

DIAGNOSTIC, ADVISORY AND CONSULTING SERVICES

SUPPORTING TRANS & GENDER
DIVERSE INDIVIDUALS IN
ORGANISATIONS

SEE  Change Happen

SMILE | ENGAGE | EDUCATE

DIVERSITY – INCLUSION – BELONGING

...BECAUSE THE WORLD ISN'T ONLY BLACK AND WHITE



- Our core business services are;
 - Transgender Awareness and Inclusion
 - Subject Matter Expert
 - Workshops, Seminars and Executive Briefings
 - Keynote and Conference Speaking
 - Diagnostic and Advisory Services
 - Training and Workshops
 - Mentoring and Coaching
 - Blogging, Vlogging and Podcasts
 - TV and Radio Interviews
 - Panel Host and Participant

About Us

Founded in 2017 to provide
Diversity, Inclusion &
Belonging Advice and
Consultancy to businesses and
organisations throughout the
UK, Europe and elsewhere

Who are we?

Our Principal Consultant



Joanne Lockwood

Founder & CEO

Joanne is a leading authority on Diversity, Inclusion & Belonging and specialises in promoting Transgender Awareness. She provides support to businesses and organisations throughout the UK, Europe and elsewhere. With her IT and Technical background she is well placed to advise on platform solutions and integrations across systems.

As an International Keynote Conference speaker, Joanne delivers workshops, seminars. Through her engagement with organisations, she helps to develop policy & best practise in order to promote inclusion & belonging for all people. By challenging biases, existing thinking and processes she helps them to develop a Vision and Strategy for Conscious Inclusion.

In addition to her consultancy to she is an Advisory Friend of The Institute of Equality & Diversity Professionals, a Member of The Rotary Club and The Professional Speaking Association. She sits as an Expert by Experience member for University of Southampton. As a Fellow of the Royal Society for the Encouragement of Arts, Manufactures and Commerce, she believes passionately that “people are people” and, no matter who they are, deserve to be treated with dignity and respect.

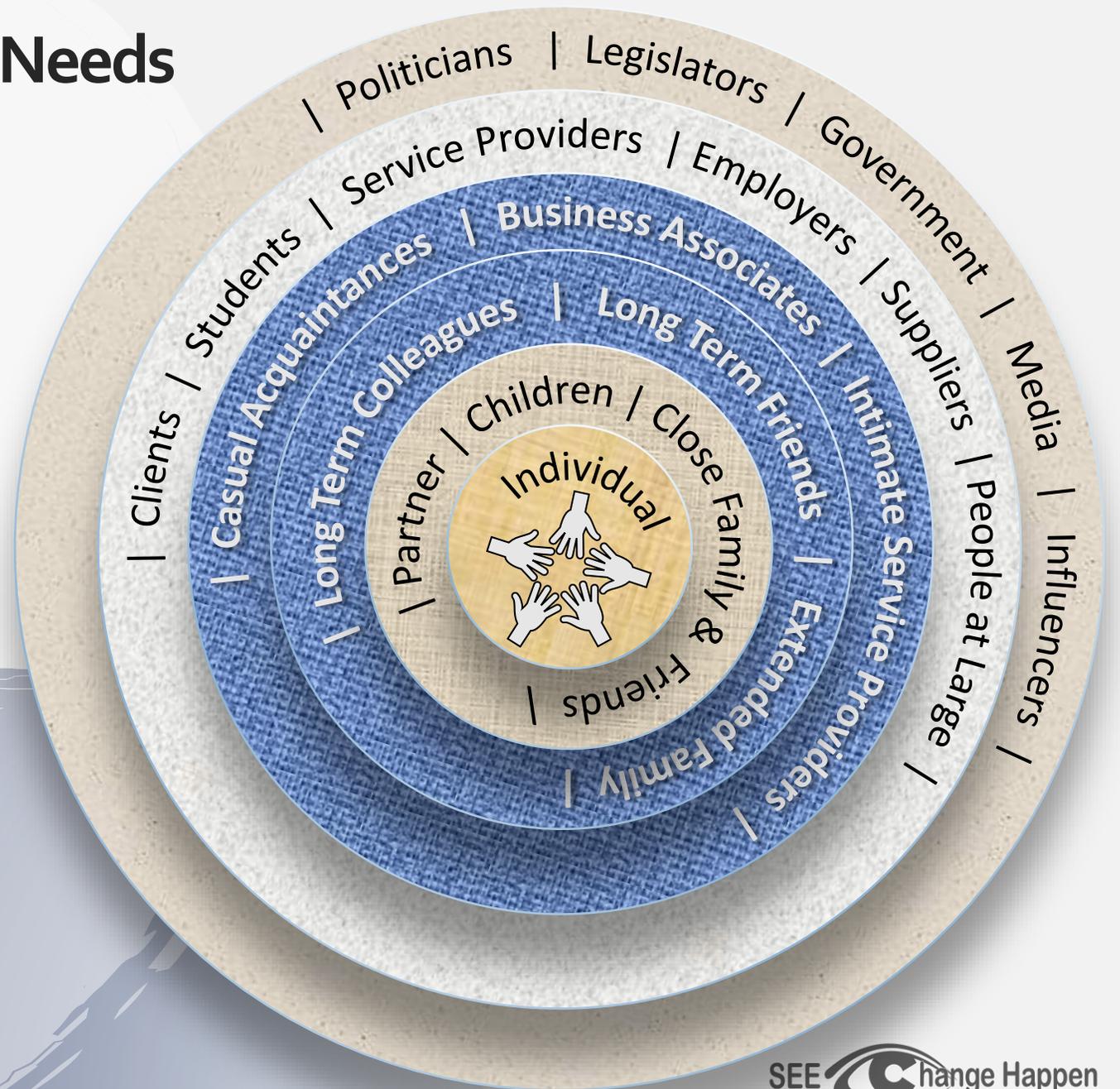
Joanne lives by the mantra of “*Smile, Engage and Educate*” in order to promote awareness and understanding to overcome people’s fear of getting it wrong, because the world isn’t only black and white!

