



29 JUNE 2015
EXPLORING THE T



A WELCOME FROM PENELOPE WARNE

SENIOR PARTNER, CHAIRMAN OF THE BOARD, CMS

As Senior Partner at CMS Cameron McKenna, I am extremely pleased to welcome you to this exciting event. I am proud of our achievements in the area of diversity and inclusion – I believe that we have made great strides in addressing the issue of inclusion and understanding what this means to our business and to our clients and partners. We have worked closely with our clients to share ideas, experiences and learning so that we can all strive to demonstrate exemplary practice in respect of inclusion.

Very few organisations have been brave enough to tackle the issues of transgender equality. We recognise that transgender people are often marginalised and excluded and live hidden lives. We have sponsored the Interlaw Diversity Forum to help organise this event so that we may shine a light on this less visible world and encourage greater openness, understanding and debate. It is only by sharing our collective experiences and views that we may all grow and learn together. We cannot be truly inclusive if we continue to suppress debate and turn away from issues that may be considered to be sensitive or controversial.

I commend the Interlaw Diversity Forum, Stonewall and our clients and partners – most notably, BP and Barclays – in hosting and organising this important event. Most importantly however, I would like to thank our inspirational speakers for making the time to come and share their stories with us. I very much look forward to hearing their contributions and the debate that their presentations will give rise to.

This is the beginning of a journey for us all and I am excited to be sharing it with you.

AN INTRODUCTION FROM CHUCK STEPHENS

HEAD OF DIVERSITY & INCLUSION, GENDER AND GLOBAL FUNCTIONS, BARCLAYS

At Barclays, we strive to be the 'Go-To' bank for everyone in the communities in which we live and work. Tonight's programme is just one part of that journey. We welcome you to this discussion, Exploring the T. We continue to work with communities and organisations to bring this and other diversity topics to the forefront of conversations.

Amy Stanning is a great example of what is possible when everyone is included and we are delighted to have her featured as one of our Barclays Pride Heroes and as one of the larger Pride in London Heroes (#PrideHeroes). However, Amy is not alone in her leadership. More than 130,000 colleagues, including another colleague that we believe to be the first transgender branch manager, are coming together to create an inclusive culture within our organisation and society.

AN OVERVIEW OF PURPLE REIGN BY DANIEL WINTERFELDT

FOUNDER & CO-CHAIR INTERLAW DIVERSITY FORUM
HEAD OF INTERNATIONAL CAPITAL MARKETS / DIVERSITY & INCLUSION PARTNER,
CMS

Purple Reign is an artistic representation of LGBT and straight ally role models in their professional environment. It celebrates the success of LGBT professionals and the support of powerful straight allies. The goal is to raise the self-esteem and the career aspirations of LGBT youth, students and professionals.

Drawn from the fields of law, business, activism, the arts, government and sports the project features the most influential personalities who are making a difference today. The project also supports the Albert Kennedy Trust in its 25th year of working with homeless and at risk youth through raising awareness and funds.

The first group of portraits was exhibited at a gala invitation-only launch on 13th June 2014 at the Mansion House hosted by then Lord Mayor Fiona Woolf, the first official LGBT event hosted by a Lord Mayor at Mansion House. They were also exhibited during the Pride in London festival in last year in a gallery in Soho and the windows of the Trafalgar Hotel.

We are pleased to be launching the second phase of the project at our trans equality event today. It is a fitting tribute to Pride in London and this year's theme of Pride Heroes with an event featuring such powerful and inspirational speakers. We are honoured to welcome all our speakers and particularly, Mia Yamamoto who has travelled from Los Angeles to be here with us today.

We have added more portraits by photographer Thomas Knights and profiles by Lisa Power to the Purple Reign exhibition focusing on transgender role models. We hope that you will enjoy hearing and reading the stories that our distinguished role models have to share and that you are as inspired as we are by them on the journey towards trans equality. We would like to thank all of the incredible people who have given generously of their time and share their stories with us tonight and for the Purple Reign project! We also owe a special thanks to Thomas Knights and Lisa Power for their invaluable contributions to bringing the portraits and profiles to life.

We would especially like to thank our co-hosts for tonight BP, Barclays and CMS who have generously made this event possible.

INTERLAW DIVERSITY FORUM PURPLE REIGN EVENT: EXPLORING THE T

DATE: Monday 29 June 2015
TIME: 6.00 p.m.
VENUE: CMS Offices, Cannon Place, 78 Cannon Street, London EC4N 6AP

PROGRAMME

- 6:00 p.m. Arrival & Registration
- 6:30 p.m. **Welcome & Introductions**
Sarah Odell, Head of Organisational Effectiveness, Talent HR and Co-Chair of BP Pride, BP Oil International Ltd

Ruth Hunt, Chief Executive, Stonewall (Co-Host)
- 6:40 p.m. **Introduction to Purple Reign**
Daniel Winterfeldt, Founder and Co-Chair of the Interlaw Diversity Forum and Head of International Capital Markets and Diversity and Inclusion Partner, CMS (Co-Host)

Thomas Knights, Photographer

Lisa Power, Activist, Writer, Consultant on HIV, sexual health and LGBT issues and Founder of Stonewall
- 6:50 p.m. **Keynote Address**
Mia Yamamoto, Leading Criminal Defence Attorney and Transgender Activist, Los Angeles, California
- 7:05 p.m. **Where are we on Trans Legal Equality in the UK?**
Christl Hughes, Solicitor and Trans Activist
- 7:15 p.m. **A View from the Top: Leading Transgender Professionals Panel**
Mia Yamamoto, Leading Criminal Defence Attorney and Transgender Activist, Los Angeles, California

Antonia Belcher, Leading Chartered Surveyor, Founding Equity Partner of MHBC

Amy Stanning, Senior Manager & Director, Barclays Mortgage Business and Co-Chair of Spectrum, Barclays LGBT Network
- 7:35 p.m. **Things You've Always Wanted To Ask a Trans Person... But Probably Shouldn't (BBC Video)**
- 7:45 p.m. **The Next Generation of Trans Leaders**

Fox Fisher, Film-Maker and Trans Activist;

Munroe Bergdorf, DJ, Model and Trans Activist;

Jake Graf, Writer, Director and Trans Activist; and

Johanna Londinium Model and Trans Activist.
- 8:05 p.m. **Question and Answers**
- 8:30 p.m. **Close of event followed by drinks and networking**



SPEAKERS BIOGRAPHIES



**SARAH
ODELL**

As Head of Organisational Effectiveness for BP Corporate Business Activities and Functions, Sarah's role involves leading on D&I and HR analytics, as well as learning and change activities. She has been at BP for 18 months and is co-chair of BP Pride. Sarah spent her early career in the US before moving to Accenture in the UK, where she held various roles within the talent and organisation consulting practice. Sarah has previously served as the co-chair of the Accenture LGBT network, as well as the Gay Women's Network in London.



