

**COMMUNITY
BUSINESS**

Evolving Through Enterprise

2025 Community Business LGBTQ+ Mentoring Programme

Information Session



2025 Programme Sponsors

Gold Sponsor:



Corporate Sponsors:

A&O SHEARMAN

Bloomberg

Morgan Stanley

Programme Outline

Overview

Community Business 2025 LGBTQ+ Mentoring Programme

**Fifth
Iteration**

Support for early career LGBTQ+ professionals

- Authentic selves
- Next generation of inclusive leaders

What we offer participants:



Monthly Professional
Development
sessions/events



Monthly Alumni
check-ins



1 : 1
Mentoring



Peer
mentoring



Reverse
mentoring

2024 Programme Review

2024 Programme Cohort

64

LGBTQ+
professionals and
allies

16

industries

From five markets across the Asia region

-  Hong Kong
-  Mainland China
-  Japan
-  Singapore
-  Australia



8 out of 64

participants joined us virtually
outside of Hong Kong.

Industries Represented



Art & Culture



Education



**Information
Technology**



**Marketing and
Communications**



**Banking /
Financial
Services**



Healthcare



Insurance



Media



Commerce



Hospitality



Law



Social Service



Consulting



**Human
Resources**



Logistic



Travel

Programme Impact

2024 Programme Testimonials

My mentor validates my feelings and provides me with tips to deal with the struggles I faced as a Filipino in Hong Kong.

Mark (mentee)

One of the reasons I joined the programme was to "do better at work"... I wanted to make sure I leveraged all the opportunities to learn and succeed on my new career path.

*Shortly after meeting my mentor, I (coincidentally) earned a promotion. **My mentor helped me feel confident about taking on new responsibilities, navigating things like salary change and professional skills around strategic planning.** Whilst a majority of the mentorship has been virtual, we've been able to build a great rapport and it's had a strong impact on how I think, feel and manage myself.*

Will (mentee)

2024 Programme Testimonials

The mentorship experience has been fantastic! My mentor and I schedule regular monthly sessions where we have insightful chats and share our thoughts on various topics. It's not just about specific areas of advice but also about having meaningful discussions and exchanging insights... I truly believe that having a mentor is akin to having a friend from whom you can learn and receive support. Very grateful for the experience and for forming a new friendship.

Cintia (mentee)

*During my conversation with my mentor, he demonstrated his understanding on my situation and created a safe space for me to talk. **He helped me to reflect on myself, clarify my expectation on my next position,** he even looked for openings that are suitable for me, telling me what's working and what's not working. I feel like I am understanding myself more than ever after speaking to my mentor.*

Cedric (mentee)

2024 Programme Testimonials

*I was very happy to see mentees develop and grow, benefiting from the knowledge, experience and insights I shared. It's very **rewarding** seeing your mentee's career develop, attain certain personal goals and your friendship develop. Watching your mentees grow means you need to grow yourself, **teaching and sharing is the best way to learn for yourself.***



Steven Pike (mentor)
Regional Program Manager,
Asia Pacific
BCD Travel

2024 Programme Testimonials

*As a senior manager at AMS, I'm proud to have participated in the mentorship program with Community Business, where I had the privilege of mentoring a number of talented individuals. This program aligns with my passion for promoting diversity, equity, inclusion and belonging in my workplace at AMS. Working closely with my most recent mentee, we focused on personal development and addressing workplace challenges. It's been **inspiring to witness growth and dedication** and I'm grateful for the opportunity to contribute to such a meaningful initiative and to support the next generation of leaders.*

To learn more about AMS, the global talent solutions business, visit <https://www.weareams.com>



Edwin Perée (mentor)
Senior Client Services Manager
& APAC DEIB co-lead
AMS

2024 Programme Statistics

Question (5 = strongly agree, 1 = strongly disagree)	Pre-Programme	Mid-Programme
To what extent do you agree with the statement that you are a confident LGBTQ+ (Ally) professional?	3.80	4.26
To what extent do you agree with the statement that you are a well-equipped LGBTQ+ Inclusion leader?	3.25	4.10
To what extent do you agree that you have a strong support network from the LGBTQ+ community as a professional in your field?	2.85	4.14

2025 Programme

2024-25 Programme Timeline

August – October 2024	Information Sessions Online Applications Open
October – November 2024	1 : 1 Interviews
End of November 2024	Matching event
January 2025	Orientation
January – August 2025	<ul style="list-style-type: none">• 1 : 1 and Group Mentoring• Monthly Professional Development Sessions/ Events
September 2025	Graduation

2025 Programme Curriculum

Jan	Orientation Event; Career Mapping	Hybrid
Feb	Session: Giving and Receiving Feedback	Hybrid
Mar	Session: Personal Branding	Hybrid
Apr	Community Service Event	In-person
May	Session: Planning Your Finances as LGBTQ+	Hybrid
Jun	Pride Month Quiz Night	Hybrid
Jul	Networking event	In-person
Aug	Session: Geo-Mobility and Career	Hybrid
Sep	Graduation Event	TBC

