded LGBTQIA employee groups globally at P&G, and is an active member of P&G's Corporate Women's Leadership Team.



Maria Loumpourdi

Global Head of Talent Development,
Betsson Group

[in maria-loumpourdi](#)

Maria is a distinguished leader, mentor, and coach. She is a trailblazer, propelling the Diversity and Inclusion agenda forward within the iGaming industry in Europe and beyond.

HEAD OF DIVERSITY



Ama Ocansey

UK Head of Diversity and Inclusion, BNP Paribas

[in ama-ocansey](#)

Ama is dedicated to promoting Diversity and Inclusion in the workplace, heading up DE&I practices at BNP Paribas across the UK.

Hayden Majajas

Head of Global Diversity, Equity & Inclusion, Takeda

[in haydenmajajas](#)

Hayden is a global DEI leader focused on powering more equitable society; he is an active philanthropist and community leader.



Joy Fitzgerald

Chief Diversity, Equity & Inclusion Officer,
UnitedHealth Group

[in joyfitz](#)

Joy leads strategies and initiatives that create a culture of innovation and performance and is a dynamic speaker and strategic thought partner.

Khushboo Patel

Head of Engagement and Inclusion,
Metro Bank (UK)

[in khushboo-patel](#)

Khushboo leads on Diversity at Metro Bank, using her lived experience as an Asian, disabled woman to shape intersectional Inclusion.

Nina Goswami

Head of Inclusion UK, Clifford Chance

[in nina-goswami](#)

Nina drives diverse representation through data, and was previously the BBC's Creative Diversity Lead heading up the 50:50 The Equality Project.



Rubén Alejandro Ramírez

Group Head Diversity Equity and Inclusion,
Syngenta Group

[in rubenalejandror](#)

Rubén draws on his extensive background in Diversity, implementing the company's D&I strategy for 57,000 employees across over 100 countries.

Sacha de Klerk

Head of Diversity, Equity & Inclusion,
Norton Rose Fulbright

[in sachadeklerk](#)

Working on both individual learning and systemic change, Sacha has developed many of Norton Rose Fulbright's Employee Resource Groups globally.



Sheena Chaudhry

Senior Director Global Diversity and Inclusion,
Canada Goose

[in sheenachaudhry](#)

With over 20 years' HR experience Sheena was named one of Canada's Top Five Equity, Diversity & Inclusion Leaders by Women's Executive Network.

Victoria Edwards

Head of Talent & Inclusion - International,
Lockton

[in victoria-edwards-3537a313](#)

Vic has revolutionised Lockton's Diversity agenda internationally, drawing on her experience of working in various industries and countries.

SENIOR EXECUTIVES



Alex Liu

Managing Partner and Chairman, Kearney

[in alexliu7](#)

Alex is also Kearney's Chief Diversity Officer. He speaks regularly on matters of culture, justice and joy, hosting the popular podcast Joy@Work.

David Schwimmer

Chief Executive Officer, LSEG

[in davidschwimmer](#)

David holds Inclusion at the heart of LSEG's strategy, enabling change, accountability and alignment across the Group, by embedding an inclusive, high-performing culture.

Gail Peterson

Chief Marketing Officer, Ecolab

[in gail-peterson-she-her-8245a9](#)

Gail champions Diversity at Ecolab, founding the Black Leaders Forum and is a member of Ecolab's Diversity and Inclusion Council.

Lin Yue

Executive Director, Goldman Sachs Asset Management

[in lin-yue-2021](#)

A thought leader delivering the intersection of Diversity, culture and behavioural science to business. Lin is also the President of the Rising Network in London.



Nina Pusek

Global Senior Manager Belonging, Bacardi

[in nina-pusek](#)

Nina is a Diversity & Inclusion expert with 10 years' experience, driving Bacardi's Diversity program build an inclusive workplace.

Sadaf Parvaiz

Global Enterprise Inclusion & Diversity Leader, GHD

[in sadaf-parvaiz-cpa-ca-9229b317](#)

Appointed the first Global I&D Leader, Sadaf led on the development of GHD's inaugural Diversity strategy across 200 offices globally.



Sarah Helm

Principal, Kearney

[in sarah-helm-70a74011](#)

Collaborating to accelerate DE&I journeys, Sarah works to design pathways and metrics for success, focusing on both Kearney's clients and communities.