**MIA
YAMAMOTO**

Mia is a distinguished and successful criminal defence attorney from Southern California and a transgender activist. She was co-founder and past Chair of the Multi Cultural Bar Alliance (a coalition of minority women's and LGBT Bar associations in Los Angeles) and is the recipient of many awards including the Golden Key Award by the City of West Hollywood, the Liberty Award by Lambda Legal and the Harvey Milk Legacy Award by Christopher Streetwest/LA Pride.

She has also been honoured by API Equality and the Los Angeles County Human Relations Commission for her advocacy on behalf of the LGBT community.

Mia will be visiting us from the States to share her personal experiences and thoughts on her journey and the struggle for LGBT equality.

In her own words, "I've had so many career highlights. I've always been an activist, always fought for minorities including sexual minorities. There's been a change in the military, the fight for same sex marriage, the inclusion of LGBT people in the judiciary and the government...Whatever award I'm given, whatever it's for, I always highlight that I am trans and it's recognising that trans people have a place in society. When I transitioned, the very first time I walked into a courtroom afterwards, I said, 'I'm going to liberate this courtroom now.' And now, everywhere I go, I say to myself 'Time to liberate this (place).'"



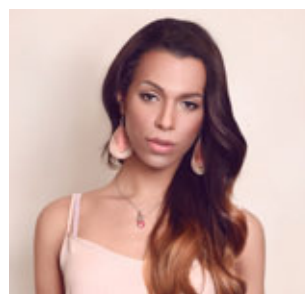
**ANTONIA
BELCHER**

Antonia Belcher is a leading Chartered Surveyor in the UK. Antonia is a founding Equity Partner of MHBC, a business that she formed in 2007. She has always strived to be the true her. Transitioning in 2000 in a very male-dominated working environment, where there was no history or visible LGBT influences to draw on, was her first step to being proud/loud/visible in the workplace. She has also been a Trustee of The Chartered Surveyors Training Trust for more than 10 years, and a Liveryman of The Worshipful Company of Chartered Surveyors, through which she aims to press for LGBT awareness within the Construction Industry. She is also assisting (on a pro bono basis) the Albert Kennedy Trust to relocate their offices currently in London, attended and participated as a panel member at 'Out on the Street' last year, and recently assisted Lord Mayor Fiona Woolf's Lord Mayor's Appeal, as a panel member in July at the Audacity event.



**AMY
STANNING**

Amy is a Director within Barclays Mortgage Business, meeting customers' mortgage needs. She focuses on improving integration between the front and back office to deliver a best in class customer experience. With Barclays for over 30 years Amy has a wealth of experience in a wide variety of roles and has been with Home Solutions for 9 years. Amy is Co-Chair of Spectrum Barclays LGBT Colleague Network for UK and Europe, Spectrum has over 1700 members and a lively programme of events. Amy is also a member of Gender Identity Research and Education Society (GIREs).



**MUNROE
BERGDORF**

Munroe Bergdorf is a Soho DJ, fashion designer and TV star whose transitioning was the focus of an episode of London Live's Drag Queens of London. She grew up in Stansted Abbots, rural Hertfordshire.



**FOX
FISHER**

Fox has been a trans activist and film-maker, ever since taking part in My Transsexual Summer in 2011. Since taking part in such a mainstream documentary, Fox co-founded My Gender-ation documentary film series, and is co-creator of Trans Pride Brighton (now in its 3rd year). He is proud patron to Gendered Intelligence and LGBT Switchboard and Ambassador to All About Trans. Fox is also designer of Brighton Transformed book and Being Human, Human Being book.



**JAKE
GRAF**

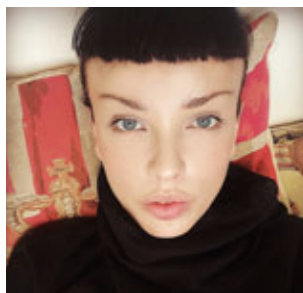
Jake is a writer and director based in London, aiming to make positive changes through the medium of film. He is currently working on an LGBT themed web series, a trans themed TV pilot, a queer themed feature, and is also this Summer's FTM Magazine cover star.

His first short, XWHY, which he wrote, directed, produced and starred in, was nominated for The Iris Prize. Jake used his own transition to tell the story of the fictional transman in the film, something which had not been done before.

Brace, his second screenplay, which deals with issues of homophobia, gang violence, gender identity and self acceptance, has screened at 41 film festivals worldwide, was Jake's second Iris Prize nominated screenplay, and won Best Short at Queer-Streifen festival, Germany, and the Kinsey Award for Diversity at the Bloomington Pride Film Festival, Indiana. Both XWHY and Brace have been used as educational tools in universities, media events, and hospitals UK wide.

Jake's latest film, Chance, which he wrote and directed, was also one of 5 films selected to take part in pioneering project #FiveFilms4Freedom, in association with the BFI and the British Council to promote tolerance and understanding worldwide. It was viewed online in 142 countries worldwide.

Jake continues to write stories that attempt to 'normalise' the trans and queer experience, with a view to bridging gaps and promoting equality and acceptance on the widest possible scale.

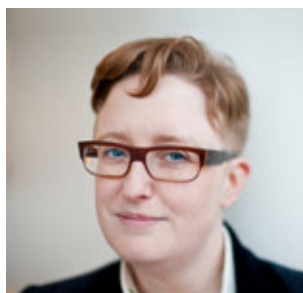


**JOHANNA
LONDIINIUM**

Johanna Londinium is a muse of fashion designers and artists alike. She has been photographed by big names in fashion photography such as Mariano Vivanco, Rankin, David Bailey, Tim Bret Day, Ram Shergill and Frederic Aranda. She has featured in editorials for leading fashion publications including Harpers Bazaar China, Nargis Magazine, Candy Magazine and Edelweiss. She has modelled regularly at London Fashion week.

Johanna has a keen interest in charity and has worked with The Albert Kennedy Trust for the past 5 years. She is part of the "Purple Reign" project, an ongoing exhibition highlighting role models within the LGBT community and their straight allies. She is currently liaising with Stonewall Charity to help with their work with the transgendered community.

Currently working on several creative projects, including a photographic exhibition, and to be featured in several fashion publications due for release. Johanna Londinium continues to celebrate life, fashion and self expression.



