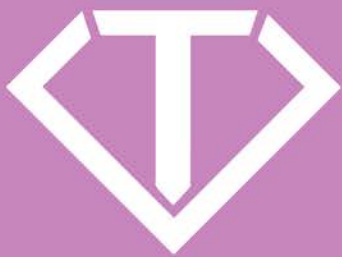


STAY PROUD - STAY PROUD

LGBTQIA+

# LGBT TALENTS SUMMIT



2023

# SUMMARY

Welcome to the LGBT Talents 2023 Summit !

LGBT Talents' team is thrilled to have you for our 6th edition.

This booklet provides you with everything you need to know about today.

## PROGRAM

3

## PARTNERS

8

## ROUND-TABLES

14,  
19-21

## KEYNOTE

16

## MASTERCLASSES

17-18

# PROGRAM

10h00	Opening of the Summit and the Recruitment Forum to the public	
	<i>Interviews with companies will take place throughout the day, excluding lunch, until 3:00 pm</i>	
10h00 - 10h30	Welcome and Breakfast	FORUM
10h30 - 10h45	Summit Opening Speech	VITAL ROUX
10h45 - 12h00	Round-table: Corporate activism in the era of Employee Resource Groups (ERG) or affinity networks (LGBT+, Origins)	VITAL ROUX
12h00 - 13h15	Networking Lunch by CHEFFES	FORUM
13h15 - 14h15	Carte Blanche by Marie Cau	VITAL ROUX
14h30 - 15h30	Masterclass #1 Marie Dasyuva LGBT+ Self-defense in the workplace	EUROPE
14h30 - 15h30	Masterclass #2 WorkingOut Mentoring for career development	GÉLIS
15h45 - 17h15	Round-table: Drag as an awareness-raising tool for the general public	VITAL ROUX
17h15 - 17h30	Closing Remarks of the Summit	VITAL ROUX
17h30 - 18h00	Group photo	VITAL ROUX
18h00 - 20h00	Networking cocktail by CHEFFES	FORUM

# EDITORIAL

## WELCOME TO THE 6TH EDITION OF LGBT TALENTS.

*Since 2016, we have been bringing together LGBT+ role models and allies to discuss inclusion of LGBT+ people in the workplace and beyond. All along, we have been giving visibility to those who work for equal opportunities.*

*First and foremost, LGBT Talents is a space for sharing. Students, young graduates, professionals, activists and public personalities are invited to meet each other to enhance their potential. We want each participant to leave with something meaningful: new contacts, new acquaintances, new stories... Above all, we hope that everyone can be themselves in an environment as inclusive as possible.*

*This event allows you to express yourself, share your ideas and answer your questions. Please feel free to :*

- *Exchange with other participants and speakers;*
- *Meet our partners during the Forum;*
- *Ask your questions at our roundtables and masterclasses.*

*We hope that this year's program will fulfill your expectations.*

*The organizing team, recognizable by its rainbow cords, is available all day to answer your questions.*

*Thanks to our partners BCG, Weil, Roland Berger, EY, Natixis and PayFit for supporting LGBT Talents. Thank you to ESCP Business School for hosting us today.*

*Most importantly, thank you for making all of this possible.*

# LGBT TALENTS

## A STUDENT INITIATIVE



LGBT Talents was launched in 2016 by ESCAPE, a French association - law of 1901 - created in the 1990s by ESCP students and alumni. Ever since, the association has been defending LGBT+ rights in higher education and in the professional world.

Thanks to multiple commitments, ESCAPE has become well-known in the LGBT+ student community and beyond. In particular, the association has stood out by creating a LGBT Chart in 2017. This Chart was the first signed by the ESCP BS to guarantee the rights and freedoms of LGBT+ members on its 6 campuses (Paris, London, Berlin, Madrid, Turin, Warsaw).

As a natural extension, and in a mindset of dialogue, ESCAPE created the first event in France dedicated to diversity and inclusion of LGBT+ people in the workplace.

Initially LGBT Talents was made by and for students and young graduates. The aim was to raise awareness among tomorrow's leaders about the issues encountered by LGBT+ people at work. Today, LGBT Talents also facilitate the entry, evolution and fulfillment of LGBT+ people in the workforce.

# LGBT TALENTS RETROSPECTIVE

## 2019 : LGBT TALENTS #3



## 2020 : LGBT TALENTS #4



## 2021 : LGBT TALENTS #5



# LGBT TALENTS

## THE TEAM



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Diversity and Inclusion leader  
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**VALENTINE ROMET-VOLANT**  
Graphic Designer  
LGBT Talents  
Student  
Ecole Duperré Paris



**ADAM HEMON**  
Talent Sourcing Manager  
President  
Venus Consulting

# PARTNERS 2023

SINCE ITS START IN 2016, LGBT TALENTS HAS BUILT LASTING PARTNERSHIPS WITH COMPANIES OF ALL SECTORS AND SIZES.

