

OUTNEWSGLOBAL

PRODUCERS OF

PRIDE POWER LIST

2016

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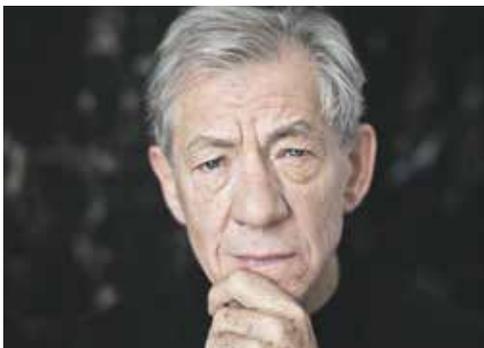
Celebrating the achievements of influential lesbian, gay, bisexual and transgender people

Welcome to the Pride Power List 2016, sponsored by BNP Paribas, nominated by members of the public and encompassing those fighting for equality.

This year's list includes non-binary activists, politicians, CEOs of global companies and for the first time, YouTubers. Those in our top ten may already be well-known to you, but there are many on the list who are unknown outside of their immediate community.

At a time when the worst violence in recent history has been perpetrated against our community, we must remember that even coming out is still an act of bravery. So we celebrate those people on this list. We celebrate each act of bravery that takes place across the LGBT+ community and encourage every single person to be inspired in the fight for equality.

PRIDE POWER LIST TOP 10



1 Sir Ian McKellen, CH, CBE
Actor and LGBT rights advocate
@IanMcKellen

Widely regarded as one of the world's best actors, Sir Ian McKellen is twice Oscar nominated and the recipient of every major theatrical award in UK and US. Since coming out on BBC Radio in 1988, he has become one of the UK's greatest spokespeople for the LGBT community. He was a co-founder of LGBT rights organisation, Stonewall, and is a patron of many charities including FFLAG, GAY-GLOS, LGBT History Month; Oxford Pride; Pride London; The Albert Kennedy Trust and The Lesbian & Gay Foundation.

2 Stephen Fry
Actor, presenter, writer, comedian and activist



Regarded as one of the most outspoken celebrities on LGBT rights, Fry has used his presence on social media to comment on matters from equal marriage, to the Sochi Olympics and the boycotting of the Dorchester Hotel. In 2013, he presented a two-part documentary for BBC Two, *Stephen Fry: Out There*, in which he travelled the world to look at the lives of gay people in different parts of the globe, from Russia, to India.

3 Munroe Bergdorf
DJ, activist and feminist
@MunroeBergdorf

Transgender model and DJ, Bergdorf, has been featured in a national advertising campaign for Uniqlo. Bergdorf was named *Marie Claire's* New Beauty Icon in their Redefining Beauty feature and as one of *ES Magazine's* New Feminist Icons. She's featured in a BBC viral video Things Not To Say To A Trans Person and the CNN documentary *My Transgender Life*. Bergdorf regularly donates her time to trans youth charities and Stonewall.



4 Claire Harvey
Senior Consultant, KPMG and Paralympian
@harveysprout

GB Sitting Volleyball Paralympic champion and Cambridge-graduate, Harvey, has been heavily involved in diversity youth sports. In 2014 she led the government's LGBT sports charter steering group and was appointed Changing Lives Champion at the Youth Sports Trust charity, she also became a patron of Just A Ball Game? – a charity which aims to challenge homophobia in sport. Since being thrown into the media spotlight, Harvey has been an outspoken advocate of LGBT rights.



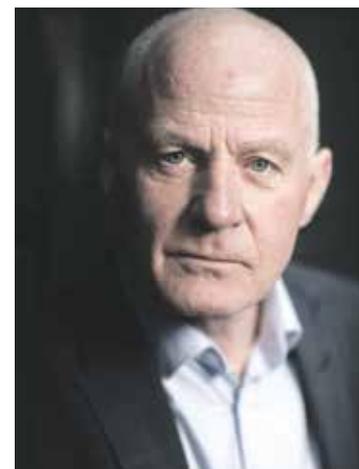
5 Angela Eagle
First Shadow Secretary of State, Labour Party
@angelaeeagle

Eagle was the first minister to come out as lesbian in 1997, and has been an active and successful champion of LGBT rights in parliament ever since, helping to push through key pieces of legislation for LGBT equality. As Shadow First Secretary of State, Eagle is the Labour's most powerful out politician, and in 2015, she became the first LGBT MP to front Prime Minister's questions. She is a patron of Just A Ball Game?, Liverpool Pride and the British Humanist Association.



