



TRAINING & SPEAKING

ASK ME ANYTHING

with Joanne Lockwood



One of the biggest barriers to inclusion is the fear of saying or doing the wrong thing, no more so than with Trans and Non-Binary people. In this open and authentic fireside chat, Joanne will take both pre-prepared and questions from the audience in a “no holds barred” conversation.

Joanne will deliver actionable insights into the state of the world from her perspective on the way Trans, Non-Binary and Gender Diverse people are portrayed in the media, are unrepresented by our governments and maligned generally by minority views from certain sectors of society.

She will go on to take your questions on how her life has been over the past 6 years since her gender transition, and her relationship with her wife, Marie. How they both took part in the Channel 4/RDF documentary “The Making of Me” and were even featured on Gogglebox one Friday evening.

From a business perspective, Joanne will be able to talk about how you can step up and step into become more effective trans allies individually and corporately.

We will work with you in advance to help you prepare questions and discuss the best format for the event, either in-person or online.

Typical Questions Often Asked:

1. Please myth bust some common stereotypes and misconceptions about transgender and Non-binary people
2. The best language to use to support the community
3. As allies, how can we challenge others/colleagues when they are negative/opposed to/outright offensive to the transgender/Non-binary person or to us as supporters?
4. What are ways for transgender and Non-binary people to cope or deal with the mental trauma/s that can come hand in hand with the social, emotional and mental pressures the community can feel when starting out in a new area/job?
5. What are the simple things that we as individuals and as a business can do to support the community?
6. Please talk about some practical advice for those in the community and those who support,
7. How can focus on providing joy and a safe space for transgender and Non-binary people to enjoy?
8. What are typical policies you would expect to be in place in progressive and supportive organisations?
9. What are some useful links to resources (TV, film, websites, literature etc) to expand our knowledge on the subject?



Joanne Lockwood

INCLUSION & BELONGING SPECIALIST
Speaker • Consultant • Facilitator • Mentor



ABOUT

Joanne Lockwood

Joanne Lockwood is the Founder and CEO of SEE Change Happen and describes herself as an Inclusion and Belonging specialist that works with organisations throughout the UK, Europe and Elsewhere to bring culture change that allows people to thrive and perform at their best from pre-hire to retire.

Joanne is passionate about helping organisations to develop policy and best practise to be more inclusive for all people. By challenging biases, she helps them to develop a vision and strategy for conscious inclusion, with the aim of bringing about positive candidate, employee, and customer experiences. She delivers workshops, seminars, and training programmes both on-line and in-person.

Additionally, she promotes transgender awareness and support to businesses and assists them in developing allies' programmes and LGBTQ+ inclusion strategies.

She is a Fellow of the Professional Speaking Association, Member of the Institute of Equality and Diversity Professionals, consultant, and facilitator who focuses on "people people" be that in Talent Acquisition, Human Resources, or Learning & Develop to bring sustainable change by establishing a "why of D&I" for both the Organisation and the leadership teams to ensure it is promoted throughout to all colleagues.

As well as being a sought-after keynote conference speaker Joanne is also a prolific blogger and podcaster who hosts "Inclusion Bites" and is a regular columnist in a UK based National Newspaper where she shares her views on Inclusion and Belonging and creating environments where people can thrive.

She was a contributor and featured in a Channel 4 (UK) documentary called "The Making of Me", broadcast in February 2019 which featured on an episode of Gogglebox. This documentary was filmed over a 3-year period and detailed her own personal gender transition and its impact on those around her.

Recently, Joanne was named as one of the "Power List of the Top 200 Biggest Voices in Leadership in 2022" by leadersHum.com, also one of the "Top 15 must-follow diversity & inclusion thought leaders to watch out for in 2021" by PeopleHum.com and one of the "125 People to Follow on LinkedIn About Diversity and Inclusion" by DiverselIn.com

Her mantra is "Smile | Engage | Educate" and that we should treat people as they wish to be treated.



After attending this talk, you should leave with an understanding of the world through Joanne's lens, develop tools and strategies to support friends, family and colleagues who may be going through their own struggle and journey and - most importantly - be entertained, inspired, and enlightened.

“

Joanne did the afternoon keynote speech at our end of mentoring programme celebration. She was absolutely captivating.

She skillfully addressed our themes around the power of mentoring, self-belief, personal goals and paying it forward to make a difference to your own and others' lives.

”

*Moreen Pascal, Programmes Manager
at The Housing Diversity Network*

What people have said about the session...

“

Joanne delivered a highly-engaging and thought-provoking talk as part of our Pride celebrations, and was extremely receptive and open to questions to help everyone in the audience come away feeling they had learned something new and had the opportunity to think about quite challenging issues from a different perspective. We'd highly recommend Joanne!

”

*Andrew Leicester, Associate Director
at Frontier Economics*

“

Joanne was authentic, open and genuinely moving. The perfect mix of challenge and humour. Thank you.

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*Sarah Winship, DEI Director
at Molson Coors Beverage Company*

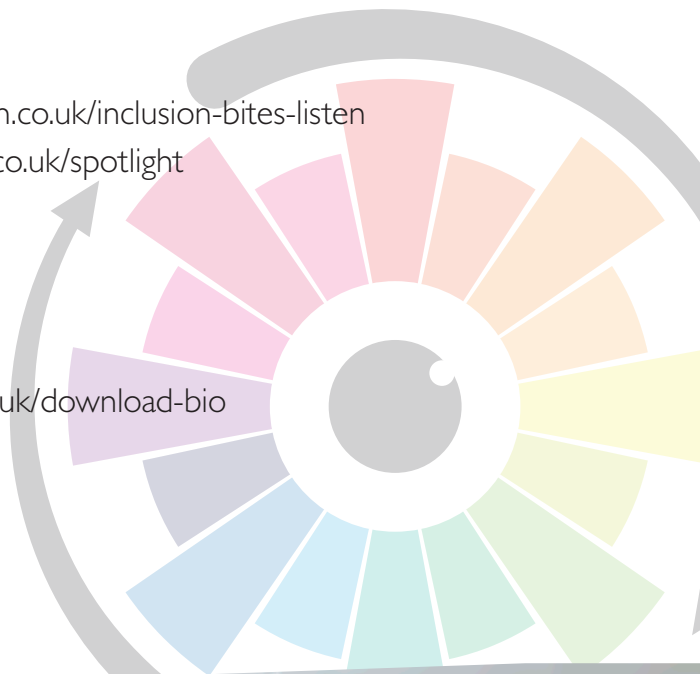


SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.

Let's keep the conversation going...

- ▶ **Watch the clip from “The Making of Me” on Gogglebox via Channel 4 or Facebook:**
<https://www.channel4.com/programmes/gogglebox/on-demand/67829-001>
<https://www.facebook.com/Channel4/videos/583840432131386/>
- ▶ **Website:** <https://seechangehappen.co.uk>
Inclusion Bites Podcast: <https://seechangehappen.co.uk/inclusion-bites-listen>
Spotlight Newsletter: <https://seechangehappen.co.uk/spotlight>
- ▶ **Twitter:** @jo_lockwood1965
LinkedIn: <https://linkedin.com/in/jolockwood>
- ▶ **Headshots and Bio:** <https://seechangehappen.co.uk/download-bio>





— PROMOTING —

Positive People Experiences



You can email us...
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