



No Ordinary Leadership Conference.

(Pre-Pride) Queer Leadership Summit by We Create Space - Friday 13th May 2022

A one-day virtual experience designed to equip LGBTQ+ leaders with tools and knowledge for building a more inclusive, healthier, and sustainable Queer Future.

Overview.

Advocating for marginalised groups is far from easy, but especially during 'peak seasons'. It comes with added pressures, responsibility and often hidden personal costs. Being a visible Queer Leader during Pride season requires increased energy, awareness, and resilience. But subsequently, more and more LGBTQ+ leaders are experiencing burnout, relinquishing their DEI responsibilities, or changing organisations due to lack of ERG support.

We are providing an opportunity for businesses to acknowledge the multiple benefits LGBTQ+ Leaders are providing to make their companies more inclusive for everyone – seeing Pride not as a one-off event but as a year-round exercise.

The Pre-Pride Virtual Queer Leadership Summit is a space for new ideas, reflection, and meaningful conversation; for Queer Leaders to prepare, learn and collectively imagine a united vision. It's an opportunity to connect our global LGBTQ+ network (across corporate and the wider community) and support those driving forward change within their organisations during Pride.

Our Audience.

Our global queer audience is made up of corporate and community leaders – changer-makers, international activists – anyone who wants to drive positive change or make a difference in the world for LGBTQ+ people.

Why join?

- **Become more informed and intuitive** with the decisions you make as a change-maker.
- **Cultivate more confidence** with knowing, connecting with and sharing your own story.
- Discover **new self-care tools** for managing your own mental health and wellbeing.
- **Hear new perspectives** and feel empowered to lead, help and support others.
- Refresh and **recalibrate your core values**.
- **Understand better your actions**, thoughts and beliefs as an ally of the entire LGBTQ+ community.
- A **safe space to discuss**, learn and get curious.

Programme Overview.



- 10.00 **Welcome by We Create Space Team.**
- 10.10 **Grounding.**
- 10.20 **Opening Panel Discussion. Be the Change.**
with Ben Pechey, Chloë Davies, Eva Echo and Gurchaten Sandhu.
- 11.20 Break (10min)
- 11.30 **Workshop: My Voice, My Story.**
with Shiva Raichandani and Andrew Seedall.
- 12.30 **in-Conversation: Navigating The Media.**
with Ben Pechey and Yasir Mirza.
- 13.00 Break
- 14.00 **Mindful Reset.**
with David Kam and Char Bailey.
- 14.30 **Panel Discussion. Queer Resilience and Intra-Community Allyship.**
with Eva Echo, Rico Chace, Yassine Senghor and Max Marchewicz.
- 15.30 **Workshop. Finding Your No: Self-Compassion and Setting Boundaries.**
with Dr Paul Taylor-Pitt and Tash Thomas.
- 16.30 Break
- 16.40 **Workshop: Emotional Regulation.**
with Jamie Clements.
- 17.40 **Breakout Session.**
- 17.50 **Conclusion.**
- 18.00 **End.**

Programme Outline.

10.00 **Welcome by We Create Space.**

with *Maylis Djikalou (she/her)* and *Michael Stephens (he/they)*



10.10 **Grounding Exercise.**

Setting the scene for what's to come, we will use this time to check-in and ground ourselves into the space. This will also be a moment for reflection, as a collective and as individuals – queer leaders, change-agents, and allies – to invite an initial intention as we prepare for Pride Season, and an energy we hope to nurture throughout the coming weeks.

10.20 **The Opening Panel Discussion. Be the Change.**

with *Ben Pechey (they/them)*, *Chloë Davies (she/her)*, *Eva Echo (she/they)* and *Gurchaten Sandhu (he/they)*



Though we stand on the shoulders of giants, the actions we take as Queer Leaders will also inform our legacy. Being the change we want to see in our communities and organisations calls us to draw on the very essence of our values, beliefs, unique expression of our identities, without losing sight of our wellbeing needs. Being the change doesn't mean being perfect, and being a role model doesn't have to involve being on 'that' list. Understanding that we all have a scope of agency and influence is so important. In this panel we'll discuss what it means to show up in the 'fullness of ourselves' – how authentic leadership can help sustain our drive for change.

