DIVERSITY POWER LIST 2026/27

www.diversitypowerlist.com

INCLUSIVE AWARDS 2026

Hilton Liverpool City Centre
Thursday, November 12th 2026

www.inclusiveawards.co.uk

SHINING A LIGHT
ON INCLUSION

DIVERSITY POWER LIST

The Diversity Power List is produced by the Inclusive Awards, and recognises 50 of the most profound champions of inclusion, diversity professionals and D&I Leaders across the UK.

Those who have made the list are making a positive difference to the lives of others, creating an impact within their industry sector, and showcasing outstanding dedication to their cause.

The 2026/27 Diversity Power List was chosen by an independent panel of judges from nominations submitted by the public.

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In association with

INCLUSIVE AWARDS

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Carol Parillon



Cat Burns



Chris Henderson



Ciara Lawrence



Clara Amfo



Craig Henderson



Cynthia Fortlage



Dawn Airey CBE



Debbie Cannon



Dr Claire Norman-Maillet



Dr Frances Trought



Dr Shola Mos-Shogbamimu



Edward Enninful



Ekua Cant



Emma McNally



Faheem Khan



Fredi Nwaka



Georgina Warren



Hattie Brant



Helen Cooke CBE



Jack Latham



Janae Rochelle Owen



Jane Cubbin



Jillian Alexander



Joanne Vazquez-Kirby

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Joss Cambridge-Simmons



Laïla El-Métoui



Liz Nash



Lou Nylander



Luke Thomas



Mabinty Esho



Mars Lord



Mini Biswas



Ncuti Gatwa



Poggy Murray Whitham



Rachel Reign



Raga D'silva



Ritika Wadhwa



Roger Camrass



Rose Ayling-Ellis



Saba Ali



Sabrina Ben Salmi



Scott Burns



Soma Ghosh



Steven Hutson



Toby Gorniak MBE



Tony McCaffery



Usha Kong



Vince Pizzoni



Zoe-Jane Littlewood

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CAROL PARILLON

Carol Parillon is an Architecture Leader at NatWest with over 25 years' experience designing technical systems that enable innovation. She leads Data Architecture for the bank's Retail Data Transformation Programme, ensuring data drives better, more inclusive customer outcomes. Before NatWest, Carol spent almost 20 years at Shell, latterly as Chief Data Architect. She also served a two-year term as Data and Operations Officer for EDI (Everything Diversity and Inclusion), strengthening programme structures and embedding data-driven inclusion – support she continues to provide today.

Believing architecture must be equitable by design, Carol runs mentoring circles and work-experience programmes that break down barriers for underrepresented talent entering technology. Her industry leadership includes serving on the judging panel for the Everywoman in Technology Awards, championing women and leaders in senior technical roles. Carol's career blends large-scale data transformation with advocacy, ensuring the next generation of tech talent is as diverse as the communities it serves.



CAT BURNS

Cat Burns is a BRIT-nominated singer-songwriter using her platform to expand understanding of autism and neurodivergence. Diagnosed with ADHD and autism as an adult, she has spoken openly about the clarity diagnosis brought and the experience of growing up feeling different. Through interviews, social media and public visibility, Cat challenges narrow stereotypes about what autism looks like, particularly for Black women, queer people and those diagnosed later in life.

In 2025, she became a Celebrity Ambassador for the National Autistic Society, supporting greater acceptance, representation and understanding. Her advocacy sits alongside a successful music career built on emotional honesty and connection, showing that autistic people can be creative, visible and influential while helping others feel recognised, understood and less alone.



CHRIS HENDERSON

Chris Henderson is the founder of the UK Top Influencer Academy, creating accessible work experience at national-level events for young people across the North East. Chris launched the programme with just six students after recognising that many talented young people were excluded from creative industry opportunities concentrated in London and other major cities. Travel, accommodation and participation costs often place these experiences beyond their reach.

By bringing opportunities directly to the region, Chris grew the programme from six placements to 50 students from local colleges in 2026. Participants gained hands-on experience across production, photography, videography, hair, makeup and event operations at a celebrity-led national event. Chris is now working towards creating 250 placements, giving more young people the confidence, experience, professional networks and CV credentials needed to enter competitive creative industries, regardless of their financial circumstances, location or existing connections.



CIARA LAWRENCE

Ciara Lawrence is a person with a learning disability and works for the UK Leading learning disability charity Mencap in the Communications, Advocacy and Activism Directorate Team as Engagement Lead. Ciara has worked for them for Mencap for 24 years. Ciara is also a Get Lippy Campaign Ambassador for the Gynaecological cancer awareness charity The Eve Appeal and cancer awareness charity Grace Women.

Ciara is passionate about challenging attitudes about people with a learning disability like her. One of the ways Ciara did this was through her own podcast Ciara's Pink Sparkle Podcast during Covid which helped to raise positive awareness of people with a learning disability. Some guests were, Jeremy Vine, Rob Brydon and Gabby Logan. In Ciara's personal life, she has been happily married for 13 years.



CLARA AMFO

Clara Amfo is one of the UK's most influential broadcasters and a 2026 Ethnicity Awards finalist, widely recognised for her sustained advocacy for Black British culture and inclusive media representation. Through her long-standing BBC career, she has consistently used her platform to spotlight underrepresented artists, challenge inequity in the music industry and push for greater diversity across radio and television.