6:30pm-8:00pm HKT

(Curriculum may be subject to change)

Alumni Support

Monthly Check-ins

for mentors and mentees separately featuring alumni

Peering mentoring;

Discussion with guiding questions

Reflect on mentorship experience;

Share best practices

Facilitate connections

among programme participants and alumni

Build a trans-cohort community

Programme Participation

Becoming a Mentee

Criteria:

- **Three to ten years** of professional experience
- **LGBTQ+**
- Articulate desired goals
- Share and learn from others
- Highly motivated
- Drive relationship
- **5 out of 8** sessions, at least **one in-person** session if in Hong Kong

Benefits:

- Build confidence, self-esteem
- Become accountable for long term career goals
- Develop long-lasting bonds
- Professional skills: receiving feedback, goal setting and resilience
- Career and personal development
- Share your skills and experience

Becoming a Mentor

Criteria:

- **Over ten years** of professional experience
- **LGBTQ+** or demonstrated LGBTQ+ **ally**
- Guiding young professionals
- Share and learn from others
- **Five to eight hours** per month
- **3 out of 8** sessions, at least **one in-person** session if in Hong Kong
- Visible advocate

Benefits:

- Provide guidance, motivation, and support
- Build confidence, self-esteem and plan goals
- Serve as role models
- Develop long-lasting bond
- Develop leadership, coaching and communication skills
- Give back to the community
- Reverse mentoring

Application Details

Step 1



The screenshot shows a website page for the 2025 LGBTQ+ Mentoring Programme. The header includes the AwardStage logo and navigation links for Home, LGBTQ+ Mentoring Programme, LGBTQ+ Inclusion Index, CB Award Categories, Award Submission, Award FAQs, Contact Us, Login, and Register. The main heading is '2025 LGBTQ+ Mentoring Programme' with sub-headings 'SDG 5: Gender Equality and SDG 10: Reduced Inequalities'. The 'Overview' section contains a paragraph about the program's commitment to positive change and a 'LEARN MORE ABOUT THE PROGRAMME' button.

AwardStage 2024 Community Business

Home LGBTQ+ Mentoring Programme LGBTQ+ Inclusion Index CB Award Categories Award Submission Award FAQs Contact Us Login Register

2025 LGBTQ+ Mentoring Programme

SDG 5: Gender Equality and SDG 10: Reduced Inequalities

Overview

In our continued commitment to bring positive change to businesses which leads to positive change throughout society, we are thrilled to announce the 2025 cycle of our renowned Community Business LGBTQ+ Mentoring Programme. Mentors will have the opportunity to share their expertise, pay it forward, and develop their own leadership capabilities. Mentees will embark on a transformative journey of personal and professional growth. We are now accepting applications for both prospective mentors and mentees to join the 2025 cycle of the programme.

[LEARN MORE ABOUT THE PROGRAMME](#)

Visit the Community Business AwardStage website:

<https://2024cbawards.awardstage.com/#!/pl>

Step 2

AwardStage 2024 Community Business

Home LGBTQ+ Mentoring Programme LGBTQ+ Inclusion Index CB Award Categories Award Submission Award FAQs Contact Us [Login](#) [Register](#)