6 Lord Cashman CBE
Labour peer and LGBT rights advocate
@mcashmanCBE

Before Labour peer, Lord Cashman became a founder of gay rights charity Stonewall, he made history as one half of the first gay kiss on mainstream British television, in *EastEnders* in 1987. His career as an actor came to an end when he moved into politics and served as an MEP for 15 years. In 2014 he took the Rainbow List's number one spot as the most influential LGBT person in the UK. In 2015 Lord Cashman became Labour's special envoy on LGBT issues worldwide. He continues to support LGBT rights and charities on a daily basis, making a genuine and tangible difference to the lives of many people.



7 Alan Carr
Comedian and television personality
@chattyman



Chatty Man presenter, Carr, has been hosting his own comedy show since 2009. Seven years of being out and proud on the television screens of the British public has seen him effect positive change on everyday perceptions of LGBT people. Carr has won several awards, including Best Entertainment Personality at the British Comedy Awards and LGBT Celebrity at the 2016 British LGBT Awards, where he gave an impassioned acceptance speech about LGBT rights around the world.

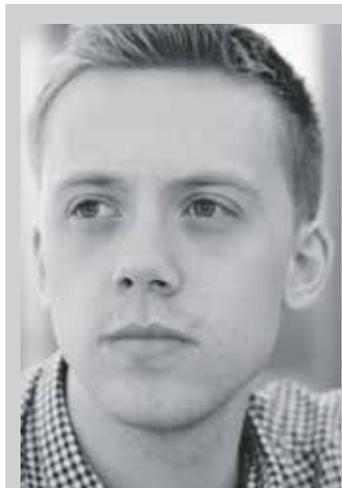
8 Anthony Watson
President & CEO, Uphold Inc, LGBT equality and human rights activist, Chair of Labour Business & Enterprise Council
@AnthonyWatson



Watson is a leading British business and technology Entrepreneur, and human and LGBT rights activist. His is the President & CEO of Uphold. The first non-American (and first Britain) ever appointed to the Board of GLAAD, a Patron of Diversity Role Models, where he speaks in schools about LGBT issues and diversity and Chair of the Labour Party's Business & Enterprise Council, the first LGBT ever to hold that position.

9 Jack Monroe
Writer, journalist, activist & politician commentator
@MxJackMonroe

Since coming out as non-binary transgender in 2015, food writer and LGBT activist Monroe has given their voice to bring greater understanding to non-binary identity.



10 Owen Jones
Columnist, author, commentator and political activist
@OwenJones84

Guardian and the New Statesman columnist and author of *The Establishment and Chavs*. Jones is a fiercely outspoken political campaigner and LGBT+ rights activist who was described by *Gay Times* magazine as a "prominent voice for the LGBT community."

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Happy Pride from EY!

EY and our Unity LGBTA network want to wish everyone across the UK, Ireland and beyond a very happy Pride, wherever you are on the spectrums of sexual orientation and gender identity.

Visit ey.com to learn more about EY.

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PRIDE POWER LIST

11 Vicky Beeching Theologian, writer, broadcaster, LGBT advocate and musician

Songs of Praise presenter and out Christian, Beeching works at the intersection of LGBT equality and faith, campaigning to make religion a more welcoming place for all.
@vickybeeching

12 Phyll Opoku-Gyimah Co-Founder, UK Black Pride



One of the most prominent gay, black activists in the UK, Opoku-Gyimah is a trustee of Stonewall and the co-founder of UK Black Pride, which aims to promote unity within black LGBT communities.
@ukblackpride

13 Sue Perkins Comedian, broadcaster, actress and writer

The Great British Bake Off presenter spoke out against the homophobia she faced from her doctor during fertility tests in 2015. She starts her live tour in Autumn 2016.
@sueperkins