**RUTH
HUNT**

Ruth Hunt was appointed Chief Executive of Stonewall in August 2014, having worked in senior positions in the organisation since 2011. She has successfully led the development of the Stonewall's groundbreaking policy, campaigning and research outputs, including its work to tackle homophobic bullying in schools, effective interventions to improve the health of lesbian, gay and bisexual people and Stonewall's acclaimed leadership development programmes.

Since taking on the leadership, Ruth has committed to bringing Stonewall even deeper into communities, engaging with groups from different ethnicities, religions and geographies – both in the UK and abroad.

She has also spearheaded Stonewall's commitment to campaign for trans equality; a decision that will shape Stonewall's work going forward. This historic move followed an extensive consultation with over 700 trans people and will see Stonewall use its platform and experience to help create real change for trans people.

Ruth attended St. Hilda's College, Oxford where she studied English and was elected President of Oxford Student Union. Prior to Stonewall, Ruth worked at the Equality Challenge Unit where she led work advising Higher Education Institutions on sexual orientation and gender identity equality.

In 2014, Ruth was voted the eight most influential LGBT person in Britain in The Independent's Rainbow List.



**DANIEL
WINTERFELDT**

Daniel is Head of International Capital Markets at CMS and a US securities lawyer with over fourteen years of experience in London and New York. His practice focuses on representing US, UK, European and Asian investment banks and corporate issuers in a wide range of securities transactions, including Rule 144A and Regulation S equity and debt offerings; Regulation S, Category 3 transactions for US companies listing in the United Kingdom; rights offerings; exchange offers; equity-linked securities offerings; initial public offerings and secondary and follow-on offerings of equity securities, including SEC-registered transactions. Daniel also provides ongoing US securities advice to The London Stock Exchange on Regulation S, Rule 144A and Regulation D.

Daniel is the founder and co-chair of the Forum for US Securities Lawyers in London a trade association representing over 1,500 US-qualified lawyers and market participants from law firms and financial institutions in the London capital markets. He is the Diversity and Inclusion Partner for CMS and the founder and co-chair of the InterLaw Diversity Forum. Daniel is also a member of the Equality & Diversity Committee at the Law Society of England & Wales and he is a member of the Judicial Diversity Forum organised by the Judicial Appointments Commission.

Daniel was named the Legal Innovator of the Year at the FT Innovative Lawyers Awards in 2012. In 2013 he was admitted to the Bar of the Supreme Court of the United States.



**CHRISTL
HUGHES**

Christl Hughes is Legal Consultant to the Gender Identity Research and Education Society (GIRES), a registered charity that promotes and communicates research into transgender issues and offers support, information and education to those affected by gender identity issues, their families and the professionals involved with them. She sits on the Crown Prosecution Service Community Accountability Forum and has advised on issues such as transphobic hate crime, treatment of trans individuals in Court and in custody, and the CPS as an employer. She contributed to the GIRES publication on transphobic bullying in schools and to responses to Consultations such as those issued by the previous government on Legal Aid and Judicial Review outlining the gender identity issues. She was also involved in the input of GIRES to the debates concerning the gender identity aspects of the Marriage (Same Sex Couples) Act 2013.

Further information about the work of GIRES can be found on the website www.gires.org.uk.

Christl was admitted as a solicitor in 1980 and until 2011 was in High St practice in Leicester city centre. Her current other roles include sitting on the Equality & Diversity sub board of Leicestershire Law Society and the committee of Association of Women Solicitors, London.



**THOMAS
KNIGHTS**

Thomas Knights began his career as a music producer and performer and quickly realised he also had a talent behind the camera. Inspired by underground visionaries like James Bidgood and Pierre & Gilles, and the greats, like Helmut Newton, Richard Avedon, Guy Bourdin and David LaChapelle, he has a dark, cinematic yet 'pop' approach to photography, film and music.

Thomas was chosen by Rankin to feature in an exhibition showcasing emerging fashion photographers, and in collaboration with celebrated fashion photographer Tim Bret-Day and queen of nightlife Jodie Harsh, he produced a multi dimensional exhibition featuring one hundred of London's nightlife characters. The film was showcased exclusively on LOVE Magazine. He has also shot a Swarovski campaign with the singer Karin Park and his fashion film 'Tigress Reign' was showcased at the Berlin Fashion Film Festival.



**LISA
POWER**

Lisa Power has campaigned on LGBT and sexual health issues since the 1970s. She is the author of an oral history of London's Gay Liberation Front and a contributor to several gay and feminist anthologies. She volunteered for over 14 years on the phones at London Lesbian & Gay Switchboard and worked for 17 years with Terrence Higgins Trust, the UK's leading HIV charity, latterly as Policy Director. She was one of the founding members of Stonewall, the highly successful UK LGBT lobby group, and was an early Secretary General of the International Lesbian & Gay Association. In 2012 she was awarded the MBE for services to the LGBT community. She currently works as a freelance writer and a global advisor on developing sexual health services.



SELECTED TRANS EQUALITY
PURPLE REIGN
PORTRAITS BY THOMAS KNIGHTS AND
PROFILES BY LISA POWER

AMY STANNING

Amy Stanning is Director of Shared Services at Barclays plc, a senior management post. She is also the co-Chair of Spectrum, the well established Barclays LGBT staff network.

"For me, my sexuality and gender identity came as parts of a package. People saw me as a straight male before transitioning but for me, gender identity had always been an issue. The longer things went on, the harder they became to deal with. There was this huge part of myself that I felt I couldn't share because I hadn't yet come to terms with it myself.

"That takes up so much of your attention and your energy that sometimes I was not as effective as I could have been at work. It simply got in the way, I couldn't concentrate. Not to be melodramatic, but there was a lot of torment in there prior to transitioning, a growing sense of inner turmoil which meant I wasn't giving my best. Reappearing as me, expressing myself and being comfortable with it, was huge. And part of that was also coming out as a lesbian, having all the conversations about sexuality not being the same as gender identity.

"It felt like a lead weight had been taken off my shoulders, though. Immediately post-transition it can be quite exhilarating because you're finally feel free. The degree of acceptance at Barclays was huge. There was natural curiosity of course, so they got the Gender Trust to come in and talk to my team of immediate reports and to my peer group. They ran sessions to deal with all the questions that people of course had, allowed them to ask the difficult stuff that they were too embarrassed to ask me directly. In some ways I almost had to re-establish some relationships, I found, because people's view of you is so bound up in your identity and appearance.

"I transitioned six years ago. Things have changed enormously over my life, but there's still a way to go. I didn't know anyone else then in a professional capacity that had transitioned. I knew people on social media who were in other walks of life but not in business – there was no visibility in the work environment then. From an early age I'd known of April Ashley and Jan Morris and Dana International at Eurovision but it was still seen as salacious news in the press.