11.20 **Break (10min)**

11.30 **Workshop. My Voice, My Story.**

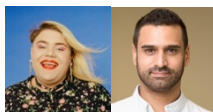
with *Shiva Raichandani (they/them)* and *Andrew Seedall (he/him)*



Being a change-agent, improving where we are today to create belonging and inclusivity are no small tasks. And on this journey, we are often asked to 'tell our story'. Storytelling is a transformational tool for activism, it has the power to educate informally and humanise the reality of our lived experience through emotional connection. In that respect, the stories we choose to tell can bring our purpose to life, or they can sometimes hold us back. In this session, we'll explore how to find confidence in storytelling and lean into the wisdom of our voice to help us get out of our heads, and into our hearts.

12.30 **in-Conversation: Navigating the Media.**

with *Ben Pechey (they/them)* and *Yasir Mirza (he/him)*

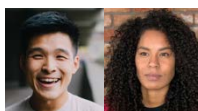


The media plays an important role in shaping public and political attitudes towards minorities in general. Discourse around LGBTQ+ issues may have evolved, and in some instances, led to constructive change but this has yet to be said for Transgender, Queer and Non-Binary folks who still find themselves at the centre of hate rhetoric and controversy. As Queer Leaders we're regularly being called to speak out for our community, especially within the organisations we work for, and during Pride season in particular. Our statements and stories are sought after by the press; just as we freely use our social platforms to shed light on the issues we stand for. In this discussion, we'll explore how to pitch ourselves authentically and navigate the media to have meaningful impact.

13.00 Break

14.00 **Mindful Reset: A Guided Practice.**

with *Char Bailey (she/her)* and *David Kam (he/him)*



Challenging the status quo takes grit (with grace). And sometimes, our words and our actions can fall short. Whether we lack the grounding or the confidence in what we're doing – doubt and fear can prevent us from truly expressing ourselves. Mindfulness is an essential tool for self-expression. It also helps cultivate creativity by growing our experience with self-awareness. In this session, we'll explore short mindfulness practices to help focus our attention and tune into our own intuitive process.

14.30 **Panel Discussion. Queer Resilience and Intra-Community Allyship.**

with *Eva Echo (she/they)*, *Rico Jacob Chace (he/him)*, *Yassine Senghor (she/her)* and *Max Marchewicz (they/them)*.



Pride season offers us a platform to share our history, our journey, our resilience – the unique strengths and qualities that derive from our lived experiences of being queer in a heteronormative world. As leaders within our organisations and communities, we often hold the power and privilege to lead our ERG networks, or our company's DEI objectives. But when our bias is left unchecked, we can unconsciously become gatekeepers to those of us whose intersecting identities create more barriers to representation – their voices matter and are invaluable to our growth as a community. In this panel we'll discuss how to become better allies – who empower and create space for the most marginalised folks within our community to tell their stories.

15.30 Workshop. Finding Your No: Nurturing Self-Compassion and Healthy Boundaries.

with Dr Paul Taylor-Pitt (he/him) and Tash Thomas (she/her)



Being a visible Queer Leader during Pride comes with added pressures, responsibility and often hidden personal costs. Authentic Queer Leadership is about challenging the status quo, but it's also about honouring the energy we invest as change-agents by listening to our bodies and making a conscious effort to look after ourselves. Setting boundaries is an act of radical self-compassion. Studies show that self-compassion helps foster the resilience we need to effectively help and lead others. In this session we'll share some essential tools and practices to sustain our activism and preserve our wellbeing.

16.30 Break

16.40 Workshop. Emotional Regulation and Integration.

with Jamie Clements (he/him).



Pride gets us to reflect. We're often looking back to look forward. When we're listening to people's stories and sharing ours, emotions can often come to the surface. Throughout this busy and intensive period, we're also probably going to be challenged. We're going to feel frustrated at times... In this session you will experience how breathwork can be used as a tool for self-regulation. Together, we'll explore a short practice to support us in having better influence over our internal state of being (how we think, feel, behave, and react) – which equips us to face more confidently the complex dynamics of transformation and change.

17.40 Final Breakout Session.

In this final session, participants will have the opportunity to share their reflections, insights, and what they will be taking away – even if it's just one thing. We'll hold space to affirm and empower each other to reach our goals as leaders and allies throughout Pride and beyond.