Register as an Entrant

Profile

Title *

First Name *

Last Name *

Register as an Entrant

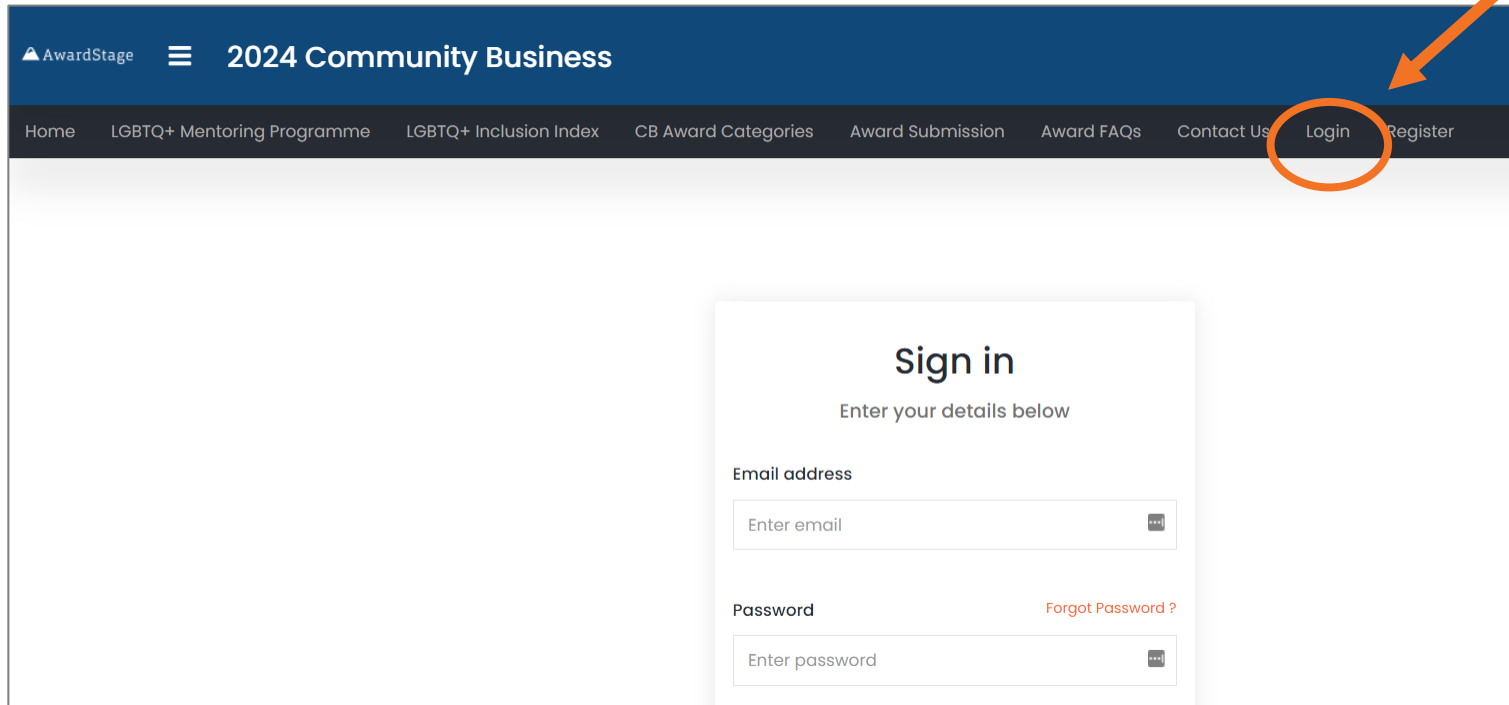
Step 2


The screenshot shows a web page titled '2024 Community Business' on the AwardStage platform. The navigation menu includes links for Home, LGBTQ+ Mentoring Programme, LGBTQ+ Inclusion Index, CB Award Categories, Award Submission, Award FAQs, Contact Us, Login, and Register. The main content area is titled 'Register as an Entrant' and contains a form with the following fields:

- Profile**
- Title *** (text input field)
- First Name *** (text input field)
- Last Name *** (text input field)

Fill in the information to register as an entrant

Step 3



AwardStage  2024 Community Business

Home LGBTQ+ Mentoring Programme LGBTQ+ Inclusion Index CB Award Categories Award Submission Award FAQs Contact Us **Login** Register