"I now have a good number of people I know who have transitioned and are out in the workplace. Employee networks have made a huge difference to that. I co-chair the Barclays LGBTI staff group, Spectrum, and I was featured in all our Pride materials. It helps people feel that they can come forward, there are more of us in Barclays now. Being out, we can contribute to HR policies, support leadership on the issues. The sky hasn't fallen in.

"It would have helped me in coming out to have had more visible role models. And a culture where we embraced inclusion; I saw diversity then as being about gender and race and a little bit about disability but I don't remember sexual identity being discussed then. We're really moving forward on that now, we sponsor Pride in London, we mobilise publicly on the issues, it's unrecognisable. A more open conversation and easier access to the staff network would have helped, and that's things I am

working on now.

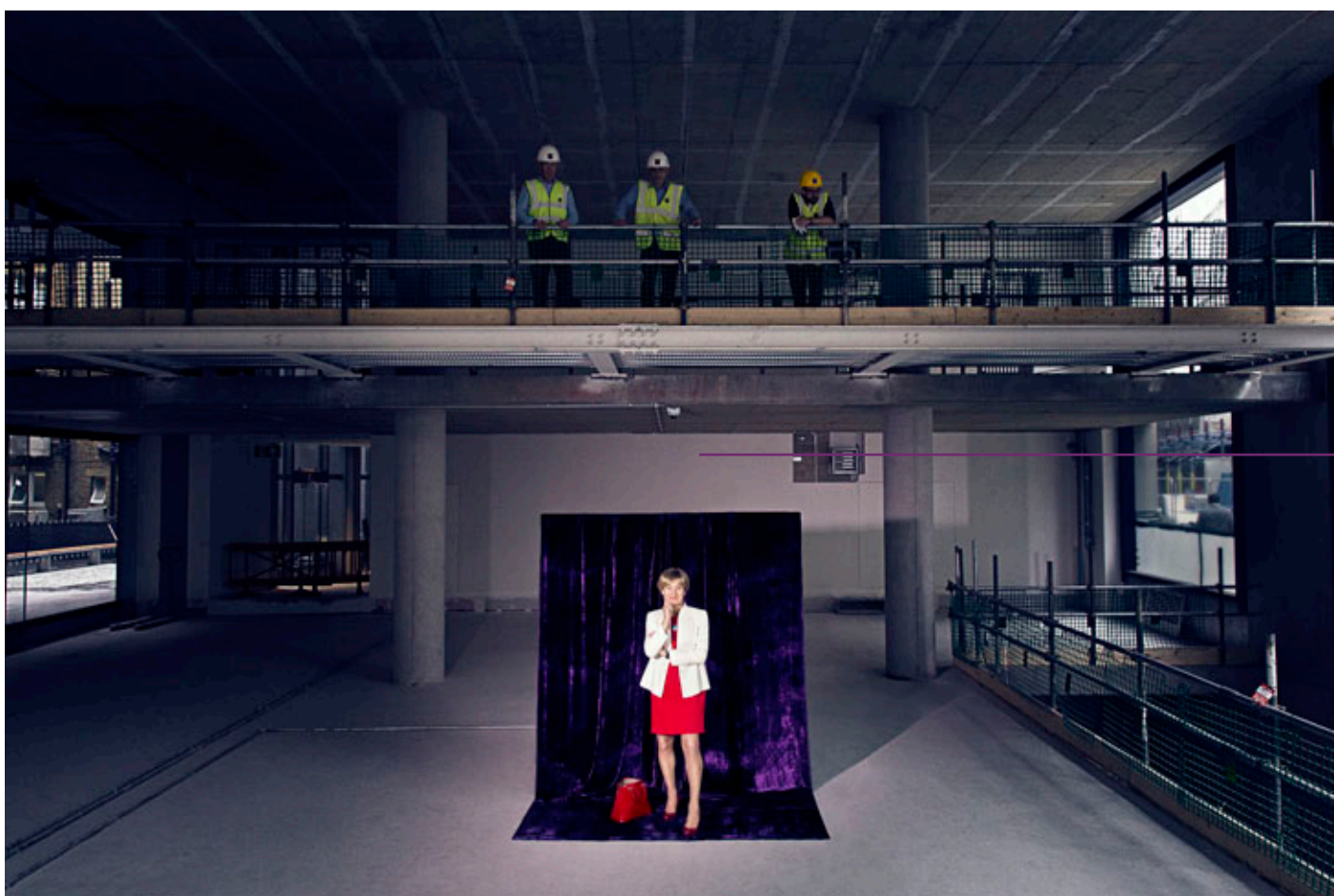
"I'm proud of the part I've played in developing a culture of diversity at Barclays and beyond. Last year at Pride, I was all over the Barclays promotional material and I felt like the poster girl for LGBT people and the fact that my employer was celebrating us. It was a bit of a London Olympics moment for me. Professionally, I'm always aiming for a new peak but landing my current role, which is a visible leadership one with a big team and a huge role in business development is my professional highlight.

"I have a number of sayings, not all of them repeatable. But the one I use all the time is simply "Be Yourself" because I spent so much of my life not doing that. It's presumptuous to give people advice, but I want to tell young people that you can be yourself and true to yourself, and the sooner you do that, the sooner you'll benefit. You'll be happier, your relationships will be stronger, you'll be more productive. There's still lots to do but this is the best time there's ever been in the UK to be LGBT, so take advantage of it.

" I look at publicly out and proud people like Paris Lees and Hannah Winterbourne here, Laverne Cox and Janet Mock in the States and admire them but the people who really inspire me are the ones I see every day just doing their jobs and getting on having a happy life, like Emma at Thomson Reuters, Kimberley at Lloyds, Sianice at Barclays who was Britain's first trans bank manager. What helps me get through difficult times, and we all have them, are the people I see just getting on with it."



Amy Stanning, Senior Manager, Barclays photographed by Thomas Knights at Barclays, Cardiff, Wales.



Antonia Belcher, Chartered Surveyor and Director photographed by Thomas Knights at 40 Chancery Lane Project Site.

ANTONIA BELCHER

Antonia Belcher is a founding partner of MHBC, a building consultancy which project manages all forms and types of construction work.. She is a Chartered Surveyor and also a Director of a Training Trust which provides employment-based training to young people from disadvantaged backgrounds in the surveying profession.

"My sexuality depends on how people choose to see me. I was a man, now I'm a woman, but I live with the same woman that I was married to before. She explains it as "Tony with a y has left my life, but I'm happy to live with Toni with an i". I appreciate being a transwoman. My sexuality doesn't affect what I do at work and most of my clients knew me when I was a man. And new clients/contacts quickly find out, because I'm out and proud as a transwoman. All my staff know my past, and most of them came with me from my last company, so they also knew me as Tony.