14 Mary Portas Retail consultant and broadcaster

Retail guru and television presenter Portas was a high street business consultant for the government. She often speaks out in support of LGBT issues, is an advocate for same-sex families and has her own chain of charity outlets, which support Save the Children.
@maryportas

15 Rosie Spaighton & Rose Ellen Dix YouTube video bloggers and presenters

Rose Ellen Dix and Rosie Spaighton, known as Rose and Rosie, are British vloggers who regularly vlog about sexuality and LGBT issues. They won the 2016 *Celebrity Rising Star* award at the British LGBT Awards.
@RoseEllenDix @RoxeteraRibbons

16 Jane Hill BBC journalist & broadcaster

BBC News anchor Hill came out in the *BBC's Staff* magazine and advocates for better LGBT representation on television.

Hill married her partner, Sara Shepherd, in 2012. @JaneHillNews

17 Olly Alexander Singer, songwriter & actor

The lead singer of Years & Years and former *Skins* star Alexander regularly vocalises that his lyrics are about same-sex relationships and has spoken of the need for more gay role models.
@alexander_olly

18 Rebecca Root Actress and comedian

Starring in BBC2's *Boy Meets Girl*, Root, an LGBT advocate, became the first trans person to play a trans character in a mainstream sitcom. Series 2 will be released later this year. @rebeccaroot1969

19 Mhairi Black SNP MP

The youngest MP to be elected to parliament in over 100 years, Black became one of 32 openly gay politicians in Westminster. When asked about her decision to come out, she replied, "I've never been in." @MhairiBlack

20 Heather Peace Actress, musician and LGBT rights activist

With her new EP *Come Home* and a television project complete this year, Peace has still managed a live tour and a 1st birthday party for her daughter, Annie.
@heatherpeace

21 Graham Norton Television and radio presenter, comedian and actor

The comedian and BBC host of his own chat show has become one of Britain's best-loved personalities. Norton has used his popularity to speak out against LGBT injustice. @grahnort

22 Peter Tatchell LGBT campaigner & activist

A lifelong campaigner, Tatchell has dedicated all of his life to furthering gay and human rights. He is the founder and director of The Peter Tatchell Foundation, a human rights organisation.
@PeterTatchell

23 Lord Collins of Highbury Labour peer and LGBT rights advocate

Lord Collins is a British life peer and member of LGBT Labour, who was outspoken about equal marriage during the Marriage (Same-sex Couples) Bill debate. @LordCollins

24 Daniel Winterfeldt D&I Partner and Head of International Capital Markets, CMS

A staunch supporter of many LGBT charities, Winterfeldt is also the founder of InterLaw, the leading LGBT legal network in the UK. He was head judge of the British LGBT Awards in 2016.
@danielkamin

25 Asifa Lahore Gay Muslim Drag Queen

The alter-ego of Asif Quraishi, a prominent British Pakistani drag artist and the UK's first out Muslim drag queen. She has gone from strength-to-strength as a singer, songwriter and media personality. @AsifaLahore

26 Jacqui Gavin Civil Servant



A civil servant and transgender rights activist, Gavin is Vice Chair of a:gender, Trustee and Patron of the Youth Trans Centre of Excellence and works with Diversity Role Models in schools.
@jacqui_gavin

27 Sandi Toksvig Writer, actor, comedian, presenter and producer

The new presenter of BBC news chat show *QI* and co-founder of the Women's Equality Party, Toksvig has been a lifelong supporter of gay rights, women's rights, civil liberty and education. @sanditoksvig

28 George Shelley Singer, songwriter, radio presenter and actor

Runner up of the 2015 *I'm a Celebrity Get Me Out of Here*, Shelly choose not to be defined by his sexuality. @higeorgesshelley

29 Lou Englefield Founding Director, Pride Sports UK

Working across all areas of sport, Englefield provides training, advice, guidance and insight on the participation of LGBT people in sport and tackling homophobia and transphobia.
@LouEnglefield

30 Ben Summerskill OBE Director, Criminal Justice Alliance

Summerskill was Chief Executive Officer of Stonewall and is credited with turning the charity around. He is now Director of the Criminal Justice Alliance.
@BenSummerskill

