



NATIONAL COMING OUT DAY

with Joanne Lockwood



For LGBTQ+ and Queer people every day is a coming out day.

National Coming Out Day is an opportunity to continue to raise awareness for individuals within the LGBTQ+ community, and champion the fact that Homophobia, Lesbophobia, Biphobia and Transphobia continue to thrive in silence. On this day, many people who identify as LGBTQ+ will “come out” and be proud in front of their friends or family about their sexuality or gender identity, which is a huge moment!

Growing up and living in a world designed by people who are straight or not trans means LGBTQ+ find themselves unrepresented in the mainstream media, in society and their history is often erased or unspoken. This impacts mental health, propagates stigmas, and leads to people feel shame and experience discrimination

In this interactive and engaging session, Joanne Lockwood speaks

about what you can do right now to step up and step in to being an effective workplace ally for LGBTQ+ colleagues and customers, especially for those who identify as Trans, Non-binary or Gender Diverse.

Joanne will discuss some of the challenges being faced by LGBTQ+ individuals and how these affect every aspect of daily life which include:

Key Take Away:

- Understanding the impact Cis and Hetero normativity has on LGBTQ+ people in terms of discrimination, hate crimes and microaggressions
- Recognise the pressure that LGBTQ+ people face to conform, the stereotypes they need to overcome, and the challenges they experience ‘coming out’ about their sexuality and/or gender identity.
- Learn how individuals and organisations can step up to become better LGBTQ+ allies in the workplace and society at large.

Following the presentation Joanne will be around for an open Q&A where you can challenge her with your thoughts or maybe event ask her for some ideas on how you can tackle your own challenges.



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 Diversely.com

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



We will join you in-person or online to deliver a keynote at your plenary session for your conference or company day. Depending on the format we are also able to deliver breakout workshops, take part in Q&A, Networking or 'Ask Me Anything' sessions.

As inclusion and belonging specialists, we are sure to help educate, inform and give practical advice on any chosen D&I topic to ensure best training and inclusive practices within your organisation.

“

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**

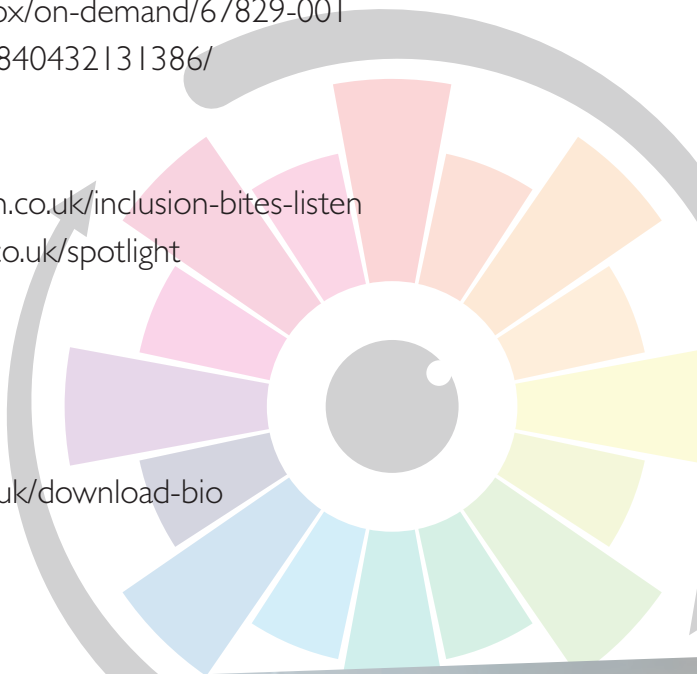


SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

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...

- ▶ **See other keynotes and talks available from Joanne:**
<https://seechangehappen.co.uk/speaking-category/keynotes>
- ▶ **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



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