Differing Support and Training Needs

SPECIFIC

- Mentoring & Counselling
- Awareness
- Terminology
- Allyship
- Policies & Procedures
- Inclusion & Belonging
- Representation & Visibility
- Integration & Protection

GENERIC





Learning &
Development



Mentoring
Programmes



Diagnostics and
Consultancy



Seminars and
Speaking

How we can help?

We are able to engage and work with your organisation across a wide platform of initiatives

Learning & Development

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- Training delivery
- Talent Acquisition
- Facilitated workshops
- Executive briefings
- Video and written materials
- Co-developed materials
- E-learning modules

Mentoring and Coaching Programmes

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- 1-2-1 mentoring and coaching
- Group facilitated workshops
- Assigned mentor/champion
- Peer-to-Peer & 180 feedback
- Coaching Managers & HR
- Support and guidance
- On-Line or face-2-face

Diagnosics and Consultancy

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- Trans Inclusion Diagnostics
- Policy and Process Reviews
- Employee Engagement
- Fairness of Experience Review
- Communication & Briefings
- Challenge Thinking

Seminars and Speaking

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- Lunch & Learns
- Executive Briefings
- Conference Keynote
- Webinars
- Pride Events

Your Challenges

What we hear is...



Engaging People

With a global talent shortage in a fast changing world, it is important to widen our appeal and keep the people we value.

Being open and an employer of choice for all will reap rewards.



Nurturing Culture

Knowing how staff feel, allowing them to bring their whole selves to work, means they will be more productive and engaged. Less presenteeism.

Engagement backed by data, metrics and insights is the key.



Living on a Budget

Many D&I Teams have little or no budget or head count to implement or utilise systems and processes

Expenditure can be offset against reduced cost per hire, improved sickness records, staff retention and other productivity gains



Getting Buy-in

D&I projects often fail due to lack of buy in at the most senior level.

Leveraging data and metrics allows C-Suite to track progress and support D&I initiatives.



Finding the Start

The D&I mountain often seems dauntingly high. Knowing where to start is important.

Breaking the project down once the values and vision are established is critically important.