"I kept the same basic name intentionally. I'm a very level headed person and I project managed my transition. It was much easier to keep the same signature and the same initials.

"I always wanted to work in construction, like my father before me. I qualified as a chartered surveyor in 1981 but I kept my real self locked up in a box. I had to be very driven to keep that box locked. For about five years before I actually transitioned, I led two lives, Tony during the day and Antonia (Toni) at night. Up until then I'd known nothing about trans people and done no research. The box stayed firmly locked. When I opened the box, I was pretty naïve. For that five years, Antonia was growing and I was learning who I was.

"I transitioned to my family first and then at work. I gave work a year's notice that I'd be turning up in a skirt and eventually I transitioned (at work) on our first day in new offices. I wanted to give them fair warning in case they didn't want to keep me, but as it turned out they preferred not to lose a big fee earner, they made money from me and it was purely a business decision for them. I'd half expected to have to go. I kept a very low profile at work at first, out of respect for them. I was still learning to be a woman, both at home and at work.

"Eventually I wanted to be my own woman and so I gave them a year's notice again, this time of leaving to start my own company. And then others started to say that they wanted to come with me. That was amazingly powerful. We have a wonderful business now and everyone's very motivated.

"I knew I wasn't male when I was a very young boy but I just locked it away. Because I didn't know what was possible, I had no role models, no positive LGBT influences in my life. In the five years that I led two lives, I started to understand all the differences, all the possibilities. That it's not a sexual but a gender issue and that there are many shades.

"But I haven't had any really bad experiences. My wife and three children have been fantastic. At work they let me get on with it and stay doing what I am passionate about. I've been very lucky, nobody's tried to seriously get in my way. Indeed, I think some of

my clients rather like it and they want to support me – they see me as a tough cookie, to do something like this in the construction industry.

"We've got some fantastic clients. Within a year of MHBC starting on 1st April 2007, we saw the Lehman's collapse, and the impending property industry crash, which we managed to survive without making any redundancies, which was incredible. But it was down to everyone in the new company. We're very diverse, something I ensure because I recognise the strength in diversity. I don't believe in quotas, but targeting can be a good thing.

"Just sometimes I meet someone I rub up the wrong way and they call me "sir". I used to correct them, and then if they kept it up I would start reversing their sex and see how they liked it. But now, I just think that it's their problem and not mine.

"You need to be who you are and it doesn't do you any good not to be. My parents couldn't afford to send me to university, so I took an apprenticeship which helped me learn on the job and gave me one day a week in what would then have been a polytechnic, but now a university. So now I support an apprenticeship scheme for young people from disadvantaged backgrounds, making sure there's a route for them into the industry, using government grants to create skills. And I am happy to talk about my journey to wide audiences. I am one of 22 women featured in a book called "7 Traits Of Highly Successful Women On Boards – views from the top and how to get there". I find that women in particular often ask me what it was like to be a man and then a woman at senior level."



Johanna Londinium, Mzz Kimberley, Dani St. James, Jonathan Bestley, Kiara Stoochi Da Cruz and Munroe Bergdorf photographed by Thomas Knights at Soho's iconic Shadow Lounge.



Fox Fisher, Lewis Hancox, Leng Monty, Octavian Starr and Jake Graf photographed by Thomas Knights at Ruffians Barber Shop, Covent Garden, London United Kingdom.



JOHANNA LONDINIUM

Johanna Londinium is an openly transgender woman, born in the UK but working globally. She is a passionate activist and supporter of the charitable Albert Kennedy Trust. A muse of fashion designers and artists alike, she has been photographed by many of the big names in photography including Rankin, David Bailey and Frederic Aranda.

“It’s my gender identity that has had a real impact on my working life rather than my sexuality – I consider myself a heterosexual woman. These days, my work – fashion shoots, parties, MTV - is all based around my gender identity. Originally, I was a makeup artist but I began to feel the need to make a change in the world, to become a role model for trans visibility. Nowadays I travel round the world to work and my gender identity is an integral part of it. Now, I’m so well known that I don’t really have to talk about it much.

“Things have definitely got better for trans people in recent years, it has changed a lot since I transitioned. The whole issue is in the public eye much more, which is good. In the eighties, I think HIV scared people and that put back the whole LGBT movement by years, but things are really changing fast now.

“I was lucky when I started to transition because my parents were cool about it and that helped a lot. But being in a small town, that wasn’t cool. I was studying makeup at college and I went back for the second year as a girl, which wasn’t easy, but

I knew what I had to do. I had the support of my family and my friends, and the Beaumont Society (a trans support and information organisation) was really helpful. Now, I mostly work in a gay environment and I notice that the crazy people are often the ones who didn’t have that kind of support when they were coming out or transitioning. It makes a huge difference, having a support network.

“I’ve been in Harpers Bazaar as a model. I’ve done MTV parties and I’ve just done a big editorial for Candy magazine. I was recently on stage with Lana Del Rey for the European Music Awards, that was good. My motto is “always believe that something wonderful is about to happen”. And it will.

“If you’re young and transitioning or coming out now, get online and do your research. Don’t be afraid to ask for help, it is there. Obviously, it depends on what your family is like and that can be crucial. But don’t underestimate their love – I didn’t think mine would cope well but they were really cool with it. And if they’re not, that’s what the Albert Kennedy Trust is there for, go to them. I do stuff every year for the Albert Kennedy Trust. I think it’s vital to have those professional LGBT community groups supporting the LGBT people who have nothing, who need our help. “Hold your head up and be proud of yourself. People can only treat you negatively if they see your weakness. As a teen, I idolised Caroline Cossey. She was one of the first trans models and was in a James Bond film. She had a similar background to me, which helped. And now, RuPaul has achieved a lot for the community, all of us, drag, trans, gay, HIV; drag has become popular.

“It’s vital for you to be who you really are and to know that there’s a whole spectrum of us. You don’t have to fit into any particular box, you have to be yourself.”
And Johanna indubitably is.



DANI ST JAMES

Dani St James is Queen Bee of London's famous Shadow Lounge. She is originally from South Wales and was previously a model.

"Sexuality and gender are two very different things. I've always dated men. My sexuality was just who I was, it wasn't about gay or straight. I just was. I was very lucky in that I came from a forward thinking family that didn't box me in, so I never had to come to terms with anything. Transitioning was a gradual thing that started from an early age.

"There's a revolution in the generation of trans woman that are now. It doesn't influence what you can become. Before, we didn't have much choice. Basically, we went on the streets or became hairdressers. Now, we can be CEOs, we're conquering the world, doing what we want, being who we are. I run a nightclub and honestly, I probably was pushed into that a little bit but nightlife has always accepted gender variant people. But where I've got to, doing that, is from my ability and not my sexuality or my gender.