31 Vincent Francois Regional Chief Auditor at Societe Generale

Founder of the LGBT network at Societe Generale and a member of the company's diversity committee, Francois has been instrumental in the company's involvement in many LGBT+ events and charities. @vflondon

32 Paris Lees Journalist, presenter & transgender rights activist

From *DIVA* journalist to the first transgender presenter for Radio 1 and Channel 4, Lees' influence and work as a transgender campaigner has made a demonstrable difference to the community. @ParisLees

33 Sarah Waters Author and novelist

Best-selling author of six lesbian novels, Waters' work has greatly increased LGBT visibility in the public eye. She won the 2016 Lifetime Achievement award at the British LGBT Awards. #sarahwaters

34 Ruth Davidson Scottish politician, leader of the Scottish Conservative and Unionist Party

Davidson's 2015 election ad featured her same-sex partner. She has spoken publicly about gay marriage and homophobic bullying in schools.
@RuthDavidsonMSP

35 Gok Wan Fashion consultant, author and television presenter

From presenting television to writing books, Wan has gained a huge following. He uses this popularity to lend his support to a variety of charities, from Stonewall, Ditch the Label and West End Bares, to charities such as Refuge and PDSA. @therealgokwan

36 Sarah Garrett MD, SPM Group Ltd

Co-founder of the UK's biggest diversity events company, Garrett started with lesbian and bi magazine, *g3*, then went on to create the *Alternative Parenting Show*, British LGBT Awards and other LGBT events. @g3Sarahg

37 Andy Woodfield Partner and Head, International Aid Development Consulting, PwC

Founder of LGBT Network Glee@PwC, Woodfield is the most senior out role model at PwC UK. He is a trustee of Diversity Role Models and Action Breaks Silence. @andy_woodfield

38 Sophie Anne Ward Actress and author

With a 40-year-long acting career, Ward was one of the first mainstream female actors to come out as lesbian. She regularly lends her voice to LGBT issues, with a focus on LGBT parenting. @sophieannaward

39 Annie Wallace Actress, campaigner & lobbiest

Wallace was the first transgender person to play a regular transgender character in a UK soap opera, marking a historical moment in trans visibility. She donates her time to Manchester's Gayfest, Mardi Gras and Pride. @anniewallace

40 Hannah Winterbourne Captain, British Army

The highest-ranking transgender soldier in the British Army, Winterbourne is also Patron of the charity, Mermaids and an ambassador for LGBT Sport Cymru. @hannahw253

41 Riley Carter-Milligan Actor

As the first ever female-to-male transgender character played by a female-to-male transgender person in a UK soap, Carter-Milligan's role as Kyle in *EastEnders* represents a shift in trans visibility. @MrRileyCarter1

42 Lord Waheed Alli Media entrepreneur and politician



British multimillionaire media entrepreneur, politician and Labour life peer, Lord Alli is one of only a few openly gay Muslim politicians in the world.

43 Russell T Davies OBE Television producer and screenwriter

The BAFTA-winning screenwriter is best known for LGBT dramas, *Queer as Folk*, *Cucumber*, *Tofu* and *Banana* and has also written for the *Doctor Who* series. In 2008 he was appointed an OBE. @TheWriterOfPain

44 Charlie Condou Actor & LGBT Family campaigner

Best known for his role in *Coronation Street*, Condou is also the co-founder of Out with the Family LGBT family networking group and is an outspoken LGBT advocate. @Charliecondou

45 Jane Czynyska Editor, DIVA Magazine

The editor of *DIVA Magazine* since 2004, Czynyska has become a prominent figure in LGBT rights, lending her voice to many campaigns. She is also a qualified counsellor. @czynyska

46 Philip O'Ferrall Senior Vice President, Digital Media, MTV

Senior Vice President of Viacom International Media Networks, Ferrall, is Executive Champion for Viacom's LGBT group, Viacom Emerge. He's also non-executive director of Travesty Media, alongside comedian and writer Alan Carr. @MTVoferrall

47 Dan Hughes PR and Comms Specialist, PRD Associates

Hughes is one of the UK's rising stars in PR. He started his career in TV before advising The Labour Party and Angela Eagle MP. He advises a variety of organisations on PR strategy. @DanHughesOnline

48 Michael Salter MBE Chairman of Pride in London

A former aide to David Cameron and government advisor on LGBT issues, Salter has been the driving force behind Pride in London since leaving Number 10.