Sharon Peake

Founder & CEO, Shape Talent Ltd

[in sharonpeake](#)

With over 20 years' experience, Sharon is a chartered psychologist and coach. She founded Shape Talent in 2017 to accelerate meaningful progress in gender Equity.

Tiger Tyagarajan

President and Chief Executive Officer, Genpact LLC

[in tigertyagarajan](#)

Tiger is passionate about Diversity and leads Genpact's commitment in fostering a diverse, inclusive and equitable workplace.



Wallace Wang

Diversity, Equity and Inclusion Partner, Vice President, Barclays

[in wallacewang66](#)

Wallace leads Inclusion through talent management and organisational development. He is a certified Executive Coach and Neuroscience Leadership certified practitioner.

PROFESSIONALS IN INDUSTRY



Sarah Rench

Data, AI and Industry Solutions Global COE Director, Avanade

[in sarah-rench](#)

As European Executive Sponsor of PRISM, Avanade's LGBTQIA network, Sarah has demonstrated outstanding leadership and advocacy for women, the LGBTQIA community and other underrepresented groups.



Stacia Jones

Vice President, Inclusion, Diversity, Equity & Action, Employee Relations & Compliance, lululemon

[in stacia-marie-jones-esq](#)

Stacia is focused on incorporating Inclusion, Diversity, Equity and Action into every business area; she is an inspirational, results-driven, people-focused leader.

Tom Shropshire

General Counsel & Company Secretary, Diagio

[in tom-shropshire-666505122](#)

A leader in Inclusion and Diversity, Tom is a Steering Committee member of the Parker Review, consulting on the ethnic Diversity of UK boards.

Yasmin Diamond

Executive Vice President, Global Corporate Affairs, IHG Resorts & Hotels

[in yasmin-diamond-cb-27637619](#)

Championing a diverse culture, Yasmin is a role model and mentor. She is a member of IHG's Global DE&I Board, setting IHG's inclusivity agenda.



Dr. Zaheer Ahmad MBE

Founder, EqualityX

[in zahmadmbe](#)

A global leader of D&I over the last two decades, Zaheer started EqualityX to celebrate outstanding Muslim talent and champion the achievements of inclusive Muslim employers.

Christine Palmer

Chief Risk Officer, Santander UK

[in christine-palmer-61803719b](#)

Christine is a true Diversity and Inclusion leader. She is Executive Committee Sponsor for REACH, Santander's race, ethnicity and cultural heritage network.

Deon Pillay

Head of Marketing Operations, Legal & General Investment Management

[in deonpillay](#)

Deon is a culture carrier and Diversity champion, working tirelessly to drive LGBTQIA Inclusion both internally and in the wider industry.



Fraser Longden

Chief Operations Officer, Wickes

[in fraser-longden-69b6b32](#)

Fraser uses his position at Wickes to drive tangible and effective change within the business to create a more diverse and inclusive environment.

Jacqui Lloyd

Head of Apprenticeships & Diversity Programmes, Citi

[in jacquilloyd](#)

An award-winning LGBTQIA speaker and advocate, Jacqui enables and empowers talent at Citi. She is Co-Chair of our Citi LGBT+ Network - PRIDE.

Murray Auchincloss

Interim CEO, bp

[in murray-auchincloss-33bba580](#)

Murray is a committed advocate for Diversity, Equity and Inclusion. For him, Diversity is not just only about fairness, it's key to business success.

DISABILITY NETWORKS



Disability & Neurodiversity Employee Resource Groups

AMS

[weareams](#)

These networks collaborate to build a community that thrives on being authentic, bold and passionate in their approach to Inclusion.



Adapt Network

Atos

[atos](#)

The Atos Adapt network supports employees with disabilities to reach their full potential in the workplace, assisting with work adjustments.

ENABLE

Bayer

[Bayer](#)

ENABLE supports employees who have disabilities or family members with disabilities, acting as a network to help them thrive whilst maintaining focus.

Disability Confidence Network

GSK

[GSK](#)

The Disability Confidence Network is dedicated to ensuring employees feel valued and able to reach their potential through Inclusion, awareness, education, access to workplace adaptations and advocacy.



Strength in our differences.

ACE

Jacobs

[Jacobs](#)

ACE (Access, Connect, Empower) champions accessibility, community and opportunity for caregivers and employees with disabilities, providing both information and networking.