Her widely discussed on-air reflections about racial justice strengthened public conversations around representation and helped catalyse more inclusive editorial practices. Beyond broadcasting, she regularly supports cultural organisations and campaigns focused on equity in the creative industries, contributing to panels, events and initiatives that centre Black talent and lived experience. Amfo's work continues to influence how UK media approaches inclusion, ensuring emerging voices are heard and celebrated.



CRAIG HENDERSON

Craig Henderson is the founder of Craig's Barbershop in Bolton, created to make haircuts more accessible for disabled and neurodivergent people who may struggle in traditional barbershop settings. Through patience, trust and understanding, Craig adapts each appointment around the individual, working closely with families and allowing children to progress at their own pace.

His approach has helped many achieve their first successful haircut, turning a previously distressing experience into one that builds confidence, independence and dignity. Craig also delivers workshops to improve accessibility across the hair industry. His work has been nationally recognised, including the NHS Community Champion Award and The Sunday Times Alternative Honours List.

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CYNTHIA FORTLAGE

Cynthia Fortlage is an award-winning leader reshaping how organisations understand and practise inclusive leadership. With more than 25 years in senior executive leadership, including CIO roles, she brings deep commercial experience to complex questions of leadership, inclusion and human difference. Her work translates conversations around gender, identity, power and human rights into practical leadership behaviours with measurable organisational impact.

Her philosophy, Acceptance without Understanding™, reframes inclusion as a leadership responsibility grounded in dignity and respect. Cynthia has delivered more than 550 engagements across 500+ organisations in over 30 countries. A former board member of Outright International, she has advocated for LGBTIQ human rights at UN level. Her work bridges human rights and business performance, helping leaders create workplaces where people can belong even amid difference, disagreement and complexity.



DAWN AIREY CBE

Dawn Airey CBE is a pioneering British media executive, sports administrator and independent director whose career spans broadcasting, entertainment, women's sport and the arts. She has held senior leadership roles across Channel 5, Channel 4, ITV, Sky, Yahoo and Getty Images, including serving as CEO of Channel 5 and Getty Images. As Chancellor of Edge Hill University, she champions education, ambition and opportunity. Dawn also chairs the Barclays Women's Super League and Women's Championship board, the National Youth Theatre and Digital Theatre+, and serves as Deputy Chair of Channel 4.

Her leadership has widened representation across media, culture and sport, particularly through her commitment to women's football, young creative talent and accessible arts education. Awarded a CBE for services to theatre and charity, she continues to use her influence to expand visibility, participation and opportunity.



DEBBIE CANNON

Debbie Cannon leads Trans Without Abuse, part of My CWA, a regional by-and-for service supporting trans and non-binary adults affected by domestic abuse in Cheshire. Since joining My CWA in October 2023, she has drawn on lived experience and specialist expertise to develop trauma-informed, identity-affirming support for survivors. She founded a Pan-Cheshire multi-agency collaboration and the North West Trans and Non-Binary Domestic Abuse Conference, bringing professionals together to strengthen understanding and improve practice.

In June 2024, Debbie created Live Free, the world's first online domestic abuse recovery programme written specifically for trans and non-binary survivors. She also delivers domestic abuse training. Her community leadership includes serving as Director of Trans Pride Manchester, co-founding Communi-T in Dorset, and establishing an LGBTQIA+ cancer support group in Liverpool in her role as a psychotherapist.



DR CLAIRE NORMAN-MAILLET

Dr Claire Norman-Maillet is a leading voice on inclusion across financial services, higher education and wider society, as a result of combining academic research, industry leadership and personal experience. Her work centres disability inclusion, particularly neurodiversity and stammering, and introduces concepts including the "fluency-value nexus" and double-masking to expose how institutional processes and systems misinterpret difference as risk.

Claire's current interdisciplinary research spans neurodiversity, communication and inclusion, with these papers selected for presentation at conferences all over the world. Claire, who stammers and has always spoken openly about it, was diagnosed with ADHD in 2025 and ASD in 2026, using her platform to highlight women receiving later diagnoses. She has founded successful initiatives since 2014 to raise awareness and currently mentors neurodiverse professionals, championing transparent and human-centred leadership.



DR FRANCES TROUGHT

Dr Frances Trought is a London-based founder, consultant, speaker and author who has spent nearly two decades advancing equity, employability and inclusion for under-represented students. She is the author of Brilliant Employability Skills and has worked across higher education, employer engagement and strategic skills development to help students bridge the gap between education and industry.

Her work includes creating opportunities for students from diverse backgrounds, encouraging wider career thinking and partnering with major employers to improve access to professional networks. Frances founded Everything D&I and has been associated with initiatives such as the I Accelerator work experience scheme, first piloted with Microsoft in 2019. She is recognised for championing practical employability, confidence, visibility and equitable pathways into work, and received an honorary doctorate from London South Bank University.