Sign in

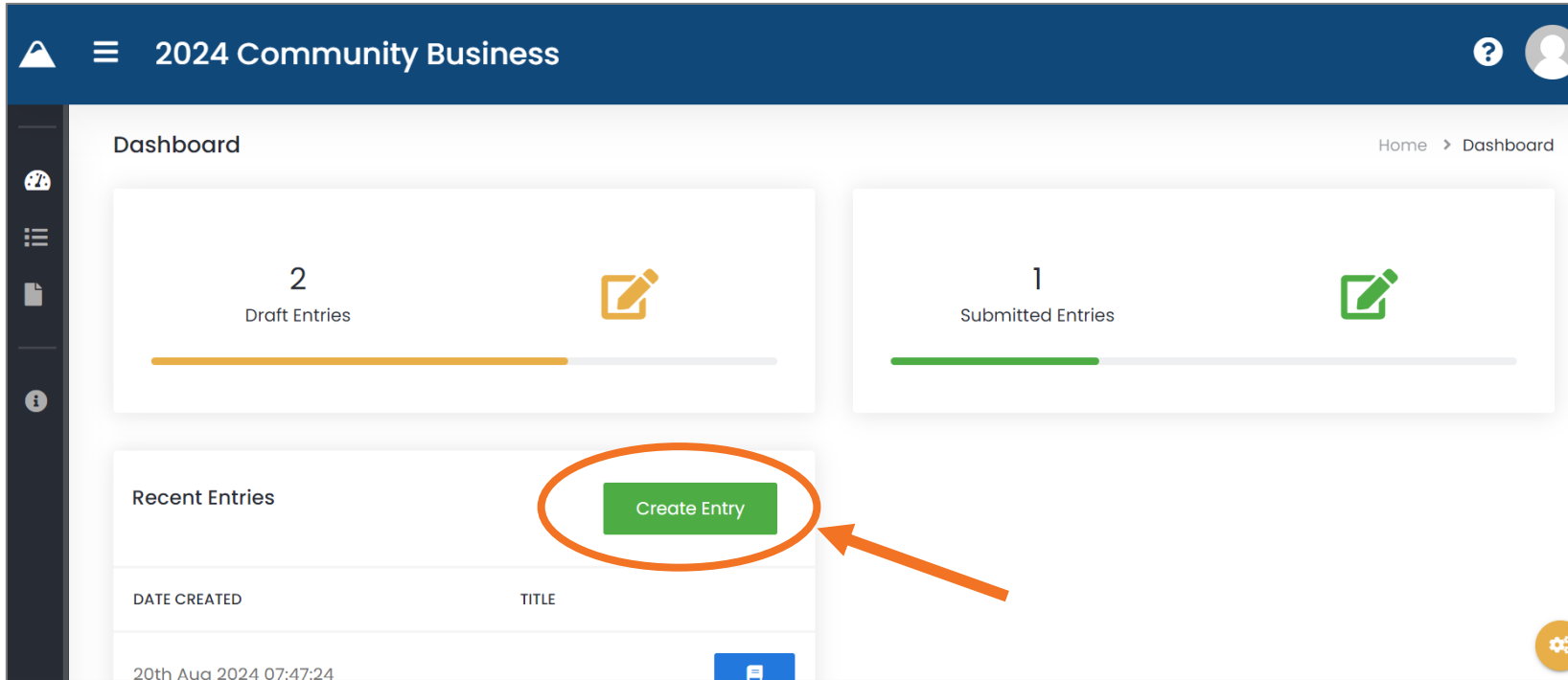
Enter your details below

Email address

Password [Forgot Password ?](#)

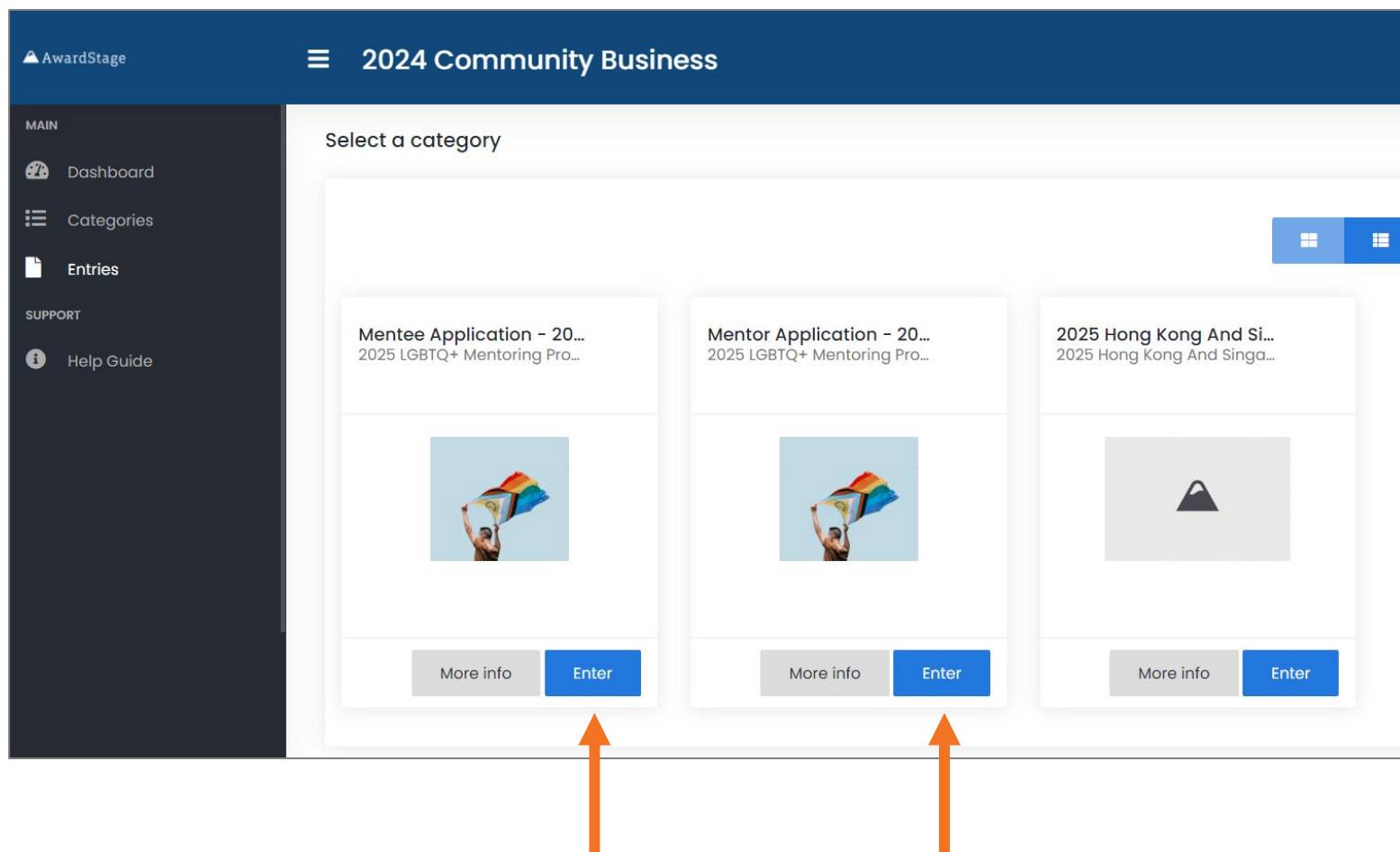
Login with your
entrant account

Step 4



Click “Create Entry”