49 Vinay Kapoor MBA UK Head of Diversity & Inclusion and EMEA CIB Diversity Council, BNP Paribas

The founder of BNP Paribas' Diversity Week, Kapoor is also Head of Diversity and Inclusion at BNP Paribas UK and is committed to driving the success of the group's D&I agenda. @VinayinLondon

50 Stella Duffy OBE Novelist, playwright, stage performer and theatre director

The Room of Lost Things author, who is married to playwright Shelley Silas, has twice been named Stonewall Writer of the Year for her work. She was awarded an OBE in the 2016 Queen's Birthday Honours. @stellduffy

51 Susan Calman Scottish comedian

Lawyer-turned-comedian, Calman is best known for her regular appearances on comedy panel shows *QI*, *The News Quiz*, and *Have I Got News For You*. @SusanCalman

52 Mark Gossington Partner - FS Risk and Regulation, PwC

Creator of the LGBT UK Leaders & Advocates Social Media Powerlist, Gossington is also a sponsor of GLEE@PwC, a Stonewall Ambassador and a Purple Circle Sponsor of the Albert Kennedy Trust. @markgossin

53 Alison Camps Deputy Chairman, Quadrangle Group

Camp volunteers her time as Marketing Director for Pride in London and is responsible for the award-winning marketing and advertising campaigns #FreedomTo and #PrideHeroes. @AliCamps

54 David Hockney OM CH RA Painter, printmaker, stage designer and photographer

Considered to be one of the most influential artists of the 20th century, Hockney's early work was an open exploration of his sexuality when homosexuality was still illegal. #davidhockney

55 Jake Graf Writer, director, actor, and trans advocate

The first transgender man to appear on the cover of gay lifestyle magazine *QX*, Graf has been campaigning for years to increase trans acceptance in the public eye. @JakeGraf1

56 Mandy McBain MBE Client Account manager, Stonewall

Responsible for development and delivery of the MOD Diversity Strategy throughout the Naval Service, McBain developed the first Naval Service LGBT Forum. She now works with Stonewall on their Workplace Programme.

57 Horse McDonald Singer and songwriter

The Scottish singer and songwriter has been a vocal supporter of LGBT rights throughout her career and has been called an LGBT hero by MSP Angela Crawley. @horsemusic

58 Charlie Craggs Founder of Nail Transphobia

Craggs has taken the message of trans equality nationwide with her Nail Transphobia campaign, an accessible and effective way of engaging people with the journey of trans visibility and acceptance. @Charlie_Craggs

59 Scott Nunn President, Commercial & Creative, Gay Star News

With over a decade of experience in LGBT media, Nunn is the co-founder of Gay Star News website - the world's only 24/7 LGBTI news service with partner Tris Reid-Smith. @mrscottnunn

60 Carl Austin Behan Politician

A former Mr Gay UK, Behan was dismissed from the RAF for his sexuality. This year he became the youngest and first gay Lord Mayor of Manchester. @CarlAustinBehan

61 Susie Green CEO of Mermaids

Green has worked with Mermaids, the charity that supports children and young people with gender variance for almost 15 years, providing direct advocacy and support to the trans community. @Mermaids_Gender

62 Wes Streeting Politician, Labour party

Former Head of Education at Stonewall, Streeting worked to tackle homophobia in schools. He is a Labour MP and continues to speak openly about LGBT issues. @wesstreeting

63 Chris Bryant Politician, Labour party

Shadow leader of the House of Commons, Bryant won the Stonewall Politician of the Year award in 2011 and was a key figure in the vote for gay marriage in the Commons. @RhonddaBryant

64 Tris Reid-Smith Co-Founder Gay Star News

The Former editor of LGBT publication *Pink Paper*, Reid-Smith is co-founder of

PRIDE POWER LIST

Gay Star News website – the world’s only 24/7 LGBTI news service with partner Scott Nunn. @trisrs