We see these partnerships as a commitment, and we know how attached our partners are to diversity and inclusion. For this edition, we launched a startup-tailored partnership: "START PROUD".

We are happy to welcome PayFit as our first startup partner.

PLATINUM

BCG

Weil

GOLD

Roland  
Berger



ESCP  
BUSINESS SCHOOL

BRONZE

EY

PayFit

NATIXIS  
BEYOND BANKING

# BCG

As the official partner of LGBT Talents for the 5th consecutive year, BCG stands out in terms of inclusion and diversity in the workplace. As a pioneer in strategy consulting, BCG also helps leaders around the world (companies, governments, NGOs, etc.) manage their greatest economic and human challenges. BCG encourages its clients to transform their businesses for growth, competitive advantage enforcement and social impact.

## Pride@BCG

For 25 years, Pride@BCG has been working for the inclusion of its LGBT+ employees. It now has over 700 members worldwide, including several dozen in the Paris office, and is playing a growing role in the LGBT+ community.

In addition to internal programs (affiliation, mentoring, conferences, trainings, etc.), Pride@BCG sponsors numerous events and publishes the Out@Work barometer once a year. The latter measures the inclusion of LGBT+ people in the company. Recently, BCG also led a pro-bono mission for the Le Refuge Foundation.

# BCG

Pride@BCG consultants will be present at the Summit. Meet them at the professional forum and benefit from a personalized coaching session.

# WEIL

With more than 80 lawyers, Weil Paris handles the most difficult commercial and financial transactions, litigation and restructurings, and advises companies, financial institutions, public bodies, senior executives, boards of directors and individuals in sensitive situations.

Weil acts in both domestic and cross-border cases. Weil's global network and unique firm approach allows it to serve clients in any country, according to their personal needs.

and to promote a better understanding, among all lawyers and firm staff, of the unique issues the LGBTQ+ community faces.

Of the firm's LGBTQ+ lawyers, 9 are partners, 3 are counsel and 57 are associates in the US and London offices.

## WeilPride

WeilPride is Weil's lesbian, gay, bisexual, trans and queer+ affinity group. Its main purpose is to improve recruitment, the experience of LGBTQ+ lawyers

# Weil

# ROLAND BERGER

Roland Berger is the first consulting firm of European origin. Founded in 1967, it is established in 36 countries and has 2,400 members. The Paris office gathers 300 employees, who advise leading companies in industry, services and institutions.

## Just Be

Just Be is the international network of LGBT+ employees of Roland Berger. Founded in 2015, it has more than 50 members and brings together a community of nearly

600 allies (Just Be Friends). Its mission: creating an inclusive work environment, connecting LGBT+ employees around the world, facilitating discussion and mentoring, making Roland Berger an actor of change (signature of the LGBT+ Chart of Commitment of L'Autre Cercle).



# ESCP BUSINESS SCHOOL



ESCP Business School is the oldest business school in Europe, in addition to its academic excellence, it has always been an early support.

Thanks to its community of students and alumni (ESCAPE, ESCP Alumni, etc.), the school has relayed and supported LGBT Talents from the start. This year, ESCP also hosts the Summit.

# EY

Founded in 1989, EY brings together more than 300,000 employees, who collaborate with entrepreneurs, companies and governments. Its activity revolves around four areas: Insurance, Consulting, Strategy and transactions and Taxation.

EY helps digital pioneers to fight against piracy, advises governments during financial crises, supports medical actors in data analysis and carries out audits in companies and financial markets.



EY is a signatory of the LGBT+ Commitment Chart of l'Autre Cercle. It also founded LGBT Allies and Unity, internal platforms promoting a safe working environment and an inclusive culture for all employees.

# NATIXIS

Within Global Financial Services, Natixis is a key player in asset management and corporate and investment banking. Endowed with an entrepreneurial spirit, it relies on its unique particularities to offer sustainable value. It therefore supports their customers' main environmental, technological and social transitions.



Natixis ratified the LGBT+ Chart of Commitment of l'Autre Cercle. Diversity and inclusion are at the core

of an official group policy to develop all talents without distinction:

- Support for LGBT+ networks (creation of Natixis Pride Network in 2019 and All Equals in 2020);
- Participation in 2020 in the TÊTU Campus Digital;
- Sensitization of managers;
- E-learning modules.

# PAYFIT

Payfit is a pioneering startup in automated payroll. Born in 2015 from the idea of two friends, it is now established in 5 European countries and has more than 600 employees. Payfit facilitates the calculation of salaries and contributions, the sending of social declarations, the generation and transmission of payslips. It also offers qualified support to enable professionals to focus on their core business.



Payfit fosters diversity and inclusion through an active policy. It originally focused on gender equality, academic diversity and inclusion of people with disabilities. Today, Payfit reinforces its commitment by supporting LGBT Talents for the first time.

# ROUND-TABLE #1

10:45 am  
Vital Roux

Corporate activism in the era of  
Employee Resource Groups (ERG) or  
affinity networks (LGBT+, Origins...)