Step 5



Start an entry for
your application

Step 6

Name your application entry
FULLNAME _DATE

Scroll down to fill in the
application form

AwardStage 2024 Community Business

MAIN

- Dashboard
- Categories
- Entries

SUPPORT

- Help Guide

Edit entry Home > Entries > Edit entry

Success! Your entry has been successfully created. Please complete the rest of the details

View PDF

Please enter the name of your submission *

Category

Mentee Application - 2025 LGBTQ+ Mentoring Programme

Page 1

Mentee Application

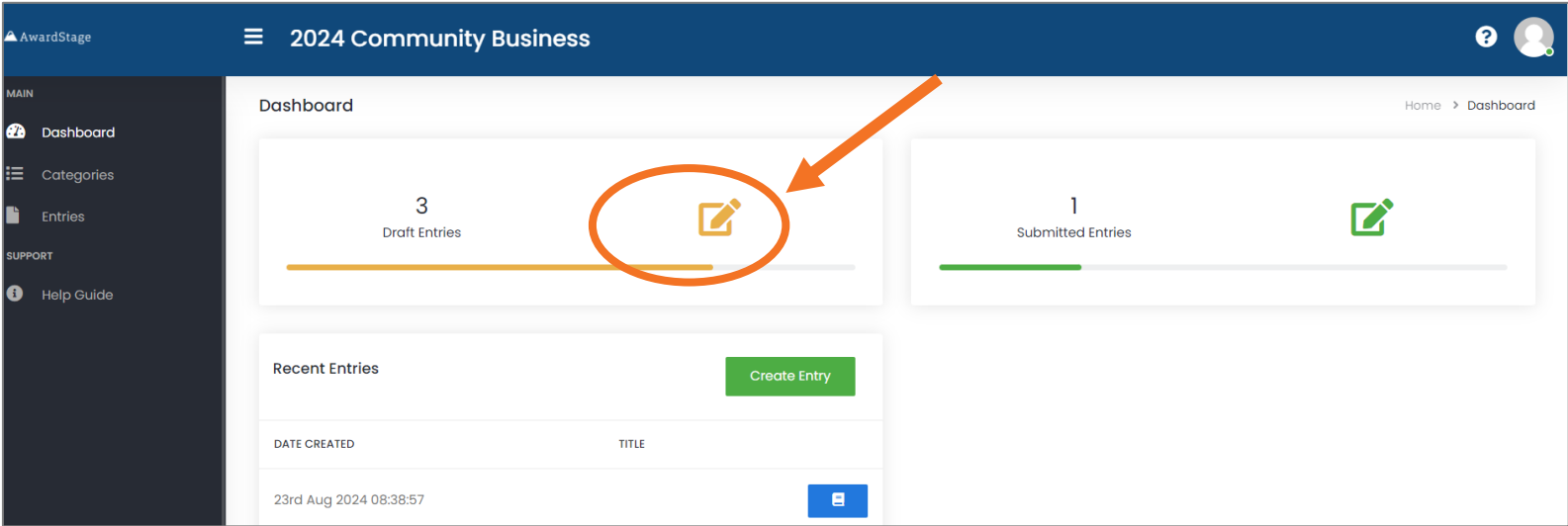
All applicants are required to attend at least one information session. If you have not, please kindly register to attend one of the sessions here to get a better understanding of the requirements of the programme.

Save Draft

Save Draft to save your response and continue your application later

The screenshot shows a web application interface for '2024 Community Business'. The top navigation bar includes 'AwardStage', a menu icon, the title '2024 Community Business', and a user profile icon. A dark sidebar on the left contains navigation links: 'MAIN' (Dashboard, Categories, Entries) and 'SUPPORT' (Help Guide). The main content area features a 'LinkedIn profile' field with a link icon, a section titled 'I identify as: *' with three radio button options: 'LGBTQ+' (selected), 'Other', and 'I do not identify as LGBTQ+'. Below this is a paragraph of text: 'Should you be selected for the programme, you will be invited for 15-minute online interview during the period of October to November 2024. Please ensure that you are available to attend an interview during this time.' A disclaimer at the bottom reads: '*All information will remain private and confidential and only be reviewed within Community Business.' At the bottom right, there are four buttons: 'Previous' (blue), 'Close' (grey), 'Save Draft' (yellow, circled in orange with an arrow pointing to it), and 'Next' (blue).

