

How Do You #InspireDEI?

equitix LGBTQIA+ Networking Event

In celebration of Pride, Equitix held its first internal LGBTQIA+ focused speaker event. Equitix invited speakers from Grant Thornton and Ashurst to talk about their experiences in the workplace and share how corporate institutions have navigated their way successfully in matters of diversity and inclusion to ensure that every employee has a voice, equal rights and can feel assured of a place of belonging at work.

The event marked an important milestone for the company and was hailed as a significant step forward towards creating an equal, diverse, and inclusive workplace for employees.

Speakers Ellie McBride, Tomas Freyman, and Colette Comerford shared their knowledge and experiences supporting its journey towards a better workplace for all.



Olivia Lumley
Analyst,
BD and Investor
Relations, Equitix



Colette Comerford
Head of Inclusion, Diversity & Belonging
UK/EMEA/US,
Ashurst LLP



Tomas Freyman
Partner
Grant Thornton UK LLP



Ellie McBride
Manager
Grant Thornton UK LLP

Key Takeaways

- **Be an ally.** Being an ally is about actions over words and being a true ally in the workplace can significantly shift an individual's experience day-to-day. Truly hearing your employees/colleagues and actively educating yourself on issues you may not personally face are both actions that can help those around you to feel included and accepted.

How Do You #InspireDEI?

- Both written and verbal **gender-neutral language** are important when fostering an inclusive environment.
- The workplace should be a **safe space** where questions can be asked. As it is not the responsibility of the minority to educate the majority, the workplace can make **educational materials** available and create safe spaces where LGBTQIA+ issues can be discussed.



IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.