Neurodiversity Network

Legal & General Group

[legal-&-general](#)

Among other goals, Neurodiversity Network aims to remove barriers faced by neurodiverse colleagues and improve talent development of L&G's existing neurodiverse pool.

Disability at Microsoft

Microsoft

[Microsoft](#)

Disability at Microsoft creates spaces for discussion, support and awareness, connecting with key stakeholders across the organisation to embed accessibility.

DAWN, Disability, Awareness Network

PwC

[PwC](#)

DAWN inspires a sense of community, empowering and supporting diverse talent for both members with lived experience of disability and allies.

Sodexo Organization for disabilities Resources (SOAR)

Sodexo

[Sodexo](#)

SOAR raises awareness, provides education and resources, and proactively provides outreach to create a culture that embraces, values and fully utilises those with disabilities.



Wavemaker Enable

Wavemaker

[wavemakerglobal](#)

Enable's objective is to create an equitable working environment for everyone, irrespective of their neurological, psychological or physical differences.

ETHNICITY NETWORKS



Allianz GRACE

Allianz Technology and Allianz Services

[allianz-technology](#)

[allianz-services](#)

GRACE acts as an enabler to raise awareness and visibility on racial and ethnic Diversity, ensuring an inclusive, safe and bias-free workplace for all employees



Together Network

Atos

[Atos](#)

The Together Network has emerged as a leading force in promoting ethnic Diversity and Inclusion within Atos, with a message of advocating excellence in cultural Diversity.



FT Embrace

Financial Times

[financial-times](#)

FT Embrace works to inform and educate individuals about BAME experiences and raises cultural awareness through open discussions and events.



OneWorld

Jacobs

[Jacobs](#)

OneWorld fosters a diverse environment to collaborate, welcome and celebrate differences in a safe space, providing cross-cultural engagement.

Black@Kearney Network

Kearney

[Kearney](#)

Black@Kearney Network reflects the cultural growth of Kearney offices globally, notably engaging the next generation through the Student Lab Programme.



Culture Club

Legal & General Investment Management (LGIM)

[legal-&-general-investment-management](#)

Culture Club ERG promotes and celebrates the understanding and appreciation of multiculturalism, Diversity and allyship through collaboration, dialogue, Inclusion and action

Asian Affinity Network

LSEG

[london-stock-exchange-group](#)

LSEG's Asian Affinity Network embodies its cultural intent, partnering with leadership to increase the progression of employees with Asian heritage.



Fusion

Paramount

[paramount-pictures](#)

Fusion champions cultural Diversity throughout the business. It celebrates, promotes and changes how employees view cultural Diversity.

Origins, Nationality and Ethnicity (ONE) ERG

Standard Chartered

[standardchartered](#)

ONE engages Standard Chartered in dialogue, educates the workforce on ethnic Diversity and supports the implementation of D&I strategy.

Wavemaker Roots

Wavemaker

[wavemakerglobal](#)

Newly rebuilt, the Roots community continues to grow and its work has expanded beyond Wavemaker to the advertising industry and local community more broadly.

LGBTQIA NETWORKS

Glamazon

Amazon

[Amazon](#)

Glamazon began as an email chain in 1999, and now it focuses on community projects, civil rights and Pride Month activities.



LGBTQ+ and Allies ERG

AMS

[AMS](#)

AMS's LGBTQ+ and Allies ERG is committed to creating an environment where the LGBTQIA+ community is visible, heard, and proud.

RainbowNet

Deutsche Post DHL Group

[deutsche-post-und-dhl](#)

Established in 2008, RainbowNet provides a platform for LGBTQIA+ employees to share their experiences and has members across the globe.

PRIDE at Google

Google

[google](#)

Pride at Google believes that authenticity should always be embraced. They are working to create spaces of belonging for LGBTQ+ communities.

PRIDE

JTI

[JTI](#)

An employee-led group, PRIDE brings people together from all levels, offering peer-to-peer support, raising awareness and providing a safe space.



Proud

Kearney

[Kearney](#)

Proud focuses on visibility, ally engagement, intersectionality and recruitment, and Kearney now has inclusion scores of over 100 points.



Lockton Pride

Lockton

[lockton-companies](#)

Lockton Pride are committed to bringing together all members of the LGBTQIA community and its Allies through education and awareness.



myGwork

myGwork

[myGwork](#)

myGwork is the largest global business network community of LGBTQ+ professionals, graduates and inclusive employers, ensuring a safe space in the workplace.