Save Draft



Click here to see non-completed applications

Upload Files

The screenshot shows the '2024 Community Business' upload page. It features a dark blue header with the 'AwardStage' logo and a navigation menu on the left. The main content area is divided into two sections. The first section is for uploading a CV, with instructions: 'Please upload your CV. * (PDF, SHEET, DOC, POWERPOINT, VECTOR) It will be used for selection process only. We accept files in pdf, sheet, doc, ppt and vector format.' Below this is a 'Drop files here' area with a search button. A green 'Upload' button and a red trash icon are visible below the drop area. An orange arrow points to the 'Upload' button. The second section is for uploading a headshot, with instructions: 'Please upload your headshot below. * (JPG, JPEG, PNG, GIF) It will be shared with the rest of the participants for the matching process if your application is successful. We accept files in jpg, jpeg, png and gif format.' This section also has a 'Drop image files here' area with a search button, and a green 'Upload' button and a red trash icon below it. At the bottom, there is a note: 'Your bio should be one A4 page long/ 500 words in Word doc format. Please include:' followed by a partially visible line of text. A settings gear icon is in the bottom right corner.

Click “Upload” after dropping the files in

Step 7

AwardStage 2024 Community Business

MAIN

- Dashboard
- Categories
- Entries

SUPPORT

- Help Guide

Please include:

- Your pronouns
- Where you come from
- The industry you are working in currently
- Your professional background
- Your purpose/goal joining this programme
- Some interesting facts about yourself

Your bio should not be a repetition of your LinkedIn profile. It is a chance for Mentees to get to know more about you as a person. It will be shared with the rest of the participants for the matching process if your application is successful.

Please upload your bio below. * (DOC)
We accept files in doc format.

Drop files here

Previous Close Save Draft Submit

Click “Submit” when you complete your application



Step 8

2024 Community Business

Submitting entries

Home > Entries > Submitting entries

ENTRY	VALIDATED	
CBA-SC-138659-4 - 123213		

Submit now

Click the green icon to edit your application

Click submit now to confirm your application

Partnership Opportunity

Sponsorship

Benefits	Gold US\$7,000	Corporate US\$5,000	Professional Development US\$1,500
Guaranteed placements in programme	4	2	0
Social Media Exposure			
Monthly posts on social media channels	✓	✓	✓
Video promotion on social media	✓	✓	
Brand Exposure			
Logo exposure on Community Business website	✓	✓	✓
Exposure on all relevant marketing and training materials in every monthly session	✓	✓	✓
Raise your company profile and be seen as an Employer of Choice	✓	✓	✓
Speaking opportunity at Graduation Event	✓		
Mention in our Impact Assessment	✓	✓	✓

Being featured as a sponsor

2024 Programme Sponsors

Gold Sponsor:

 **Manulife**


Corporate Sponsors:

ALLEN & OVERY **Bloomberg**

Morgan Stanley **WHITE & CASE**

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Featured on programme material

 **COMMUNITY BUSINESS**

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The goal of the LGBT+ Mentoring Programme is to increase the number of LGBT+ professionals in the leadership pipeline in Hong Kong to influence policy and decision-making across industry sectors.

Overview

In support of our mission to bring positive change to businesses which leads to positive change throughout society, we are excited to announce the 2024 Community Business LGBT+ Mentoring Programme. This 9-month programme, which began in 2020, fills a gap in the community for a structured, professionally ran mentoring scheme to support early-career LGBT+ professionals.

Sponsors

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 **Manulife**

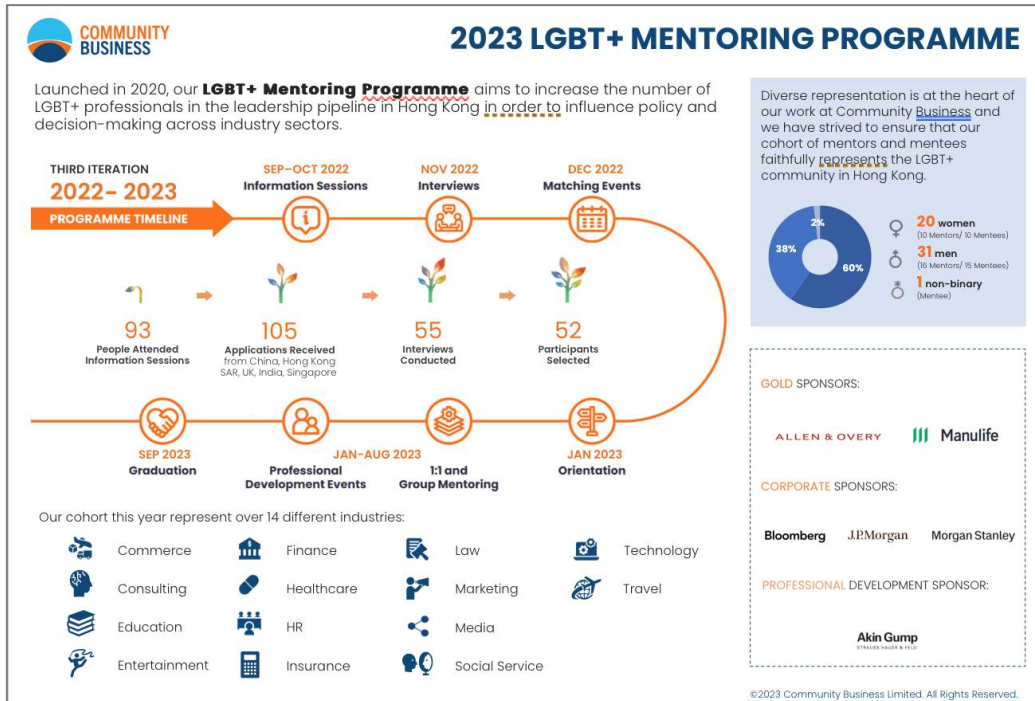
Corporate Sponsors:

ALLEN & OVERY **Bloomberg**

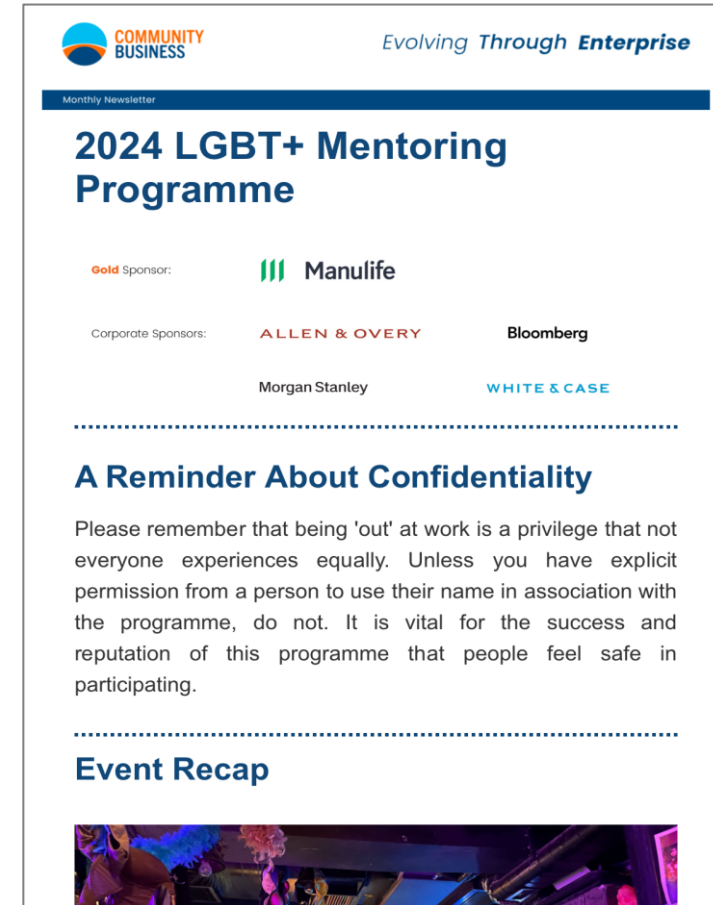
Morgan Stanley **WHITE & CASE**

[Featured on our webpage](#)

Being featured as a sponsor



Featured on programme flyer



Featured on programme monthly newsletter

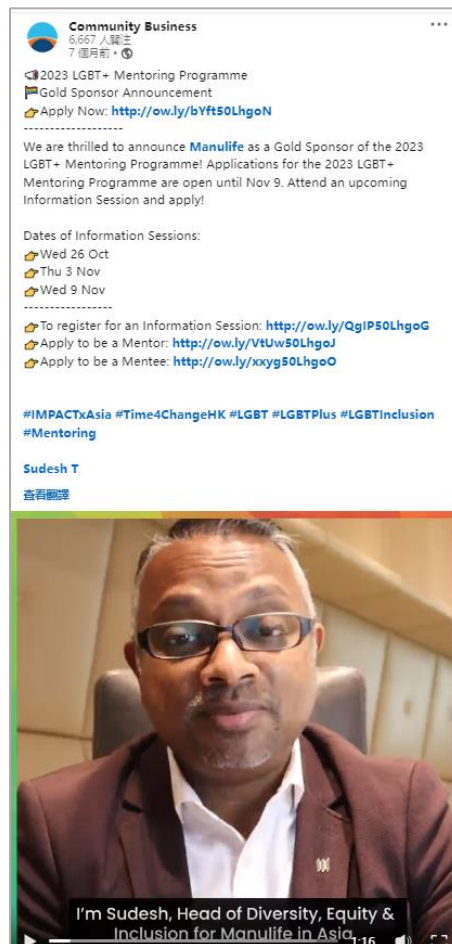
Being featured as a sponsor

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Manulife

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#IMPACTxAsia #Time4ChangeHK
#LGBT #LGBTPlus #LGBTInclusion
#Mentoring #Talent #Networking
#Asia #LGBTQ #LGBTQIA