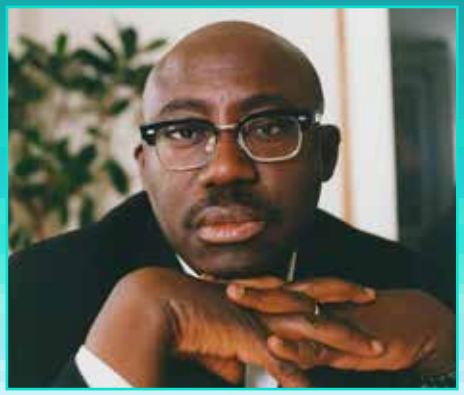
DR SHOLA MOS-SHOGBAMIMU

Dr Shola Mos-Shogbamimu is a lawyer, author, public speaker and political commentator whose work focuses on race, gender, law, politics, diversity, inequality and exclusion. She is a New York Attorney and a Solicitor of England and Wales with experience in financial services, and holds an Executive MBA from Cambridge, a PhD from Birkbeck, an LLM from the London School of Economics, an MA from Westminster and an LLB from Buckingham.

She founded Women in Leadership and established She@LawTalks to promote women and Black, Asian and minority ethnic leadership in the legal profession. Her book This Is Why I Resist challenges racism and the external definition of Black identity. Through media commentary, writing, teaching and campaigning, she scrutinises institutions and policies while advocating for social justice and structural change.

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EDWARD ENNINFUL

Edward Enninful is a transformational editor, stylist and cultural leader who has reshaped fashion media through inclusion, representation and creative excellence. Born in Ghana and raised in Ladbroke Grove, London, he entered fashion as a teenager and became fashion director of i-D magazine at 18, one of the youngest to hold such a role. He went on to work with Vogue Italia, American Vogue and W, and in 2017 became the first Black editor-in-chief of British Vogue.

Under his leadership, the magazine broadened its covers, contributors and storytelling to reflect wider society, championing disabled people, older women, people of colour, LGBTQ+ communities and underrepresented creatives. His work, memoir A Visible Man and institutional recognition have made him a defining voice for equity, visibility and cultural change in global fashion and media today.



EKUA CANT

Ekua Cant is an award-winning speaker, author and visibility expert helping diverse speakers build visibility, credibility and income. She founded a global movement advocating for speaker equity, with a mission to support 1 million diverse speakers into paid opportunities by 2030. Through education, strategy, training and real-world opportunities, she supports diverse speakers globally to become more visible and commercially confident.

She has created two Visible Leadership Summer Showcases, giving diverse speakers opportunities to showcase their expertise, build their profile and connect with potential opportunities. She is the author of Your Platform Power, introducing the PAID Framework to help diverse speakers build visibility, credibility and commercial success. Her work empowers diverse speakers to recognise their value, use their voice and create greater access to diverse speakers on stages globally.



EMMA MCNALLY

Emma McNally is Chief Executive Officer of Tourettes Action, the UK charity providing support, training and awareness for people living with and affected by Tourette syndrome. She joined the charity as CEO in January 2022 and is described by Tourettes Action as both a successful business executive and a committed campaigner for the needs of people with Tourette syndrome.

Emma is also the parent of a child with TS, bringing lived family experience to her leadership and advocacy. Her previous career spans IT consultancy, project management, technology leadership and founding a mobile app development company. Through Tourettes Action, she campaigns for improved access to diagnosis, treatment and support, challenges misconceptions about Tourette syndrome and works to strengthen understanding among families, professionals, schools, workplaces and the wider public.



FAHEEM KHAN

Faheem Khan is the Founder and CEO of Future Leaders UK, an award-winning social mobility organisation supporting almost 20,000 young people annually. A former teacher and senior school leader, Faheem has transformed his lived experience of inequality into a national movement expanding opportunity for young people too often excluded from it.

Working across government, education and business, he has built partnerships that open doors to leading universities and employers, while helping organisations create more inclusive pathways into work and leadership. His impact has been recognised nationally, including Future Leaders UK being named Non-Profit of the Year at the British Diversity Awards and receiving the Mayor of London's Long-Term Impact Award. Faheem's mission is simple but ambitious: to ensure a young person's background never determines their future, and to build a generation of diverse leaders who reshape Britain.



FREDI NWAKA

Fredi Nwaka is a filmmaker, author, mentor and community leader whose work spans film, media, publishing, motivational speaking and wellbeing. Through H.E.A.L Daily CIC, he centres community, recognition and empowerment for Black men and women. He founded The Power of a Man Awards and The Power of a Woman Awards, creating platforms that celebrate and elevate people of colour.

His mentoring and speaking work supports young people to build confidence, resilience and purpose. Fredi's contribution is active and practical, rooted in service and representation, and he continues to widen visibility, opportunity and aspiration across communities.



GEORGINA WARREN

Georgina Warren is Global Inclusion & Impact Director at IHG Hotels & Resorts, leading inclusion strategy across 6,000+ properties in more than 100 countries. With five years at IHG and over a decade's experience across hospitality, financial services and professional services, she brings a strategic, people-first and commercial approach to inclusion. Working closely with HR and business leaders, Georgina embeds inclusion across the employee experience and HR lifecycle, while strengthening Employee Resource Groups as drivers of policy, engagement and leadership capability.

Her remit also spans the customer experience, helping create more inclusive guest journeys, and supply chain development, creating opportunities for small businesses. A CIPD-qualified professional and Executive Coach, Georgina is also founder of Inner Shift, supporting founders and senior leaders through growth and leadership development. She was named a WeAreTheCity Rising Star and recognised among WiHTL's Women to Watch.

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HATTIE BRANT

Hattie Brant is the founder of Purpledayss, a purpose led brand and platform sharing Diversity, Equality and Inclusion through advocacy for epilepsy, mental health and hidden disabilities. Living with epilepsy gives her first hand insight into the inequalities faced in workplaces and education, which she challenges through awareness, training and bold creative campaigns. She works full time in a primary school, ensuring epilepsy is recognised and staff are trained to support pupils.