Proud

Paramount

[paramount-pictures](#)

Proud aims to enrich the professional and personal development of LGBTQIA employees at Paramount globally, by promoting community, cause and culture.



PROUD Brazil

Syngenta Group

[syngentagroup](#)

PROUD Brazil creates a supportive environment for Syngenta's LGBTQIA colleagues, with 3,000 people now participating annually in its Pride Day events.

WOMEN'S NETWORKS

EY Entrepreneurial Winning Women

EY

[EY](#)

The EY Entrepreneurial Winning Women connects women entrepreneurs with advice and resources, with its membership reaching over 800 across 55 countries.

FT Women

Financial Times

[Financial-Times](#)

FT Women runs events and networking opportunities to educate, empower and advance its employees, represented by networks in London and New York.

IHG HOTELS & RESORTS

Lean In Circle

IHG Hotels & Resorts

[ihghotels&resorts](#)

IHG's growing global network of Lean In Circles empowers its female colleagues to realise their ambitions, providing advice and sounding boards.

BPW International

International Federation of Business and Professional Women

[international-federation-of-business-and-professional-women-be](#)

With networks of professional women in over 100 countries, BPW International develops career potential through mentoring, networking, empowerment programmes and more.

Women's Network

Kearney

[Kearney](#)

One of the longest-standing networks at Kearney, The Women's Network is committed to recruiting, advancing and supporting the careers of its female employees.

Women of Kellogg (WOK)

Kellogg

[kellogg-company](#)

WOK is Kellogg's largest ERG and is committed to accelerating gender equity progress to increase female representation across all areas of the business.

Global Women's Leadership Network (GWLN)

McDonalds

[mcdonalds-corporation](#)

The GWLN was established in 2022 to foster relationships, support career development and connect female role models with mentors.

Women's Business Alliance

Morgan Stanley

[morgan-stanley](#)

The Women's Business Alliance was launched in 2011 to promote career development for women, providing advice and support alongside business relationship building.

Women of Nike & Friends Network (WON)

Nike

[nike](#)

Women of Nike & Friends (WON) empowers, inspires and invests in women at Nike, investing in three areas: Career, Champion and Connect.



WeConnect International

WeConnect International

[weconnectinternational](#)

WeConnect International drives money into the hands of women business owners, representing 16,000 people across 135 countries in 2022.

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.



Headline Sponsored by **Optum**

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 advisory panel:

- Ama Ocansey, *BNP Paribas: UK Head of Diversity and Inclusion*
- Angela Walsh, *Vice President Employee Relations Global, UnitedHealth Group*
- Christina Brooks, *Founder and CEO, Ruebik*
- Claire Harvey MBE, *Global Head of Inclusion, Wellbeing and Engagement at TPICAP*
- Farhana Kuddus, *Global Diversity and Inclusion Thought-leader*
- Hannah Graf MBE, *Head of Investigative Reporting Optimisation, HSBC*
- Jake Graf, *Actor, Writer, Director and Trans Advocate*
- Krishna Omkar, *Lawyer and Inclusion Advocate*
- Matt Dowie, *Diversity, Equity and Inclusion Director at HSBC Innovation Banking*
- Tab Ahmad, *Founder and CEO of EmployAbility*
- Vincent Francois, *Senior Executive at The Bank of London*
- Dr. Zaheer Ahmad MBE, *Founder of EqualityX*

Lululemon

Community Project

- BIG BUILD
Santander Consumer Finance UK
- DIVERSE PROJECT
- ENGENDERING CHANGE LTD
- EUROPEAN ANTI-POVERTY NETWORK
- INCLUSION EUROPE
- PETERBOROUGH ASYLUM AND REFUGEE COMM ASSOC
- SPECIAL OLYMPICS ITALIA 2023
Snaitech and Playtech Group
- WINDRUSH 75 NETWORK
British Future