ACKNOWLEDGEMENT

<ul style="list-style-type: none"> • Event Sponsor: <ul style="list-style-type: none"> • Refinitiv • Keynote Speaker: <ul style="list-style-type: none"> • Hitesh Ramchandani Global Motivational Speaker Paralympic Footballer Diversity and Inclusion Leader • Media Partner: <ul style="list-style-type: none"> • Matar Media • Performers: <ul style="list-style-type: none"> • Dance out of Poverty Shashwati P Inclusion and Diversity Consultant <p>Fair Opportunity</p> <p>Gold Sponsors:</p> <ul style="list-style-type: none"> • HKEX • J.P. Morgan <p>Participating Companies:</p> <ul style="list-style-type: none"> • Bank of America • Bloomberg • BNP Paribas • Credit Suisse • Dalwa Capital Markets • EY • Fidelity • Goldman Sachs • Hotel ICON • HSBC • KPMG • Manulife • Sino Group • Société Générale 	<ul style="list-style-type: none"> • External Speakers: <ul style="list-style-type: none"> • Eli Tang Trainee BNP Paribas • Flora Lam Occupation Therapist • Keryn Wong Managed Services Executive KPMG • Krishna (Ku)? Summer intern, Sales and Financial Analytics Bloomberg • Sho Dewan Founder, CEO and Career Coach Workhop • Tim Wong Manager SAHK Youth Development Platform • Walter Tsui Co-Founder and CEO CareER • Dr. William Chui Specialist in Psychiatry <p>LGBT+ Awards & Gala</p> <p>Awards Sponsor Judges:</p> <ul style="list-style-type: none"> • Andrea de Vincentis Regional Head of B2B Marketing, Asia-Pacific HSBC • Isabel Lam Chief People and Corporate Programme Management Officer AXA • Nikki Davies Head of Diversity and Inclusion (D&I) for Asia Pacific Credit Suisse 	<ul style="list-style-type: none"> • Robert Head Director, Proposition, Core Law, Asia and Emerging Markets Thomson Reuters • Sean Navin Managing Director Goldman Sachs • Sören Seitz Deputy Global Compliance Chief Manulife <p>External Judges:</p> <ul style="list-style-type: none"> • Dr. Ben Capell Founder and Principal BeCap Management Consultancy • David Hall Director of Communications Pink Alliance • Fern Ngai Former CEO Community Business • Peter Reading Senior Legal Counsel Equal Opportunities Commission • Prof. Suen Yiu-tung Assistant Professor and Graduate Division Head Gender Studies Programme The Chinese University of Hong Kong • Tracy Wong Harris Deputy Secretary-General Hong Kong Green Finance Association (HKGFA) • Dr. Travis SK Kong Associate Professor, Sociology and Programme Management Officer Director of Media, Culture and Creative Cities University of Hong Kong • Wayne Porritt Independent Non-Executive Director Noble Group 	<ul style="list-style-type: none"> • Award Sponsors: <ul style="list-style-type: none"> • AXA • Credit Suisse • Goldman Sachs • HSBC • Manulife • Thomson Reuters • Virtual Gold Sponsors: <ul style="list-style-type: none"> • Allen & Overy • Goldman Sachs • HSBC • J.P. Morgan • Manulife • Morgan Stanley • Nomura • Thomson Reuters • Virtual Corporate Sponsors: <ul style="list-style-type: none"> • Credit Suisse • Davis Polk & Wardwell • Kirkland & Ellis • Linklaters • Recording Venue Sponsor: <ul style="list-style-type: none"> • Allen & Overy • Exclusive Spirit Partner: <ul style="list-style-type: none"> • Brown-Forman • Exclusive Spirit Partner: <ul style="list-style-type: none"> • Victoria Wines • Prize Sponsors: <ul style="list-style-type: none"> • All About MEI Enterprises • AndFit • Barre 2 Barre • Brown-Forman
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Featured on social media

Video promotion on social media

Featured in Impact Assessment

Become a Session Leader

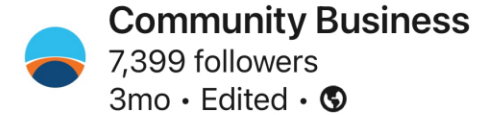
- Deliver one session to LGBTQ+ professionals and allies
- Increase your personal brand visibility
- Have your bio displayed on our Mentoring Programme collateral and website

Become a Venue Sponsor

Provide venue and catering for 60–70 participants

Your organisation enjoys:

- **Social media features**
- **Company profile**
- **Employer of Choice**



🇬🇧 2024 Community Business Mentoring Programme
👉 Learn more about the programme: <https://ow.ly/I8Vh50QhJNv>

A warm welcome to the mentors and mentees of the 2024 LGBTQ+ Mentoring Programme! Last week, Community Business hosted a Orientation Event, bringing together over 60 participants who will embark on a transformative 9-month mentoring journey. We extend our heartfelt appreciation to our venue sponsor, **Standard Chartered**, for their invaluable support. Wishing all the mentors and mentees the very best!

Programme Contact



Scot Hunter Jones

Senior Programme Manager, LGBTQ+
Community Business



Blake Chan

Programme Associate, LGBTQ+
Community Business



Sarah Chan

Programme Associate, LGBTQ+
Community Business

THANK YOU

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