65 Colin Campbell-Austin
Head of Talent, Resourcing and People Development, Telegraph Media Group



An openly-gay role model at the Telegraph Group, Campbell-Austin creates a workplace environment that strongly encourages diversity. He also donates his time as a judge of the British LGBT Awards and the European Diversity Awards. @colincaustin

66 Steven Cox
Executive Director Public Sector/VP, Head of Public Sector, Fujitsu UK and Ireland

At Fujitsu Cox formed Shine, the company’s LGB+ networking group and has used his position on the executive board to visibly lead the company’s LGB+ agenda. @StevenAJC

67 Baroness Liz Barker
House of Lords, Liberal Democrats

Liberal Democrat life peer, Baroness Barker came out during a powerful speech in the Marriage (Same Sex Couples) Bill debate. She remains a powerful force for positive change in Westminster.

68 Tim Jarman
Assistant Director for Diversity and Inclusiveness, EY

Jarman leads EY’s strategy for LGBT issues across the UK and Ireland, on the Steering Committee of National Student Pride, a member of the global Advisory Board of IDAHOT and a Trustee of the United Nations Association. @TimJarman

69 Michael Brunt
Chief Marketing Officer & MD, Circulation, The Economist

As one of the few openly gay leaders at *The Economist*, Brunt mentors LGBT staff, and is a regular participant and organiser of LGBT networking events. @michaelbrunt

70 Juno Roche
Trans activist and Blair Peach Award winner

A former teacher who came to prominence after a trans rights speech at an NUT conference, Roche campaigns tirelessly for trans rights and is a Patron of Trans sexual-health centre CliniQ. @JustJuno1

71 Jonathan Phang
Television personality, agent and journalist

A former model agent and judge on *Britain’s Next Top Model*, Phang also writes and presents for gay news website, Outnews Global. @Jonathan_Phang

72 Suran Dickson
CEO Diversity Role Models

A former teacher, Dickson is the founder of Diversity Role Models, a charity which tackles homophobic, biphobic and transphobic bullying in schools. @surandickson

73 Elly Barnes MBE
CEO and Founder of Educate & Celebrate

Barnes is the Founder and Chief Executive of the charity Educate & Celebrate, an organisation whose remit is to ensure schools are LGBT ‘friendly’. @elly_barnes

74 Juno Dawson
Author and activist

Award-winning young adult author Dawson is a trans activist and regular contributor to various magazines and television programmes on sexuality and identity. She’s also a School Role Model for Stonewall. @junodawson

75 Denny Tu
Head of Strategy & Planning, Sky

Sitting on Sky’s creative senior leadership team, Tu serves a mentor to emerging LGBTI talent at the company. He is actively involved in HRC, the Albert Kennedy Trust and Stonewall. @dennytu

76 Ben Cohen
CEO, Pinknews

A technology correspondent for *Channel 4 News*, Cohen founded LGBT news site Pink News. He also founded the Out4Marriage campaign for same-sex marriage. @benjamincohen

77 Ruth Hunt
Chief Executive, Stonewall

During her time as the Chief Executive of

Stonewall, Hunt has worked to make the gay rights organisation more inclusive by campaigning to further the rights of the transgender community. @ruth_hunt

78 Mark McLane
Global Head of Diversity, Barclays



At Barclays, McLane has developed a global D&I strategy and introduced innovative approaches to communication and product design for the LGBT community. @MQMcLane

79 Ollie Locke
Television personality, presenter and writer

Made In Chelsea star Locke is one of the few openly bisexual men in the spotlight. He regularly supports LGBT+ events and often discusses the difficulties he has faced as a bisexual man. @ollielocke

80 Bisi Alimi
Gay rights activist, public speaker and blogger

A Nigerian gay rights activist, Alimi was the first person to come out as gay on Nigerian television. He is Executive Director of the Bisi Alimi Foundation and co-founded The Kaleidoscope Trust. @bisialimi