Through Purpledayss she leads community driven initiatives such as the #KickForEpilepsy campaign, transforming clinical language into accessible conversations. Her advocacy includes highlighting the need for seizure action plans, reasonable adjustments and better education, including speaking at the House of Parliament. She shares her experiences across social media, support groups and medical conferences to amplify underrepresented voices.



HELEN COOKE CBE

Helen Cooke CBE is a leading disability inclusion expert and founder/CEO of MyPlus, dedicated to empowering disabled people and those with long-term health conditions to achieve meaningful careers. Drawing on lived experience as a wheelchair user, she has spent over two decades transforming disability inclusion across employers and universities.

Through the MyPlus Employers' Club, Students' Club and Career Insight events, Helen has supported thousands of disabled students to build confidence, access opportunities and realise their potential, while helping employers create more inclusive recruitment practices and workplaces. Helen has been recognised on the Shaw Trust Disability Power 100 and awarded a CBE in the 2026 New Year Honours for services to disability employment and inclusion. Her pioneering work, leadership and commitment have had a profound and lasting impact on disability employment across the UK, transforming both opportunities and attitudes.



JACK LATHAM

Lyndsey Simpson is the founder of 55/Redefined, an organisation dedicated to empowering the over-50s workforce and the businesses that employ them. She combines exclusive data and insight on the over-50 demographic with practical programmes that help organisations recruit, retain and leverage the strengths of seasoned professionals. Lyndsey's research highlights the talents, preferences and aspirations of older workers, providing businesses with evidence to design inclusive talent strategies and unlock the potential of this often-overlooked cohort.

Her work reframes age as an asset, championing new pathways to employment and leadership that benefit individuals and organisations alike. Recognised as one of the UK's Top 35 Businesswomen by Management Today and The Sunday Times and listed among the UK's 50 Most Inspirational Female Entrepreneurs, she was shortlisted for the Veuve Clicquot Bold Future Award in 2024. Lyndsey's book, The Age Rebellion: Plan Your Future and Thrive, is due for publication in May 2026.



JANAE ROCHELLE OWEN

Janae Rochelle Owyn also known online as the CurvyBlackWitch, is a Jamaican-British lesbian creator based in Birmingham whose work blends comedy, empowerment, spirituality and unapologetic self-representation. One of the UK's fastest-rising LGBTQIA+ digital voices, she has built a powerful community of more than 1.3 million TikTok followers and over 40 million likes, driven by her bold, humorous and deeply human storytelling.

Janae's content centres Black women, queer identity, body positivity and spiritual reclamation, offering a space where authenticity and joy take the lead. Her intersectional advocacy — shaped by her experiences as a Black, plus-size, neurodivergent lesbian — has made her a standout cultural voice. In 2026, she was honoured as Campaigner or Influencer of the Year at the Rainbow Honours, recognising her impact across digital activism and representation.



JANE CUBBIN

Jane Cubbin is a values-led Culture, Engagement and Inclusion leader, passionate about turning inclusion from policy into lived experience. Now Culture, Engagement and Inclusion Manager at DfT Operator, Jane is helping to shape an inclusive, people-centred culture as the railway transitions towards Great British Railways. Previously Diversity & Inclusion Manager at TransPennine Express, she embedded inclusion into everyday culture and leadership across a safety-critical organisation.

Jane has led work across neurodiversity, disability, LGBTQ+ inclusion, allyship and psychological safety, building networks, partnerships and lived-experience-led change. She draws on both professional expertise and personal lived experience, including as the parent of a trans son, to build trust, challenge stigma and create meaningful change. Jane was named Corporate Ally of the Year at the 2026 Rainbow Honours, recognising her longstanding commitment to allyship and inclusion.



JILLIAN ALEXANDER

Jillian Alexander is the founder of Unbound Programme CIC in Manchester, where she has created a survivor-centred model transforming recovery for people who have experienced modern slavery. Her UNBOUND Framework (Unlock, Unlearn, Unfold, Uplift, Unbound) provides a holistic pathway towards recovery, autonomy and empowerment, supporting survivors to rebuild confidence, pursue education and entrepreneurship, strengthen wellbeing and develop leadership.

Jillian champions dignity, inclusion and lived experience, ensuring survivors are supported to shape their own futures and influence systems. Her vision is to take the UNBOUND Framework to Westminster, helping inform national policy and expand survivor-centred approaches across the UK. Her work demonstrates measurable social impact and a powerful model of inclusive leadership.

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JOANNE VAZQUEZ-KIRBY

Joanne is a global inclusion leader who has transformed DEI from a standalone agenda into an integral part of business strategy. As Global Head of Diversity, Equity & Inclusion at Skyscanner, she leads the organisation's global inclusion strategy, working with leaders to embed equity and belonging across culture, leadership and decision-making. With experience spanning APAC, EMEA and the US, Joanne has driven organisational transformation across multinational businesses for more than six years. At Skyscanner, she evolved the DEI strategy through the RISE Framework, launched the Count Me In demographic data campaign, embedded Inclusive Leadership into manager development and strengthened the connection between DEI and ESG. Her influence now extends beyond employee experience into product, procurement and traveller inclusion. A respected industry voice, Joanne shares practical insight at events, championing sustainable, measurable approaches to building inclusive organisations.