**Claire Pernet**

Partner Roland Berger, Chief Diversity Officer



**Sona Bumma**

Consultant BCG, Pride@BCG France



**Chloé Conda**

Project manager CSR,  
PMO Collective Go Green BCG



**Dezzie Dimbitsara**

UX Lead Inclusion & Diversity Google,  
Foudner of the Black Googler Network (BGN) in  
Google France



**Isabelle Copin**

Associate Partner EY,  
Founder and lead "Elle & You"

# NETWORKING LUNCH BY "CHEFFES"

12:00 am  
Forum



Based in Romainville, CHEFFES is a committed restaurant and caterer. Their vision: short circuits, feminist activism, inclusion of racialized and LGBT+ people, help for isolated people... But also responsible, accessible and, of course, delicious cuisine!

As you can see, CHEFFES is a militant collective above all. In parallel with catering, the Cheffes work in warmth and friendliness, organizing many side events: solidarity meals, Christmas markets or exhibitions of art, culinary creations and crafts.

# KEYNOTE

1:15 pm  
Vital Roux

## Marie Cau

“Madame le Maire”

Marie Cau is a French politician. She is particularly known for being the first openly trans mayor in France.

Born October 27, 1965 in Roubaix, she trained as an engineer before becoming a French business leader. She was elected Mayor of Tilloy-lez-Marchiennes in 2020. Her program aims to go beyond the right-left political chessboard: it focuses primarily on social impact and the development of solidarity.

Marie Cau also wrote a book, Madame le Maire, published by Fayard in 2022.



# MASTERCLASS #1

2:30 pm  
Europe

## Marie Dasyva

LGBT+ self-defense in the workplace



Marie Dasyva is a “corporate survival coach for people in situation of minority”.

After 10 years of experience in fashion , she launched her agency Nkali Works, to offer concrete strategies for survival and response to people victims of discrimination at work.

The agency works with a network of specialists (lawyers, psychologists, lawyers...) and enhances collective action on racism, LGBTIphobia, fatphobia...

Marie Dasyva is also the author of Survivre au taf, published in 2022 by Daronnes. She will dedicate her book during a special session at the Summit



# MASTERCLASS #2

2:30 pm  
Gélis

## WorkingOut Mentoring for career development

### WorkingOut

WorkingOut is the first mentoring program for young LGBT+ graduates in France. It helps them express their personality in the workplace, guides them in their career and promote diversity and inclusion at work. WorkingOut focuses on 3 key actions: mentoring, networking and training.

### The team



**Basile Anthonioz**  
President and co-founder  
Case Team Leader  
Roland Berger



**Vanessa Bottero**  
Financial Manager & Co-founder  
Product Strategy Senior  
Associate Doctolib



**Alexandre Oriez**  
General Secretary &  
Co-founder  
Engagement manager McKinsey



**Morgane Champeaux**  
Development Manager  
Junior Consultant Arthur D Little



**Marc-Antoine Bordet**  
Development Manager  
Auditor & Project Manager  
Natixis IM



**Chloé Socha**  
Development Manager  
Doctoral student at Sciences Po  
Project manager D&I Thalès

# ROUND-TABLE #2

3:45 pm  
Vital Roux

## Drag as an awareness-raising tool for the general public



**Raphaël Cioffi**

Co-producer and author of Drag Race France

**Kevhoney Scarlett**

Creative Consultant, former Drag Me Up jury member



**Soa de Muse**

Artist and Drag Queen, Drag Race France finalist



**Thomas Occhio**

Drag-King, burlesque Artist



**Fabien Randanne**

Culture & Media journalist, 20 Minutes



# ROUND-TABLE #2

3:45 pm  
Vital Roux

## Drag as an awareness-raising tool for the general public

SOA DE MUSE is a French Drag performer. She was revealed by her participation in Drag Race France 2022. She won the second place of the show, tied with La Grande Dame against Paloma. All along, the general public discovered her multiple talents as a burlesque artist and non-binary person.

Originally from Martinique, Soa de Muse moved to Saint-Denis at the age of 15. There, she fell in love with theater, before entering studies of letters and dramatic arts. Her career as a drag performer began a few years later in Paris, at the Madame Arthur cabaret.



Soa de Muse's art draws inspiration from her Afro-Martinican culture. During Drag Race, she expressed her desire to represent the Caribbean community, sometimes invisibilized in public debate.

# TABLE RONDE #2

3:45 pm  
Vital Roux

## Drag as an awareness-raising tool for the general public

THOMAS OCCHIO /  
VESPER QUINN

Thomas Occhio is a Drag King and a French burlesque performer.

Vesper in the feminine, Thomas in the masculine, Morgane - her name behind the scenes - brilliantly deconstructs the question of gender. Her motto is "to perform the masculine gender" on stage. In a drag world where queens are still more publicized, she contributes to the visibility of Drag Kings.



Vesper Quinn also starred in Adèle Vincenti-Cresson's film King Max, with Julie Furton and Jay des Adelphees.



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