81 Emma Woolcott
Legal Director, Mishcon de Reya

Outside of her role at Mishcon de Reya, Woolcott founded Pink Law, a pro bono legal advice service for LGBT people. She also volunteers for Diversity Role Models and Action Breaks Silence. @ecwoollcott

82 James Ledward
Publisher, G-Scene

A former Liberal Democrat council candidate and publisher of Brighton and the South Coast’s *Gscene* magazine, Ledward has been a leading force in connecting the LGBT+ community and pushing for greater acceptance. @gscene1

83 Robert McDowall
Campaigner, co-founder & chair, The LGBT Network

A gay rights campaigner, McDowall pushed for equal marriage rights in

Scotland in his role as the co-founder and chair of The LGBT Network. He is also a member of the Equality council and director of SWSAN. @RobMcd85

84 Ali Berryman
COO, Barclaycard UK Consumer business

At Barclaycard UK, Berryman is the COO for Spectrum UK, the LGBT network. She was a British LGBT Awards judge in 2016 and also volunteers her free time to Albert Kennedy Trust, Diversity Role Models and Stonewall. @beenaberry75

85 Victor Nieves
Director, EMEA Capital Markets, EY

Nieves is a Director in EY’s Capital Markets centre, helping European companies navigate complex accounting and regulatory requirements. A passionate advocate for LGBT equality, he leads EY’s Unity UK&I Network and chairs OUTstanding’s membership committee. @TheVictorNieves

86 Tom Guy
Founder of National Student Pride

As founder of National Student Pride, Guy has created a positive LGBT+ event for students across the country, with focus issues such as mental health and coming out. @Tom_Guy_

87 Tim Sigsworth MBE
Chief Executive, The Albert Kennedy Trust

Chief Executive of The Albert Kennedy Trust and activist, Sigsworth received an MBE for his work in the LGBT community, which began in his teen years participating in the Section 28 rallies. @TimSigsworth

88 Patrick Cash
Playwright, spoken word poet and contributing editor for Attitude magazine

Playwright, Cash has been influential in opening conversations about chemsex and substance abuse across the LGBT community. He hosts the gay men’s wellbeing forum, *Let’s Talk About Gay Sex & Drugs*, in association with 56 Dean Street. @paddyccash

89 Gary Everett
Artistic Director, Homotopia

As artistic director of the two-month Liverpool-based queer arts festival, Homotopia, Everett has been an integral part of the event’s success and 12-year-growth. @HomotopiaFest

Business as usual

We hear a lot about diversity and inclusion in business. But what does it mean to be an inclusive employer? As London celebrates its Pride festival, Eilidh Macleod talks to Vinay Kapoor, the UK Head of Diversity and Inclusion at BNP Paribas about being an LGBT+ inclusive workplace.

FTSE 100 annual reports show that companies are still failing when it comes to LGBT+ people in senior positions. Do you see diversity and inclusion as being an integral part of changing this in the future? Absolutely. I'm pleased to see more and more large companies, like BNP Paribas, recognising the benefits of Diversity & Inclusion and how it can be a competitive advantage. Research widely demonstrates that embracing D&I makes organisations more successful.

Can you give us some examples of how BNP Paribas promotes an inclusive workplace for LGBT+ people and the difference this kind of inclusion has made to the company's success?

Promoting an inclusive workplace at BNP Paribas comprises both a 'top down' and 'bottom up' approach. For example, in October 2015 our Group CEO, Jean Laurent Bonnafé, signed the Global LGBT Charter with l'Autre Cercle in France, which provides a benchmark for Sexual Orientation and Gender Identity best practices across the BNP Paribas Group.

Further down the organisation, we strive to embed LGBT+ Diversity into all areas of the Employee LifeCycle - from how and where we recruit LGBT talent, to ensuring that we provide tailored personal and professional development opportunities to LGBT+

employees.

We have a very active PRIDE Employee Network and at our PRIDE Week this year we're running educational and inspirational events on topics like LGBT and Mental Health, LGBT and Age and Trans*. We've also developed a BNP Paribas "Coming Out" guide to help signpost resources and support available to LGBT employees that's distributed to every UK employee.