JOSS CAMBRIDGE-SIMMONS

Joss Cambridge-Simmons is an award-winning childcare specialist, professional nanny, speaker, and the founder of Jossy Care. With over 19 years of dedicated experience across early childhood education and community advocacy, Joss is a passionate champion for dismantling gender stereotypes in caregiving, promoting emotional literacy, and embedding love ethics and co-regulation into modern childcare.

Recognised widely for his leadership and impact, Joss is a recipient of the National Diversity Award for Positive Role Model for Gender, UK Nanny of the Year, the Multicultural Inspire Role Model of the Year, and the Gentleman of Hearts Award. Guided by his ethos, "I was loved well, so I love well," he actively empowers families, supports practitioners, and works across communities to ensure children and carers alike are met with genuine attunement, dignity, and care.



LAÏLA EL-MÉTOUI

Laïla El-Métoui is an LGBTIQA+ intersectional equity educator, CEO of LEM Education and founder of Pride in Education, Educating Out Racism, Proud London Councils and SWANA Queers. Drawing on her lived experience as a neurodivergent Arab lesbian and over 30 years across public and private sectors, she has reshaped inclusive practice in education and the workplace, queering the UK ESOL curriculum.

Core member of the GLA Mayor of London LGBTIQ+ Community Forum and three-time UN Women UK CSW Participant, Laïla is Stonewall Lesbian Role Model of the Year 2020, a two-time Trans Ally finalist, and features on the Pride Power List 2021, National Diversity Power List Top 50 (2023, 2024), Diva Power List and Top 20 Lesbian Trailblazers 2025, and is a 2026 Diva Awards Changemaker finalist.



LIZ NASH

Liz Nash is Learning and Development Manager at UK Power Networks, where she is responsible for employee and leadership development, inclusion and young people outreach strategies. She started in UK Power Networks Talent Acquisition team in 2018 and has continued to focus on developing talent, widening access and supporting inclusive workplaces ever since. Her previous role as Workforce Development and Partnerships Lead included designing and implementing Powering Potential, a suite of training, support and internship opportunities for underrepresented groups at different stages of schooling.

Liz has also supported STEM ambassador activity, apprentice recruitment, community access, digital skills development and engagement with the Armed Forces community. Through UK Power Networks' EMPower Community and wider workforce resilience work, she helps build understanding, confidence and practical commitment to equity, inclusion and opportunity across the organisation and its communities.



LOU NYLANDER

Lou Nylander has spent almost 20 years working in male-dominated industries including adtech, programmatic advertising and media. In 2016 she founded Wildflowers of London, a community for women in business that has grown to over 900 members and was named Community Business of the Year by the London Chamber of Commerce.

Now a Community Interest Company, Wildflowers provides connection, mentorship and belonging. Lou also runs wild for purpose, a coaching practice supporting women and people of colour to break through systemic barriers, currently working towards full ICF accreditation. She curates panels on allyship, AI and inclusion. Lou is a trustee at Avante Care & Support.



LUKE THOMAS

Luke Thomas is Chief Executive Officer of World Child Cancer and a trustee of Lepra, with more than 21 years' experience in the not-for-profit sector. At World Child Cancer, he leads an international organisation working to address the profound inequity in childhood cancer care, where a child's chance of survival remains heavily influenced by where they are born. Luke champions locally led, sustainable approaches that strengthen health systems and expand access to diagnosis, treatment and support for children and families.

Across his career, including more than a decade at the MS International Federation, he has worked internationally to build partnerships, strengthen organisations and mobilise resources for health and disability. His leadership is rooted in collaboration and the belief that lasting change comes from working alongside communities and partners to build stronger, more equitable systems.

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MABINTY ESHO

Mabinty Esho FCIPD is a senior People and Culture leader, moving into the role of Talent, Equity & Voice Lead at The Crown Estate, having previously served as Head of Culture and Inclusion at Comic Relief. With cross-sector experience across charity, public and education settings, she is known for creating workplaces where fairness, transparency and belonging are treated as foundations rather than optional extras.

At Comic Relief, she led a three-year DEIB strategy, co-authored a Cultural Charter and introduced an anti-racism leadership programme, contributing to improved cultural assessment scores and sector recognition. Originally from Sierra Leone, her lived experience informs her leadership, speaking and mentoring. She also serves as a Non-Executive Director at Cruse Bereavement Support and as a school governor, championing inclusive governance and wellbeing.



MARS LORD

Mars Lord is a coach and a birth activist specialising in helping Black women step into their power, get recognised at the level they already operate at, and dismantle beliefs shaped by systems not built for them. She has spent decades as a doula, advocating for equitable treatment and better outcomes for Black and Brown-bodied women in childbirth.

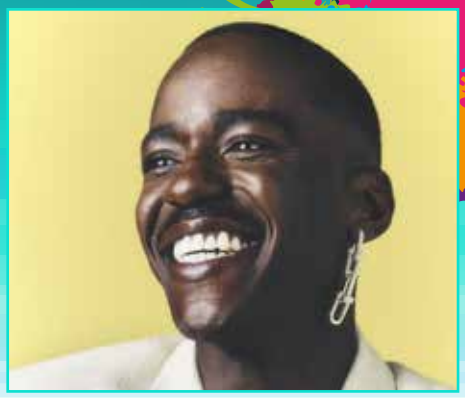
Her coaching approach blends safety with challenge, supporting clients to shift limiting beliefs, reclaim their voice and pursue the success they deserve. Mars uses the term “Black-bodied” following Resmaa Menakem’s work on racialised trauma, and her practice centres the elevation, visibility and liberation of Black women. She also shares structural insights for service-based solopreneurs through writing and speaking.



