

PROUD TO BE AN ALLY

22 AUGUST 2023 • FIRM CULTURE



PROUD, our LGBT+ and allies network, is open to anyone at the firm who wants to further LGBT+ inclusion – whether they are LGBT+, or an ally.

Visible and active allyship can have a transformative affect on LGBT+ people at work, which is why it is a key area of focus for PROUD. Since launching their 'How to be an effective LGBT+ Ally' guide in 2021, the network has organised a range of activities to help colleagues learn from the experiences of LGBT+ people and share simple steps that people can take to show their support.



PROUD's LGBT+ Allies initiative was front and centre of this year's Pride Month celebrations, with colleagues being invited to sign the network's 'Ally pledge' and wear rainbow coloured lanyards as visible markers of their support. Hundreds of lanyards were distributed and colleagues from throughout the firm, including our Senior Partner and Managing Partner, took the pledge at events taking place across our international network of offices. Events included "LGBTea" events in Athens, Bangkok and London and presentations from local LGBT+ non-profits in Hong Kong and Hamburg.

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To close the month, Proud Network members took part in a virtual panel discussion to bring to life the impact of allyship on the LGBT+ community. Our panel, including Sydney Partner Nathan Eastwood and General Counsel Mary Mackintosh, shared their personal experiences and practical examples of how allyship has made a real difference to their working lives. A key theme emerging from the discussion was how small gestures can have a big impact – letting people know your pronouns, talking openly about LGBT+ friends and family, or visible cues such as wearing a rainbow lanyard, are small steps we can all take to help create a more inclusive and open working environment.

Find out more about our PROUD Network [here](#).