Core Values and Objectives

All of our programmes are underpinned by common values and objectives

Trust & Confidentiality

- Fundamentally all initiatives must have trust and confidentiality at their heart
- People will only buy-in and share themselves if they understand the purpose of the data collected and how it will be put to use
- Authenticity and a genuine ambition to evolve culture is essential



Evidence and Metrics

- Initiatives must have an output, they must be measurable and inline with the vision and values of the organisation
- Reporting will highlight areas of impact and expose areas of insight for further investigation
- The D&I journey is a continual process not a final destination



Return on Investment

- In order to realise an ROI initiatives should generate opportunities through; retention, productivity, and employee engagement
- Diverse teams will leverage insightful opportunities for creativity and alignment with customers and stakeholders
- Intangible “doing the right thing” is important

Learning and Development

Different depths of knowledge are required to meet the level of detail required

101

Introductory Level

For Everyone

Terminology

Language

Allyship

201

Intermediate Level

For Leaders

Culture

Inclusion & Belonging

Awareness

301

Advance Level

For HR + D&I

Policies

Procedures

Governance



101 - Introductory Level

Who: Suitable and Relevant for all

Duration: Typically 15 – 60 mins

Format: Lecture with Interaction plus Q&A

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

Overview

These presentations are a 101 introductory level sessions as either a standalone or a preparation for deeper dive 201 and 301 sessions and workshop.

These can be timed as a keynote, a lunch and learn, or plenary session.

They are delivered in an interactive lecture presentation style often utilising Smart Phones to interact, and YouTube video content with Q&A.

Our principle topics are covered in overview format and is suitable and relevant for all staff, members and stakeholders.



101 - Introductory Level

Who: Suitable and Relevant for all

Duration: Typically 15 - 60 mins

Format: Lecture with Interaction plus Q&A

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

Empowering Effective Trans Allies

- Positioning the principles of Inclusion and Belonging, with an overview of Unconscious Biases, Intersectionality & Privilege
- Explaining the various different Sexual Orientations and Gender Identities (S.O.G.I.)
- Explaining the various Terminology and Language that is important to Transgender individuals
- Highlights the impact of Hate Crime on Trans and LGBTQ+ individuals
- Explore ways to become effective allies and to support someone transitioning

Key Takeaways

- What I can do now, personally?
- How can I advocate and support others?
- What can I do in the future to learn more?



101 - Introductory Level

Who: Suitable and Relevant for all

Duration: Typically 60 mins

Format: Lecture with Interaction plus Q&A

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

Support Gender Diversity in the Workplace

- An overview of Privilege, Inclusion, Exclusion and Valuing People.
- Asking if existing recruitment methods contribute to discrimination against Transgender individuals
- Discussing what should employers be doing to support individuals more effectively
- Highlighting the responsibility organisations have to improve cultural attitudes towards LGBTQ individuals

Key Takeaways

- What I can do now, personally?
- How can I advocate and support others?
- What can I do in the future to learn more?



101 - Introductory Level

Who: Suitable and Relevant for all

Duration: Typically 30 mins

Format: Lecture with Q&A

Equipment: None - Standalone

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

“The Making of Me” – A personal story

- A heartfelt and authentic story by Joanne Lockwood where she talks about her transitional journey
- Anecdotes from her life about what sparked her and held her back
- Her experiences as a contributor to a Channel 4 documentary and appearing featured on Gogglebox
- Some do's and don'ts about what to say to trans people
- Misconceptions and Facts that will make you a better trans ally
- Some good and some not so good language to learn
- Relatable topics that everyone can use to become better workplace allies and supporters

Key Takeaways

- An understanding of Trans Identities through Jo's lens
- Tools to support friends, family, colleagues in their journey
- Being entertained, inspired and elightened



201 - Intermediate Level

Who: Leaders and People who have People

Duration: Typically 60 – 180 mins

Format: Lecture with Interaction plus Q&A

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

Overview

These sessions are often used as a kick off to a D&I consultancy engagement and programme to set the scene and bring people to the same level of knowledge and understanding.

They are generally delivered as a half-day standalone deep-dive workshops that contains a presentation, facilitated round table discussions, together with actions, summarisations and agreement on next steps and priorities.

Typically sessions have between 15 and 20 people in a cabaret style room layout and are often most relevant for leaders and those with people or customer responsibility.



201 - Introductory Level

Who: Leaders and People who have People

Duration: Typically 180 mins

Format: Lecture with Interaction plus Q&A

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

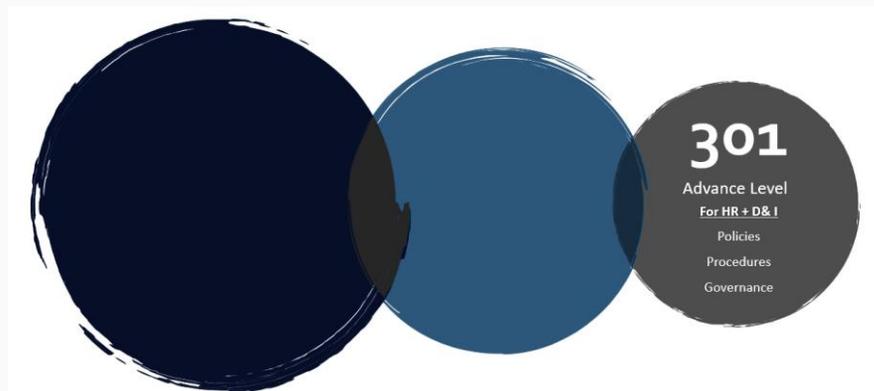
(Zero VAT - we are not VAT registered)