MINI BISWAS

Mini Biswas is an award-winning British Indian AI leader who is redefining what inclusive innovation looks like in the age of artificial intelligence. A passionate advocate for equity in technology, she combines technical leadership with a commitment to creating opportunities for others. Through mentoring, speaking, community engagement and industry leadership, Mini is helping to shape a more inclusive future for technology while championing responsible, human-centred AI.

Recognised as AI Leader of the Year, a TechWomen100 winner, DEI Champion in the Copilot Innovation Awards, and a Rockstar Woman in AI , she is a visible role model whose influence extends beyond the workplace, inspiring the next generation to see themselves in technology and leadership.



NCUTI GATWA

Ncuti Gatwa, the first Black actor to portray the Doctor in Doctor Who, represents a landmark moment for representation in UK television. His casting has been widely acknowledged as a significant step forward for racial inclusion in one of Britain's most enduring cultural franchises. Alongside this milestone, Gatwa continues to champion LGBTQ+ visibility, Black joy and inclusive storytelling through his roles and public advocacy.

His work in Sex Education highlighted queer narratives and intersectional experiences, contributing to broader conversations about identity and belonging in youth-focused media. In 2026 he remains an influential cultural figure, using interviews, public appearances and creative choices to support more diverse narratives across film and television. Gatwa's impact extends beyond screen representation, helping shape industry expectations around inclusive casting and storytelling.



POGGY MURRAY WHITHAM

Poggy Murray Whitham is a leading voice on inclusion in engineering, manufacturing and STEM, combining senior technical expertise with both professional and lived experience. A Black, queer, non-binary, disabled and autistic former senior manager in automation engineering, Poggy founded OutEngineered to re-engineer inclusion in complex environments, contributing expertise to numerous projects, including an award-winning wellbeing app recognised by industry.

As COO of Divrsity, they embed measurable DEI action through data and AI driven insight. Poggy holds advisory roles with the Royal Academy of Engineering, Engineering Council UK, Engineering Professors' Council, LGBT Foundation and Women in Manufacturing, and has led on several original research projects. Poggy is a TEDx speaker, bestselling author of Inclusion Moments, and was recently appointed a Visiting Professor in Inclusive Engineering Design and Innovation by the Royal Academy of Engineering, known for connecting personal experience with board level influence.



RACHEL REIGN

Rachael Reign is an award-winning specialist in spiritual and cultic abuse and Founder and CEO of Surviving Universal UK, the UK's Black-led specialist organisation supporting survivors of spiritual and cultic abuse. Drawing on lived experience, she has built national leadership across survivor support, safeguarding, public education and policy advocacy, with particular focus on communities underserved by mainstream systems.

Her expertise informs government, parliamentary and national safeguarding work, helping strengthen recognition and responses to spiritual and cultic abuse. Her advocacy has featured across major media, including BBC Panorama, The Guardian and Good Morning Britain. Through Surviving Universal UK and her wider public work, Rachael challenges coercion, exploitation and institutional silence, strengthens accountability and creates practical pathways towards safety, justice and recovery. Her work centres survivor voice while pushing institutions to recognise harms too often overlooked.

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RAGA D'SILVA

Raga D'silva is Co-Founder of Older Queer Voices, a platform bringing the lives and experiences of older LGBTQ+ people into greater visibility through podcasts, research, roundtables, events and multi-generational conversations. Her work confronts ageism, loneliness, belonging, housing and care, while creating spaces where older queer people are seen, heard and valued.

Alongside running Older Queer Voices, Raga is an author, speaker and creative activist. Her first book, Untold Lies, explored identity, family and the cost of hiding who we are. She is currently writing two further books and a short film script, continuing to use storytelling to bring unheard lives into view. Raga was recognised on the Pride Power List 2026, DIVA Power List 2026 and PinkNews' 100 influential people, and received the Inspiring Voice Award at the ELLA International Lesbian Festival.



RITIKA WADHWA

Ritika Wadhwa is an award-winning leader and Cultural Intelligence practitioner with over 30 years of experience across three continents. Born in India, she broke barriers as an immigrant to Canada and the UK, bringing a lived understanding of difference to everything she does. Founder and CEO of Prabhaav Global — prabhaav meaning impact in Hindi — she is a CQ Fellow and Leadership Fellow at Windsor Castle.

She sits on several boards and works with senior leaders across the public and private sectors to bring inclusion and innovation to the heart of organisations. She is the published author of Not Optional: Applying Cultural Intelligence to Lead Through Complexity and Change. Her mission is simple: Cultural Intelligence is not optional. It is the capability that transforms leadership.



ROGER CAMRASS

Roger Camrass is a technology pioneer, futurist and business transformation adviser whose career has spanned more than 50 years. While working as an ARPA Research Fellow at MIT in the 1970s, he contributed to work connected with the development of packet-switching approaches that helped shape the modern internet. He has since helped major organisations understand and apply successive waves of digital change, including networking, outsourcing, business re-engineering, e-commerce, cloud, mobile, 5G and artificial intelligence.