IHG HOTELS & RESORTS

Marketing Campaign

- COME AS YOU ARE
Syngenta Group & Fournold Ltd
- CONSTRUIAMOS MEJOR
Brico Depôt Iberia
- DO WHAT MATTERS
Avanade
- GENDER NEUTRAL UNIFORM CAMPAIGN
Virgin Atlantic
- THIS IS MY EY
EY
- NO FIXED ADDRESS
HSBC UK plc
- VISIBLE VOICES
dentsu
- WE ARE UNDEFEATABLE
Sport England

sanofi

HR Champion

- KAROL SPLAWA-NEYMAN
Jacobs
- KHADJIA BEN HAMMADA
Merck KGaA
- LISA DOLAN
Teleperformance
- MARIA LOUMPOURDI
Betsson Group
- NADIA NAGAMOOTOO
Avenir Consulting
- RAKESH THAKRAR
Phoenix Group
- SARAH WILLIAMS
Culligan International
- VILMA NIKOLAIDOU
British Film Institute (BFI)

GILEAD

Social Mobility Initiative

- FAIRE
Browne Jacobson
- FT NEWS SCHOOL
Financial Times

HERE TO BE GRANT

- Lululemon
- IRELAND HEALTH CARE SCHOLARSHIP PROGRAM
United Health Foundation / Optum Ireland
- LAW SPRINGBOARD PROGRAMME
Slaughter and May
- PARETO KICKSTARTER SCHEME
Pareto Facilities Management Ltd
- PASSPORT TO CHANGE
Virgin Atlantic
- STRIVE

Optum

Charity or Not-For-Profit

- BE UNITED
- HECK-IN
- EUROFIRMS FOUNDATION
- GLAS FOUNDATION
- IMANCORP FOUNDATION
- LE REFUGE
- SOS MEDITERRANEE
- SPECTRUM HOLIDAYS

Syngenta Group

Diversity Team

- BLUE DOOR WITH RSC
FRANKFURT AND KIT THEATRE
Blue Door Creative Development Ltd
- DE&I COUNTRY ADVOCATES
Merck KGaA
- DE&I OPERATIONAL TEAM
Toyota Motor Europe
- DEI TEAM
News UK
- DIVERSITY, EQUITY AND INCLUSION WORKING GROUP
HSBC Innovation Banking
- EMEA DIVERSITY, EQUITY AND INCLUSION TEAM
JPMorgan Chase & Co
- GLOBAL DIVERSITY, CULTURE AND EXPERIENCE TEAM
Sanofi
- I&D CENTRE OF EXPERTISE
Kantar
- INCLUSION TEAM
HSBC UK plc
- PEOPLE & CULTURE TEAM
Lyreco UK & Ireland

EmployAbility

Outstanding Employee Network

- CANCER & WORK AFFINITY GROUP
Sanofi
- COLLABOR8
Santander Consumer Finance UK
- DIVERSITY IN TECH NETWORK
Kingfisher plc
- LEAN IN UK & EUROPE

IHG Hotels & Resorts

- LSEG WIN
LSEG
- NEXTGEN
JPMorgan Chase & Co
- NURTURE UK
HSBC UK plc
- WAVEMAKER FAMILY
Wavemaker
- WOMEN'S AFFINITY GROUP
Kin + Carta
- YOUNG SYNGENTA PROFESSIONALS SWITZERLAND
Syngenta Group

DeNovo LEGAL SERVICES

Outstanding LGBTQIA Network

- ACOR
Toyota Motor Europe
- DELOVEROO
Deliveroo
- L&GBT+ALLIES NETWORK
Legal & General Group
- LGBTQ+ AFFINITY NETWORK
Kingfisher plc
- LOCKTON PRIDE
Lockton
- PRIDE ALLIANCE
Gilead Sciences Europe Ltd
- PRISM
Jacobs
- PROUD
Paramount
- THE VILLAGE GREENE
Greene King
- TOGETHER WITH PRIDE
Swiss Re
- UNITY
EY

FT FINANCIAL TIMES

Outstanding Disability Network

- ABILITY
Greene King
- ABILITY UK
HSBC UK plc
- ACE
Jacobs
- ADAPT NETWORK
Atos
- DISABILITY & NEURODIVERSITY EMPLOYEE RESOURCE GROUPS
AMS
- WAVEMAKER ENABLE
Wavemaker
- NEURODIVERSITY NETWORK
Legal & General Group
- SPONSORS NETWORK
Eurofirms Foundation