17.50 Conclusion/Final Words.

18.00 Close.

Key tools:

These sessions will offer a mix of storytelling, disruptive thinking and innovation tools, strategic insights, specialised terminology, and language, along with personal leadership skills, self-inquiry, and holistic/somatic practices. They will be interspersed with key teachings from the realms of coaching, mentoring, consultancy – inside and outside the DEI space.

Logistics:

This experience will be hosted under one virtual roof: Zoom. We Create Space will manage all aspects relating to event coordination, this includes compering to ensure transitions between sessions and offer clarity for participants who may be arriving sporadically.



Accessibility:

Above all, we want this space to be accessible, inclusive, and safe, fostering a digital environment where participants feel seen, heard, and inspired. We're doing our best to make the summit as accessible as possible. Closed captions will be enabled throughout this experience. If you have any questions around accessibility or suggestions you would like to make, please feel free to email us at:

hello@wecreatespace.co

The Team:



Ben Pechey (*they/them*)

Ben is a non-binary writer, public speaker and diversity & inclusion specialist. They're an LGBT+ advocate and fashion icon on social media, and with each post they aim to increase visibility of the queer community and educate others. They also are the creator of *The Happy Place* podcast.



Chloë Davies (*she/her*)

Chloë is a bisexual woman, mother of two, activist, chef and entrepreneur. Her work sees her campaigning for inclusion and equality in social spaces, corporate organisations and the wider community. After 15 years in retail, artist management and PR, she is now d of Social Impact for Lucky Generals. She's also Head of Finance for UK Black Pride, and Head of Relations for the London Queer Fashion Show. In all of her work, she aims to further connect those within the community while educating allies to continue disrupting and push for increased visibility, understanding and appreciation of the communities she works to serve.



Yasir Mirza (*He/Him*)

Yasir is an experienced inclusion and diversity leader within media, and has worked with a wide range of organisations around the world. He is currently Global Head of Diversity & Inclusion at the Financial Times, previously Heads of Diversity & Inclusion at both BBC Studios and Channel 4, and also Head of Diversity at the Guardian from 2009-2015. Yasir is also a journalist, actor, coach, and activist, having spoken/lectured at conferences for the UN, Ford Foundation, University of Westminster, Journalism.co.uk, World Forum for Democracy, Activate India and South Africa, and the Council of Europe.



Eva Echo (*she/hey*)

Eva is a trans woman based in Birmingham. She is a writer, activist and currently a brand ambassador for the London Transgender clinic, a spokesperson for Gendered Intelligence, and founder of the [#PassItOn](#) campaign that encourages conversation around trans and non-binary people's image standards. She also sits on the Crown Prosecution Service's hate crime panel for England and Wales.



Shiva Raichandani (*they/them*)

Shiva is a non-binary performance artist whose work harnesses the power of storytelling to create inclusive spaces for positive gender-diverse representation in media, especially for South Asians. They also works as a speaker and consultant on inclusive LGBTQIA+ practices for corporate and non-profit organisations.



Max Marchewicz (*They/Them*)

Max is a trans non-binary sign language interpreter and an accessibility consultant. Max was openly queer from a young age but after developing a chronic pain condition in their twenties began feeling excluded from queer spaces and being "left out of the conversation". So they began delivering talks to raise awareness on the intersection of queerness and disability.



Char Bailey (*She/Her*)

By profession, Char is a qualified NLP (Neuro-Linguistic Practitioner) and Personal Performance Coach. Mental health and Autism advocacy play a huge role in what she does, facilitating workshops focussing on self-awareness, stress-management, confidence and resilience. She loves showing people how powerful they are. Char is proud of her Indian and Jamaican heritage, and often gets to share her story as Education and Inclusion officer for the biggest global movement for queer people of colour *UK Black Pride* and Head of well-being and Education for *Birmingham Pride*. Her apple award winning podcast is called *Qmmunity*.



Andrew Seedall (*He/Him*)

Andrew Seedall (he/him) Andrew is a script writer, drama practitioner and informal educator. He now works at the intersection of both Theatre and Social Sciences, writing stories inspired by his life as a gay man – navigating the characters and roles he found himself performing in order to make sense of the world around him.