Our efforts are not restricted to just the UK - we have very active PRIDE Networks in France, Belgium and the USA - all of which helped BNP Paribas to be ranked #2 in the Global WorkPlace Guide in 2015.

What advice would you give to an employee on how they can best support diversity and inclusion as an individual?

The D&I journey definitely begins with the individual. Biases play a big role in our day-to-day lives. It's also important to encourage individuals to try to recall examples of when they were left out and how they felt as a result.

Finally, I would encourage Allies to recognise the extremely important role that they play in helping make UK business much more inclusive... there is still a lot of work to be done!



90 **Niranjan Kamatkar** Creator GFEST- Gaywise Festival, artistic director of @WiseThoughts @GFEST London

Kamatkar is the creator and Artistic Director of GFEST - Gaywise FESTIVAL, the two-week arts festival in London and platform for LGBTQI artists, organisations and venues to promote LGBT and Queer arts. @NiranjanGFEST

91 **Neil Amin-Smith** Violinist, Clean Bandit

Violinist with Clean Bandit and outspoken political and LGBT+ advocate, Amin-Smith is openly gay in the music industry and regularly comments on LGBT issues, pushing for equality. @neil_milan

92 **Sarah Jane Moon** Fine artist and portrait painter

Award-winning artist Moon addresses issues of LGBT identity and visibility in her portraiture and is a supporter of Stonewall and the Terence Higgins Trust. @sarahjane_moon

93 **Mark Abrahams** Finance and Military Capability Strategy, UK MoD

Wing Commander Abrahams is the

Royal Air Force's most senior out gay man. He is Chair of the RAF LGBT Forum and consults with the RAF Equality and Diversity team.

94 **Lee Marshall** Co-founder of Stonewall, Trustee of Ben Cohen

As a senior manager within the Church of England's administrative bodies, Marshall is the only out LGBT member of the Executive Leadership Team in Church House. He co-founded the Church House LGBT network over five years ago. @lee_sw8

95 **Matthew Todd** Playwright, comedian and journalist

Playwright, author and award-winning magazine editor Todd has been running one of the UK's best-selling gay magazines, Attitude, since 2008. His first book, Straight Jacket, is published by Bantam Press this year. @MrMatthewTodd

96 **Jim McSweeney** Manager, Gay's The Word

McSweeney has kept the UK's only dedicated lesbian and gay book shop relevant and influential in the community for almost 40 years. @gaystheword

97 **Christopher Drennen** Managing Director, Institutional Advisory & Solutions, BNP Paribas

Drennen is one of the most senior out leaders at BNP Paribas and is involved in promoting a broad array of community-building and social development programmes. He is also a sponsor of Diversity Role Models and a supporter of the Albert Kennedy Trust.

98 **Lt Cdr Chris Wood** Royal Navy, Co-chair, LGBT Network - Compass

Naval officer Woods is co-chair of the Royal Navy's LGBT network, Compass and a visible senior role model. Woods championed the network's expansion from 'LGBT' to support all people who identify across the wider spectra of sexual orientation and gender identity. He

is a strong advocate of LGBT+ rights and contributes to the Royal Navy's diversity and inclusion policy. @RNCompass

99 **Paul Roberts** Chief Executive, LGBT Consortium

Chief Executive for LGBT Consortium, Roberts has played an integral role in the development of the organisation and has worked within the LGBT voluntary sector for 12 years. @LGBTConsortium

100 **Scott McGlynn** Author, Journalist & Celebrity Interviewer

Author and blogger McGlynn writes about LGBT issues to change the experience of isolated LGBT teens. His first book, Out details his struggles with homophobia while growing up. @ScottyMcGlynn

The Pride Power List is compiled by OutNews Global. The Pride Power List is not affiliated with Pride in London or the London LGBT+ Community Pride group. It was compiled through a public vote conducted via pridepowerlist.com. If you think we've missed out someone who should be featured in next year's Pride Power List, let us know via Twitter: @outnewsglobal, Facebook: [facebook.com/outnewsglobal](https://www.facebook.com/outnewsglobal) or email: ppl@outnewsglobal.com



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Platinum status in BiTC Opportunity Now and Race and Opportunity benchmarks in 2015

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