Roger is Research Director of CIONET International, has been a visiting professor at the University of Surrey and has held senior roles with organisations including Ernst & Young, Arthur D. Little, Fujitsu Services and Stanford Research Institute Europe. His work bridges business strategy and technology, helping leaders turn innovation into practical organisational advantage.



ROSE AYLING-ELLIS

Rose Ayling-Ellis has become one of the UK's most impactful advocates for disability inclusion in entertainment. Since her groundbreaking Strictly Come Dancing win, she has used her visibility to push for authentic deaf representation, improved access standards and inclusive casting across television and theatre. In 2026, she continues to work with broadcasters, production teams and industry bodies to embed British Sign Language in mainstream programming and challenge outdated portrayals of deafness.

Her documentary and acting projects have strengthened public understanding of deaf culture, while her advocacy has influenced policy discussions around accessibility in the arts. Ayling-Ellis's leadership has helped shift the industry from symbolic inclusion to structural change, ensuring deaf creatives have equitable opportunities both on and off screen.



SABA ALI

Saba Ali FRSA is an award-recognised advocate specialising in intersectionality, cultural abuse and the experiences of marginalised communities. As a queer South Asian with lived experience of trauma and discrimination, she brings critical insight to institutions including the Metropolitan Police Service (MPS), focusing on hate crime, VAWG and the needs of LGBT+ Black, Brown and marginalised communities.

She contributes to key MPS forums and is LGBT+ and Women's Lead at the Alliance for Police Accountability. Saba is Chair of the Ban Conversion Practices Coalition, Royal Society of Arts LGBTQIA+ Network Lead, trustee of Building Bridges for Peace, Advisory Board Member for the Centre for the Prevention of VAWG and Advisory Committee Member of Surviving Universal UK. She also supports Sutton Council sexual health and suicide strategies, and mentors' young people.



SABRINA BEN SALMI

Sabrina Ben Salmi BSc, FRSA is a UK-based advocate transforming modern parenting for over one million families through publishing, education, advocacy and intergenerational leadership. As Founder of Unheard Cries of a Mother, creator of Dreaming Big Together and Founding Director of Harris Invictus Academy, her work champions educational opportunity and inclusion.

Her honours include the Visionary Award at the Global Black Impact Summit, the Black Achievement Award for Best Dyslexic-Owned Business and ranking No.2 among the UK's Top 50 Most Inspirational Black Women. Alongside children: Lashai, Tray-Sean Esq, Yasmine, Paolo & Amire all UN & TEDx speakers etc, she leads a global platform advancing youth empowerment and representation. Their collective impact includes global youth consultations, international resource distribution and a commissioned National Portrait Gallery portrait as "Change Makers 2025/26.

DIVERSITY POWER LIST

2026/2027 Honours List



SCOTT BURNS

Scott Burns is a disability and inclusive sports leader dedicated to expanding access to rugby league. He has developed disability rugby league programmes at Wigan Warriors and Leigh Leopards, creating training, competitive opportunities and building supportive communities for athletes with physical and learning disabilities. He served as the inaugural head coach of Scotland's Physical Disability Rugby League team, building an inclusive team culture focused on skill, teamwork and personal growth.

Through work with Wigan Council's Be Well Active Inclusive Team, he delivered rebound therapy, Wheels for All cycling, play and climb activities, targeted swim sessions, Boccia and supervised gym sessions. His work promotes physical health, social connection and belonging. Personally, he is both a disability coach and a coach with disabilities following an autism diagnosis at 40 and also living with monocular vision has created inclusive opportunities for all.



SOMA GHOSH

Soma Ghosh is a careers adviser with over 16 years' experience supporting young people in education. She started The Career Happiness Mentor in 2016 to support women to navigate their careers with confidence, particularly those facing burnout, workplace challenges or lack of direction. She leads with honesty and lived experience, openly sharing her journey with endometriosis, infertility and grief to create space for conversations often overlooked in professional settings.

Through her platform, podcast and client work, she has supported hundreds of individuals to gain clarity, recognise their worth and advocate for themselves. Soma's work bridges personal experience and professional growth, helping redefine inclusive career development for women across the UK.



STEVEN HUTSON

Steven Hutson is an award-winning Inclusive Talent Strategist, entrepreneur and founder of Superstars, and a leading voice in Inclusion Economics — the belief that diverse talent and inclusive cultures drive measurable commercial growth. With 20+ years' experience and more than 12,500 interviews, Stevie has built a global reputation for connecting underrepresented talent with innovative businesses and advising organisations on inclusive recruitment, talent strategy and growth.

Stevie serves on the Advisory Board of OutBritain and co-founded MapCamp, bringing together 1,700+ leaders and raising over £30,000 for charity. Their commitment to inclusion spans decades. Stevie was one of 40 same-sex couples whose cases contributed to the UK's Unmarried Partners Concession, an early legal recognition of same-sex relationships. Today, Stevie is developing The House, an inclusion ecosystem turning diverse talent, communities and partnerships into commercial and social impact.



TOBY GORNIAK MBE

Toby Gorniak MBE is an empowerment leader whose work is shaped by profound lived experience, turning childhood trauma and racism into two decades of service. After arriving in the UK at fourteen, unable to speak English, he committed to becoming the support he once needed. He has volunteered more than 40,000 hours, created the Gorniak Method, underpinned the UK's first Hip Hop PhD and delivered three TEDx talks.