David Kam (*He/Him*)

David is a Malaysian creative movement artist and speaker from London. His work centres around wellness within the intersections of play culture, joyful activism and embodied placemaking. Weaving 10 years of multimodal research across architecture, dance and yoga, he offers mindful experiences as brave spaces for communities to explore the wonder in wellbeing. David is the founder of KindRedPacket, a grassroots movement empowering the East and Southeast Asian (ESEA) community through story, spirit and service.



Tash Thomas (*She/Her*)

Tash is a facilitator at *WE CREATE SPACE*. By profession, she is a Diversity and Inclusion speaker and advocate. She is also co-founder of 'Breaking the Distance', a unique LGBTQIA+ travel and relationship blog, (alongside her fiancé, Marthe). Her aims are to educate and promote positive LGBTQIA+ visibility, whilst also providing a safe space for people to be their authentic selves.



Dr Paul Taylor-Pitt (*He/Him*)

Paul is an award-winning Organisation Development Specialist, Mentor, Coach and Facilitator with three decades of professional experience to draw from. He also enjoys writing and photography as well as cuddling up with a good book. He is fascinated by the ever-unfolding teachings offered by life, particularly as he navigates his middle age. Paul came out so long ago he did it via the medium of cave painting. He feels fortunate to have lived through a period of history where LGBTQI+ lives have changed so much for the better. Despite this, we still have much to do and Paul is ready, willing and able to bring some fire and passion to the world. Paul lives in London with his husband and their growing family of plants.



Jamie Clements (*He/Him*)

Jamie is a breathwork coach and mental health ambassador based in London. Having discovered breathwork over two years ago, the practice had a profound impact on him, significantly improving his physical and mental wellbeing. He strongly believes that breathwork is the most universal and powerful tool that we all have access to change our minds and live healthier, happier lives.



Yassine Senghor (*She/Her*)

Yassine is a DEI consultant, writer, facilitator, mentor and sensitivity coach with expertise in LGBTQ+ workplace inclusion, building community spaces and creating anti-racist workplaces. As a queer, black, African, immigrant gender non-conforming woman with a mixed bag of mental health challenges; her passion for equality, equity and inclusion stems from the core of her very existence. She believes that we all have power to create the change we want to see in the world, through self-reflection, accountability and action.



Rico Jacob Chace (He/Him)

Rico is a vocal activist, fighting avidly for the rights of LGBTQIA+ people and Black people alike. He started his career as a Diversity Consultant following on from launching his radio show 'Against Racism' in the aftermath of the BLM movement. As a Director at TransActual UK he continues to strive to change UK legislation for trans and non-binary equality, tackling hate crime and raises the Black Queer intersectionality question in all forums. His recent appointment as the Trustee and Treasurer at LGBT+ Consortium has given him the opportunity to continue to help the community with their grant funding and to advocate for them through chairing panels at the London Assembly and submitting evidence at the Healthcare Committee.



Gurchaten Sandhu (He/They)

Gurchaten is Director of Programmes at ILGA World, the world's largest global network for human rights of LGBTQI people. He was born to Indian migrant parents in the UK but has been based in Geneva, Switzerland, for over a decade. They spent 17 years working at the ILO (International Labour Organisation) where for many years they were also the president of UN GLOBE, the staff group representing LGBTIQ+ staff in the UN and its peacekeeping operations. They were listed as one of the Financial Times' Top 30 OUTstanding Role Models in 2018 and 2019, and now sit on the We Create Space advisory board.



Maylis Djikalou (She/Her)

Maylis is the Programme Director at We Create Space. By profession she is a transformational coach and consultant who has worked at the intersection of creative and mental health industries for over a decade, curating international events and strategic partnerships to promote authenticity and wellbeing in the workplace as competitive advantage. Her lived experience and previous struggles with addiction have inspired an ongoing journey in service of marginalised communities. Through empathy and openness, Maylis uses a person-centred approach to facilitate and allow space for others to see themselves as whole, complete, and capable to bring their vision to life.



Michael Stephens (He/They)

Michael is the founder of We Create Space. He is a Creative Director, Story-Teller and Community Builder. He loves to bring people together on a common mission and create magic.