Ruebik Outstanding Ethnicity Network

- ALLIANZ GRACE
Allianz Technology and Allianz Services
- CULTURE CLUB
Legal & General Investment Management
- EMBRACE UK
HSBC UK plc
- FT EMBRACE
Financial Times
- FUSION
Paramount
- LSEG LEAD NETWORK
LSEG
- ONeworld
Jacobs
- TOGETHER NETWORK
Atos
- UNITY
Greene King
- WAVEMAKER ROOTS
Wavemaker

TPICAP

Hero

- AKUA OPONG
LSEG
- AMJAD KHAN
Notting Hill Genesis
- ANTONIO VEGA
Google
- ELIZABETH OBONNA
Slaughter and May
- JUDE GUAITAMACCHI
@becomingjude
- KABIR ALAM
HSBC UK plc
- KASIA WOJCIECHOWSKA
Peregrine (formerly Capita)
- KIM VANSPAUWEN
Lenovo Belgium
- RICCARDO MAGI
Italian Politician
- TRISHNA NAIK
Jaguar Land Rover

Allianz

Inspirational Role Model

- ANTONIO BEBBA
Pfizer
- CHRISTINE PALMER
Santander UK
- FRASER LONGDEN
Wickes
- KERI GILDER
Colt Technology Services
- NALAN DODGSON
Burberry
- PIPS BUNCE
Credit Suisse

SARAH RENCH *Avanade*

SATVIR BUNGAR MBE
BDO LLP

SHARON SHARPLES
Barclays

TOKEER AHMED
Capgemini

HSBC Innovation Banking

Women in Tech

- AGATE FREIMANE
Norrsken VC
- ANNIKA GROSSE
Avanade
- CRISTINA BENTUE
IriusRisk
- GÜLAY STELZMÜLLNER
Allianz Technology SE
- HELENA SAMSIOE
GLOBHE
- JANE REDDIN
Albion Capital
- JOANNA HASLAM
Snap Finger Click
- JOANNA REDEBRANT
Nyfikna Investorere
- LEÏLA MAIDANE
Femmes Fières
- RAV BUMBRA
Cajigo

HALEON Head of Diversity

- ASMANA IFTAKHAR
Lyreco UK and Ireland
- CHAMI DHILLON
Kingfisher plc
- KAT PARSONS
ISS UK and Ireland
- LAUREN BAER
BlackRock
- MICHELLE ELLIOTT
Virgin Atlantic
- MONIQUE PENNINGNS
NN Group
- RACHEL OSIKOYA
LSEG
- RUBÉN ALEJANDRO RAMÍREZ
Syngenta Group
- SARAH FENNELL
Macquarie Group
- SHELLEY BISHTON
News UK
- STACIA JONES
Lululemon

Diversity in Tech Initiative

- AUTICON UK
AVANADE
IN THEIR SHOES
VIVIDA working together with HSBC
- LUX
Gina Battye Ltd

MYGWORK
OPTUM WOMEN REBOOT
INTERNSHIP PROGRAMME
Optum, in partnership with Technology Ireland DIGITAL Skillnet

TECH4ALL
Eurofirms Foundation

TSERAS (DISABILITY SUBSYSTEM)
DOST Digital Innovations Center

Paramount

Media Diversity Champion

- ALEX SCOTT MBE
- ALEXIA PUTELLAS
- CHARLENE WHITE
- GEORGE WEBSTER
- JAKUB JANKTO
- JEAN-BAPTISTE ALAIZE
- JOSHUA PATTERSON
- OUISSEM BELGACEM

Abercrombie & Fitch Co.

Abercrombie & Fitch | abercrombie kids | HOLLISTER | GILLY HICKS | SOCIAL

Diversity Champion

- ANNA DI SILVERIO
Avanade
- ARNE BENZIN
Allianz Technology SE
- DEON PILLAY
Legal and General Investment Management (LGI)
- EMMA PALETHORPE
St. James's Place
- MURRAY AUCHINCLOSS
bp
- NICOLA MORRIS
ISS UK and Ireland
- RENEE CONNOLLY
Merck KGaA, Darmstadt, Germany
- RICK JACKSON
DHL Group
- SHOBANA RAJAMANI
PwC
- TASNEEM KADIRI
L'Oréal

DHL Group

Company

- AVANADE
- HSBC INNOVATION BANKING
- ISS UK & IRELAND
- KETCHUM UK
- MACQUARIE GROUP
- MERCK KGAA
- PARAMOUNT
- PLAYTECH
- SANOFI
- VIRGIN ATLANTIC

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