This year he shared his full story publicly for the first time, including a conversation with a former Neo-Nazi, followed by panels and a documentary tour across Europe. Toby has carried his message into governments, police forces, Roma settlements, the UN, European Parliament, Number 10 and the House of Lords. He holds an MBE and more than 50 awards, recognised internationally for his advocacy and community service.



TONY MCCAFFERY

Tony McCaffery has spent thirty years advancing equity across workplaces and communities, shaped by lived experience of the care system, extreme poverty and homelessness. As Founder of Diversity Scotland and its international arm, Diversity Company, Tony works at board and executive level across the UK, Europe and the US. They developed EMBED, for governance-level culture change, and STRIDE, a framework covering the entire inclusive hiring lifecycle from role design to onboarding and review.

Tony has advised government bodies, chaired and run arts and third-sector organisations, and directed private companies, and is an Advisory Friend to the Institute of Equality and Diversity Professionals. A creative by background, Tony is now a sought-after commentator on equality and social issues. They won the 2025 Proud Scotland Leadership Award. Their multi-ethnic, disabled, autistic, genderqueer identity informs a rare depth of insight and systemic impact.



USHA KONG

Usha Kong is a multi-award-winning social mobility leader and inclusion changemaker who has spent nearly four decades turning lived experience of inequality and exclusion into action. Her leadership is informed by lifelong health challenges and chronic pain, alongside cultural pressure, early marriage, bereavement and single parenthood, shaping a career dedicated to widening opportunity.

As Co-Founder and CEO of novi FUTURES, she engaged over 800 young people and mobilised nearly 500 volunteers in its first year, connecting those often excluded with employers, universities and networks. At Tower Hamlets Council, she led programmes reaching over 9,500 young people annually. Today, alongside novi FUTURES, Usha brings her expertise to Skanska on the Lower Thames Crossing, developing and delivering skills, employment and education initiatives connecting underrepresented communities with careers and opportunities, while championing disability inclusion and ensuring background, circumstance or disability does not limit access.

DIVERSITY POWER LIST

2026/2027 Honours List

ELEVATE 1000





VINCE PIZZONI

Vince Pizzoni is a multi-award-winning EDI leader whose work is shaped by his family's belief that everyone has unique gifts. For 15 years, he has mentored and sponsored thousands of women and underrepresented groups in STEM, from school to board level, particularly in engineering, construction, energy and tech. He influences senior leaders to become allies, delivering mentoring, sponsorship and unconscious bias workshops across global corporates.

He is an ambassador for POWERful Women, a founding member of Female Leaders in STEM and a board member of Male Allies UK. He has mentored 5000 people in five years and continues to work with over 2000. His awards include the IET Gender Diversity Ambassador Award (2025), IChemE Davidson Medal (2024), OneTechWorld Ally Award and WES Men as Allies recognition.

ZOE-JANE LITTLEWOOD

Zoe-Jane Littlewood is a neurodiversity advocate, youth practitioner and inclusive education specialist with over four years' experience dismantling barriers for young people, particularly those from marginalised communities. Her work is shaped by lived experience and professional practice, with a focus on dyslexia, intersectionality and creating pathways to inclusive employment.

She champions equitable opportunities, supports young people to navigate systems that often overlook them and works to embed neuro-inclusive approaches across education and youth provision.



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CONNECTING EQUALITY & DIVERSITY PRACTITIONERS ACROSS THE UK

Inclusive Companies is the premier cross industry network harnessing best practices & innovation to drive inclusion for all.

With members accessing a host of outstanding resources from workshops to networking opportunities, Inclusive Companies allows like-minded individuals to keep up to date with our latest events, share best practice and collaborate.

This interactive portal is a dedicated space for diversity specialists to engage with others and remain informed on trending diversity news and themes.

Using resources from the last 20 years, Inclusive Companies have developed a leading network for employers to access exclusive reports, guides and share the latest progressions across this field.

OUR VALUES

- Convener of organisations
- Benchmark
- Bring innovative best practice & conversations
- National coverage
- Community engagement
- Focus on inclusion not just diversity
- Tailored approach
- Thought leadership
- Toolkits

MEMBERSHIP

The Inclusive Companies (IC) Membership is a nationally recognised membership body within the Diversity & Inclusion (D&I) sector, and is committed to the principals of equality of opportunity for all.

The IC Membership exists to challenge the lack of diverse representation within UK based organisations and to assist employers to foster a truly inclusive environment within which they recognise and value the differences of each employee.

THIS GROUNDBREAKING MEMBERSHIP ALLOWS US TO DRIVE FULL INCLUSIVITY WITH A HOST OF BENEFITS INCLUDING

EVENTS

Events hosted by industry leaders within the D&I space

MEMBER HUB

Exclusive access to Toolkits, Reports, Webinars and much more

IT50 SURVEY

INCLUSIVE TOP50 UK EMPLOYERS

Full access to the exclusive online Inclusive Top 50 UK Employers Survey

JOBSITE

12 months unlimited job listings on the Inclusive Jobs website

EMPLOYEE ENGAGEMENT SURVEY

The Employee Engagement Survey will provide a clear profile and summary of your organisation

DIRECTORY

¼ page advert in the annual Inclusive Companies Directory

CONSULTANCY

We are proud to partner with a number of highly esteemed D&I consultants

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