"When I was younger, there were no visible trans people. There were only very asexual people on television as drag queen characters, nobody to identify with. Now, people can identify themselves a lot earlier, there are people who are visible that they can relate to.

"It took time for my family to understand, but they've been

everything to me. My dad, you could see it in terms of a loss but he knows that he's got an independent, strong daughter now, and he got her without all the fears that most fathers of teenage girls go through when they're growing up. My family are a great support network. It was a potential disappointment to them but I never felt unwanted. I was brought up around lesbians and gay men, always with strong women around. We don't often celebrate what goes well. I was lucky, but nothing bad ever happened to me and we should celebrate those open-minded parents that create beautiful people.

"I reopened one of London's most famous club venues, the Shadow Lounge. Boy George played the launch, Jodie Harsh came – here they were with me, people I'd seen on TV and they became my friends. But there's greater things to come.

"I say a lot something which my mother used to say - "everything is temporary, and your hair is fabulous". It's true and I say it." and she collapses in gales of laughter.

"Things are a lot bigger than you know. Opportunities will come to you from you being true. I'd say to young people, don't jump in too fast to being old, allow yourself to be young and careless. Drink too much vodka, kiss too many boys. Just be fabulous and enjoy where you are.

"Who do I look up to? I always looked up to strong women who didn't need someone else in order to be someone themselves. There are people all around you, people who don't get focused on but they are there and they are strong – women who get it.



MZZ KIMBERLY

Mzz Kimberley is a much loved import to the UK from the US. After serving her time as a drag act in many iconic London venues, she is now a singer, an actress and a trans activist. She appears regularly on the main stage at Pride in London and in 2015 launches their Arts Festival.

"If I'd been cisgender I'd probably have the same life that I have now. I don't think it's had much impact, though going for female acting parts has been more complex in the past. Things are opening up now, but it's still not as easy.

"Things have changed a lot for us. People realise now that trans women are not just objects of desire, to be admired or looked down on. We have lives now like anyone else, we're not stereotypes where people automatically think "I bet she's a prostitute". People thought we all lived those risque lives, and some people had to in the past, I'm not putting them down. But now we can work at whatever we want, we can be doctors, lawyers, whatever. There's discrimination sometimes, sure, but then there's discrimination sometimes for being Black or Jewish. It's always important to believe in yourself.

"I had a difficult time discovering who I was. From an early age I knew I was different and that affected my relationship with the rest of my family. I came from a household full of strong women, they surrounded me, and they worried that I wasn't a boyish enough character. I remember times when my grandmother

would say "boys don't do that". It was tough and I tried to put it to the back of my head. I even found a picture of me dressed as a little girl for Halloween and I ripped it up.

"I'm really appreciative of all the trans people in the media today, the world is learning from them. I've been transitioning in a way for ten years, but I'm concentrating on it now and going for it. Friends tell me I'm much more relaxed now. Back in the day, I turned to drink and drugs as escapism but it got out of hand. I went to AA and now I'm clean I can see things clearer and I'm more relaxed with who I am. But that took years of therapy.

"My gran said to me "you need to go into the army, you need to be a man" and so many transwomen do that, and it backfires. If I'd not been so anxious to leave Michigan... it frustrated me that my family didn't see in me what I needed them to see. I didn't have their support and I had to get out, but if my family had understood, I'd have grown into a happier person a lot sooner. I remember my uncle telling me that I couldn't drive his boat because I wasn't man enough, but then he let my younger brother drive it.

"My family are good people, nice homes, fancy cars, educated black middle class, but that wasn't enough to keep me in Michigan. I said good bye to all that to live as who I really wanted to be. I haven't had my career highlights yet, I'm still on my way to where I want to be. I've done some great stuff – performed at the Royal Festival Hall, been in Eastenders – but I have need for more.

"I strongly believe in the motto "treat people the way you want to be treated", it's important to do that. There's too much negativity, too much looking down on people. If people are rude to waiters when we go out to dinner it infuriates me.

Being part of the LGBT community, sometimes it can be very superficial. It should be about looking after each other and respect for one another. We've been through hell over the years and it breaks my heart some gay men have trouble with trans people, or effeminate gay men, or women. We're not all going to like each other but we should respect each other.

"If UKIP got into power, what would happen to us? I used to live in Russia and I was there in '93 when homosexuality was legalised. I was playing at Moscow Arts Theatre in The Maids and when I came onstage that night I got a round of applause, and I didn't know why. In Moscow now, LGBT people are discreetly getting on with it but outside the city they're scared.

"There's one woman I looked up to and that was Tula, a trans model whose real name was Caroline Cossey. I met her and we became friends. Her mindset was "I'm not a woman who's going to be discriminated against". She had a husband and they had kids, she did it all. She wasn't going to be pigeonholed. We shouldn't be."



I had no older, more experienced trans friends at the time. A mentorship programme would have been good. I'd like to do that, once I've lived a bit more myself.

"The thing I've most enjoyed was curating my own beauty product for Illamasqua. That gave me an insight into being creative. I have a folder on my computer that I keep everything interesting in, that gives me inspiration. I love to be creative. And the most important moment was the moment I decided to transition. I can remember it, I was driving down the motorway and thinking "What would I do if nobody would judge me?" and I knew, right then, that I had to transition. I'd been thinking about it for four years, but that's when I made the decision.

"When I met my first trans person, Daniella, she said to me "anything is doable" and when you start to make excuses about something, that's what you should say to yourself. I also say, and I wish I'd known when I was younger, that "you are enough, as a person". Even if you want to change things about yourself, you're just adjusting what's there. You're still you and you're enough.

"I have loads of role models now, I take inspiration from everywhere. Everybody's got a message for you, an angle that you've not thought of. Everybody is somebody's icon – be open to them."

MUNROE BERGDORF

Munroe Bergdorf is a DJ and model who has featured in Pride in London's "Freedom To..." campaign.

"I started out working in the gay scene and at that point I identified as gay, but then I transitioned and now identify as bi. My identity impacted on how I saw myself fitting in. Originally, I worked in the fashion industry because I had an interest in it. I chose a profession that would accept me and now I'm a DJ, but I also do advocacy work for the trans community.

"There's been massive change in the last few years. The amount of trans people in the media has more than doubled, it's exploded. If I was young now, I'd be able to see trans people as role models and successful people rather than stereotypes. I wish there'd been a Laverne Cox figure in my youth. It's changed so much that it's now looked down on to be transphobic. I saw Ace Ventura: Pet Detective again the other day and was shocked at how totally transphobic it was, using a transwoman as a punchline, a joke. That was the message when I was younger.

