

26 October 2017

## HSBC UK TALENT TOPS OUTSTANDING LIST

*Stuart Barette is this year's top OUTstanding LGBT+ Future Leader*

HSBC UK is delighted to announce that Stuart Barette, Global CMB IT Programme Manager and Trans Lead of HSBC UK Pride Network has been recognised as #1 on 2017's OUTstanding LGBT+ Future Leaders List, presented by the FT.

Stuart was instrumental in the development of HSBC UK's Ally network and integral to the development of the transitioning guides for trans\* employees, their line managers and colleagues. He initiated LGBT+ training for branch and contact centre staff, trans\* Ally training and runs a monthly employment support call for trans\*, intersex and non-binary colleagues from HSBC and 45 network partners globally.

He also pioneered the simplification of the gender change procedures and voice biometrics technology for trans\* customers and in June 2017, was the face of HSBC's Gender Neutral Titles campaign, when HSBC UK introduced ten gender neutral titles and improvements to the change of gender process, highlighting the importance of inclusive banking.

**Raghu Narula, Head of Distribution and Chair of our Diversity and Inclusion Advisory Board, HSBC said:** "Stuart is a true role model and we are delighted that he has been recognised as an OUTstanding LGBT+ Future Leader and for his work supporting the trans\* and LGBT community. He has been instrumental in ensuring we are providing our colleagues and customers with an inclusive environment in which to work and bank."

**Stuart Barette, Senior Project Manager and Trans Lead of HSBC UK Pride Network said:** "I am thrilled and honoured to be the Top 2017 OUTstanding & FT LGBT+ Future Leader. There are not enough visible trans\* role models in business, and this is especially the case amongst trans men. I have Asperger Syndrome, a form of high functioning autism, so for me, intersectionality is also important. Being included on the list sends a visible message that being trans\* or having a disability is not a barrier to career progression or being able to affect positive change in the world and will hopefully inspire and empower others."

**Suki Sandhu, Founder & CEO, OUTstanding:**

"These lists exist to challenge the assumption you cannot be out and successful in business, and to highlight the importance of role models in inspiring the next generation of business leaders. By recognising and celebrating those who are leading the charge, the lists demonstrate how far the quest for workplace equality has come. But there is always more to be done. Big business and the public sector have the power and influence to promote LGBT+ inclusion more widely, paving the way for real societal change around the world."

**Ends**

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### **Notes to Editors**

Early this year, HSBC UK introduced ten gender neutral titles and improvements to change of gender process, with the aim of offering transgender customers a better, more personal banking experience. These include allowing customers to choose from ten different gender neutral titles as well as simplifying and streamlining the experience of those who wish to change their gender on their bank account.

Some people do not feel their gender to be that of a woman or man, instead they may identify as non-binary or other genders which come under this umbrella term. These genders are valid and deserve to be recognised; some people may want this to be done through the use of non-binary honorifics such as Mx (instead of Mrs/Mr), gender neutral reference words and the use of gender neutral pronouns.

HSBC UK has also uploaded information onto their public website to help support transgender customers with these new services. This will allow customers to understand the process required on how to action in branch. Providing this information up front will save customers from having to hold conversations with staff on what they need to provide in order to update their details. By setting expectations in advance, HSBC aims to provide customers with the relevant support required to understand the process and ensure it's simple to complete.

For more information, customers can visit [www.hsbc.co.uk/changeofgender](http://www.hsbc.co.uk/changeofgender).

### **HSBC UK**

HSBC serves c17 million customers in the UK and employs approximately 43,000 people. In the UK, HSBC offers a complete range of personal, premier and private banking services including bank accounts and mortgages. It also provides commercial banking for small to medium businesses and corporate and institutional banking services. HSBC Bank plc is a wholly owned subsidiary of HSBC Holdings plc.

### **The HSBC Group**

HSBC Holdings plc, the parent company of the HSBC Group, is headquartered in London. The Group serves customers worldwide from around 3,900 offices in 67 countries and territories in Europe, Asia, North and Latin America, and the Middle East and North Africa. With assets of US\$2,492bn at 30 June 2017, HSBC is one of the world's largest banking and financial services organisations.

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<http://www.about.hsbc.co.uk/news-and-media>