Building a Trans Inclusive Workplace Culture

- An in depth positioning the principles of Inclusion and Belonging, with an overview of Unconscious Biases, Intersectionality & Privilege
- Exploring the various different Sexual Orientations and Gender Identities (S.O.G.I.) and creating a deeper understanding individual challenges
- Understanding how to work with external stakeholders, suppliers and customers.
- Being able to use and understand various Terminology and Language that is important to Transgender individuals in the context of your organisation
- Look at Anti-Discrimination, Anti-Bullying and support mechanisms in Hiring and Employment lifecycle
- Explore ways to become effective allies and to support someone transitioning and build trust.

Key Takeaways

- Actionable ideas and strategies
- Knowing how to support and advocate
- Be able to address culture and better peoples' experiences



301 – Advanced Level

Who: D&I, HR and People Professionals

Duration: Typically a Full or Multi-Day Workshop

Format: Presentation, Facilitation and Interaction

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

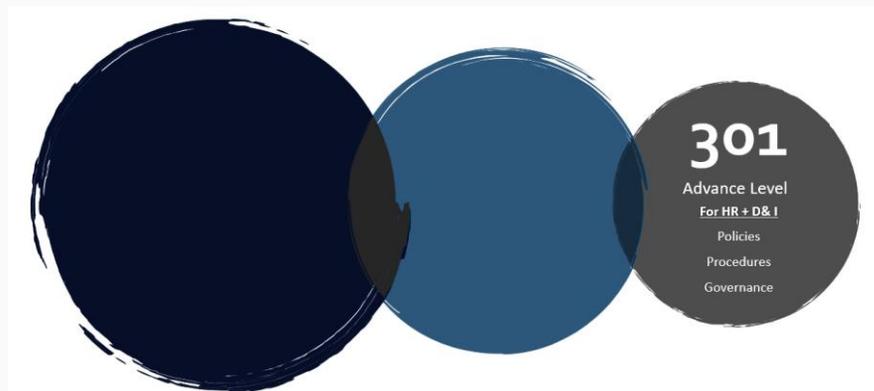
(Zero VAT - we are not VAT registered)

Overview

These sessions are designed as part of a consultancy assignment or project in order to help organisations develop policy, and to gain a more personal experience of how to handle conversations through role-play, talking through example videos and facilitation to draw out the specific and relevant needs.

They will often revolve around templates that are provided as the basis for discussion, and working through a Transgender Inclusion Audit Questionnaire to understand current situation and areas to be prioritised.

These are aimed at people who are implementing and supporting policy and their people.



301 – Advanced Level

Who: D&I, HR and People Professionals

Duration: Typically a Full or Multi-Day Workshop

Format: Presentation, Facilitation and Interaction

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

Designing Policy to Support for Trans Identities

- Bespoke facilitated day or multi-day workshop for around 12-20 people
- Working through a trans inclusion audit to identify key areas to improve, train or address
- Identify key challenges, with stakeholders, clients, suppliers that will need to be involved and included.
- How to engage with staff networks and how build trust with an allies programme.
- Consider how to implement privacy policies and protect trans people from being “outed”
- Be able to walk through and role play a “transition at work” conversation and framework
- Understand how you as an organisation have to protect and advocate for your trans employee
- Implement guidelines on how to interact with trans service users or customers and the challenges that may bring
- Look at implementing Anti-Discrimination and Anti-Bullying reporting mechanisms
- Draft a company wide training plan needs analysis for implementation.

Key Takeaways

- Tailored Policy Outline to support trans identities
- Knowledge to be able to support those who are transitioning
- Identifying Areas when improved support is need for trans people

WE ARE HERE TO HELP

We will meet with you either in person or
via a video chat to discuss how we can
engage with your organisation

Let's continue the conversation

CONTACT US

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