"The first two years of transitioning were extremely difficult. There's no preparation possible for how you're going to feel on hormones, how you're going to react to situations. It's tough, but you just have to take it step by step. Relationships were hard to hold down, friends didn't understand and even family... it's a big swirl. Having more trans friends at the time would have helped, people I could relate to.



JAKE GRAF

Jake Graf is a film maker and actor whose short films about gender identity and sexuality have won acclaim at dozens of film festivals. He is shortly to appear in his first mainstream cinema release.

"For years I lived as a lesbian, but I never had any confidence in my own skin. I was a bartender for several years because I was just lacking in confidence and self esteem. It held me back. But within two years of coming out and starting to transition, I was so much more confident that I started writing and making films.

"My first film, X-why, was about my own transition, shot over three years using my own body changes but as a piece of fiction. My next film, Brace, has gone to 38 film festivals over the last 18 months and I've been nominated twice for the Iris Prize which is a big international LGBT film festival. Now I've got a film about older gay men in our community, men of different shapes and one of them's a Muslim, which is also winning awards. And right now I'm shooting a lesbian web series and earlier this year I shot a film with Eddie Redmayne.

"People at acting school told me not to be "the trans actor", not to let it identify me, but I saw people like Paris Lees standing up for the issues and I thought, why am I hiding? There are loads of things that have opened up for me by being true to myself. There's so much pressure that you feel when you're trying to hide things from people.

"Change is happening all the time now for the LGBT community even if it does feel sometimes like one step forward, two steps back globally. I've lived as a lesbian, as a straight man and recently I've dated another man so I have all those different experiences of homophobia and how it operates, how people treat you. The trans thing is making big waves recently, but we've still a long way to go.

"I was lucky when I came out as a man because my mother was very supportive, there was no hesitation from her. But we need better education about trans children, that's who it's really hard for. I felt isolated and alien all the way into my twenties and that stays with you.

"The high point so far of my career ought to be having three films of my own that have all done well but really, it was getting a part on The Danish Girl with Eddie Redmayne, the film that's about the life of Christine Jorgensen who was the first well known trans person. They needed someone like Eddie as the star to get the finance but they wanted trans actors in the supporting roles. I was flown out to the set, had my own trailer and it felt like being a film star. Much as I love my own films, that was very special.

"I tell people, "be the change that you want to see". There's lots of in-fighting in the trans community, lots of people saying they're not represented or things aren't diverse enough. Well, if you want to be represented, put yourself out there, don't just complain.

"I'd say to young people, be yourself, be whatever you are – but that's easy for me to say now. Things do get better and you need to surround yourself with good people. Be honest to the people who care about you.

"My icons are Paris Lees and Ben Affleck. Ben professionally because of the way in which he can direct a movie and also act in it, that's a skill. And Paris because she's doing amazing stuff that is making life easier for young trans people. That's what it's really about."



CLARE FIELDING

Clare Fielding is a planning lawyer at Wragge Lawrence Graham. Her main focus is on high-profile projects in central London, where she has worked on high-rise buildings, City offices, residential, retail and major regeneration schemes.

Gordon Adams and Clare Fielding work together on the Battersea Power Station development project, one of the most significant urban redevelopments in London for decades.

"I met Gordon as my client, he's the Planning Director at the Power Station. We just hit it off and got on very well. It's great working with someone like that and we both love the project.

"Until recently I was quite sensitive about my situation, as many trans people are. I tried to stay under the radar and I found that it didn't help at work to do that; it created a barrier. Many trans people just want to move on in life and put their transition behind them. I did too, but I have come to think that you can't pretend it never happened, it's part of your identity and you should be proud of it. In the past, I left a job because I found it quite difficult to integrate and I think that may have at least in part been down to me not been as open as I am now.

"Trans people are becoming increasingly visible in society. It's funny, you go through your whole life thinking you're the only one, and then... like buses, trans folk seem to all come along at once. Attitudes are changing. Even just that it's being talked about helps, which is why I wanted to take part in Purple Reign. Those of us who've been lucky enough to have a modicum of career success have a kind of duty to stand up and be counted I think.

"The biggest challenges I've faced - to be honest - have been inside my own head; the people around me, family, colleagues and friends have been universally supportive. Lack of self-esteem has been the biggest problem and I have had to overcome it. One thing that really helped me was when another partner in the law firm I was working in started to go through her transition too. She's got a wicked sense of humour and really helped me to see the funny side of the whole 'trans' thing ... we take enormous delight in the absurdities of our situation and when we're together we're very politically incorrect, it's great fun.

"On a career level, the Battersea Power Station project is the most exciting thing I've done. It was a real high point for me to get my new firm appointed on that project. The other highlight of my life has been the love of my family and friends, they're really important to me.

"I don't have a motto, but I have a little tale to tell. When I started at infant school aged four and a half, on the very first day the teacher pinned up a big sheet of squared paper, like a chart, on the wall. All of us had to go up and colour in one square on it, blue for the boys and red for the girls. When I got up, I coloured in a red one but my teacher told me off for spoiling the chart and made me go over it in blue. So for the whole of my first school year, on the wall was this chart with this many blue squares, that many red squares and one purple square.

So when this project came along and the backdrop you're using is a big purple square drape, I knew I had to do it!

"Society has moved to a point where it's okay to be who you really are – so go ahead and be who you really are."

GORDON ADAMS

Gordon Adams and Clare Fielding work together on the plans for the new Battersea Power Station development, one of the most significant urban regeneration projects in Europe. Gordon, born in Australia but having spent much of his career as a town planner in the UK, is the Head of Planning.

"I know Clare because when the previous owners were bought out of administration, I was part of the new team and Clare was already on board. But I already knew her by reputation and was impressed by her in person. We've become good friends.

"My career has been in two parts, the first in the public sector and then in the private sector. Things were a lot more open for LGBT people in the public sector and my sexuality was generally a non-issue. So I was a bit apprehensive going into the private sector; I was cautious. I was conscious that it might work against me at interview and wanted to let people get to know me before fully knowing who I was. But since then, it's been a non-issue here too.

"I maintain myself as a person who happens to be gay, as opposed to being a gay person, but I don't necessarily hide my sexuality. I'm not the kind of person who discussed my private life much anyway, but I do think things are changing. I made the assumption that it would have a detrimental effect if people knew, but I'm in a tight team with fantastic people and it doesn't. I even get ribbed about it so I know it's a non-issue – I get the same hard time as everyone else does!

"Things have really changed in my field over the past few years. There's now a networking group, Freehold, for gay people in the property industry. We have events hosted by employers, which would have been unheard of a few years ago. I was keen to be involved in the Purple Reign project because, even though I'm a conservative kind of person myself, you need people to speak out. I'd have loved to have known that there were gay town planners and architects and so on when I was younger, rather than just the more 'out there' gay role models.

"One of the key things is role models. People who are wearing suits could be gay or straight; the more people who are out and vocal, the better for society. I think people mostly only have an issue with it because they don't know gay people personally; my family's attitudes to homosexuality changed when I came out and I think it's the same in the business world.

"The job I've got now, with the Power Station, is an absolute highlight; I worry that my career has peaked too soon! I was really lucky to join the project and it's a privilege being part of the team delivering such an iconic project.

"My favourite saying is "maintain your integrity and you can overcome any adversity". You can weather any storm and at least know that you've done the right thing. Also, when taking stock after tough negotiations, I'm reminded that "The definition of an optimist is someone who knows that taking a step backwards, after taking a step forwards, isn't a disaster, it's a challenge".

"When I was young in Australia, I wish I'd had a wider spectrum of role models.

It would have made things much easier to know that it's possible to have an ordinary career and life and be normal as well as LGBT. Your sexuality shouldn't curtail your career choices. A professional hero was Sir Simon Milton, the deputy Mayor of London who died a few years ago. He was a successful businessman and with his partner for 23 years, high in the professional and public eye. But there are also many friends my own age, who were out before it was easy, who are happily married and going about their day-to-day fabulous lives, who I admire as well."



Clare Fielding and Gordon Adams: Clare Fielding, Partner, Wragge Lawrence Graham and Gordon Adams, Manager Battersea Development Project photographed by Thomas Knights in the original art deco control room at Battersea Power Station.



Professor Stephen Whittle, Professor of Equalities Law at Manchester Metropolitan University photographed by Thomas Knights at his home in Stockport, United Kingdom.

STEPHEN WHITTLE

Professor Stephen Whittle was one of the first people to transition from female to male in the UK. He is now a highly respected Professor of Equalities Law at Manchester Metropolitan University.

"My gender identity is the thing that has had the real impact on my working life. My sexuality, my sexual orientation is irrelevant and anyway, it's not something that I consider is for public consumption. But being trans meant that throughout the 1970s, I was considered to be some sort of sexual pervert. In the 1980s, I was considered to be some sort of mental deviant and in the 1990s, I suppose, some sort of gender anarchist. The key thing is that throughout the 1970s and 1980s, I was dismissed every time an employer discovered that I was trans.

"Eventually I started working for myself. I decided to train as a lawyer, because I felt that unless we understood the law, we couldn't understand why people were able to dismiss us from our jobs so easily.

'Things have changed amazingly for LGBT+ people, particularly so in the last four or five years. It is as if the message is finally getting through that being trans is absolutely irrelevant to how somebody works, irrelevant in what they can contribute to the workplace environment. Life was awful throughout the 1970s and the 1980s - it was really difficult to hide this huge secret about myself and I hated hiding it. But as soon as it was discovered by anybody, I was out of work within less than a day.

"I honestly don't think I would have survived if it hadn't been for my partner, Sarah, who never failed in her support. She has the most amazing integrity despite the fact that she herself, given the choice, would have preferred to have been a very private person. But she has always supported me and she always knew that I was the person I said I was.

"Things finally improved for me when I got a university teaching post. I had originally transitioned while working at a university in a laboratory job, and I now realise the advantages of working in a place where equality policies are the norm.

"There have been so many highlights in recent years, not least taking my mum to Buckingham Palace to see me receive an OBE for my work on gender issues. But perhaps the biggest highlight was going to America and receiving the Stonewall Award from the North American Bar Association for my contribution to the teaching of trans issues and the encouragement of young trans lawyers.

"My motto is "Life is not a dress rehearsal - make today your very best day". If I were giving advice to young people now, it would be to be brave, to have courage. If I could survive doing this 40 years ago, then you can survive it now, when it is so much easier than it ever was before.

"My LGBT icon is Peter Tatchell, of course - I wish I was as brave as he is. And Petric Smith, who isn't well known in the UK. He had an incredible life, including being the first female Methodist Minister in Alabama and the star witness in the trial of a Ku Klux Klan uncle for bombing a black church and killing four young girls. He was forced to leave town but, after transitioning, he came back and lived out his life as an anti-racist, LGBT and women's rights activist. Look him up."

MIA YAMAMOTO

Mia Yamamoto is one of the most distinguished and successful criminal defence attorneys in Southern California. She was co-founder and past chair of the Multi-Cultural Bar Alliance (a coalition of minority, women's and LGBT bar associations in Los Angeles) and is the recipient of many awards including the Golden Key Award by the City of West Hollywood, The Liberty Award by Lambda Legal and the Harvey Milk Legacy Award by Christopher Street West/LA Pride. She has also been honoured by API Equality and the Los Angeles County Human Relations Commission for her advocacy on behalf of the LGBT community.

"Until my transition I was a straight man. By the time I transitioned I was already working and well known so, as you can imagine, it had a pretty dramatic effect on the profession. I came out in 2003 and presented as a woman from then on, having surgery in 2005. Looking back, though, it didn't really impact on my work. Most people just got over the shock and got on with it.

"I wrote to all the judges I was likely to appear in front of and asked them directly if it would be a problem for them. Some were hostile, but I'm from a minority anyway and I'm used to prejudice for no good reason. I was born in an internment camp during the Second World War, when Japanese people in the US were interned as potential enemy aliens. You can imagine how unpopular Japanese-Americans were after Pearl Harbour, and even after the war when I was growing up. So being an outsider was nothing new to me.

"I like to think I made being trans more ordinary. I hope I gave others an inspiration to come out as well. I was as open as possible about what was happening, not just for myself but for others too. Lots of people started to come out to me and ask my advice, which was very gratifying. We created a wave to make it easier for any outsiders to speak up, not just trans people. Gay people came out to me too.

"I do wish I'd had others in front of me to invoke as role models, but it was new. It should be easier now that there's so much more positive attention to the issue. Awareness always helps inclusion, helps embrace others. We all have a lot to contribute and it's detrimental to society to exclude us.

"I've had so many career highlights. I've always been an activist, always fought for minorities including sexual minorities. There's been change in the military, the fight for same sex marriage, the inclusion of LGBT people in the judiciary and government, in the Fortune 500. Whatever award I am given, whatever it's for, I always highlight that I'm trans and that it's recognising that trans people have a place in society. When I transitioned, the very first time I walked into a courtroom afterwards, I said "I'm going to liberate this courtroom now". And now, everywhere I go, I say to myself "time to liberate (this place)".

"LGBT people have been invisible in most of our history. There were so many LGBT people serving in Vietnam, for example. Their courage has been ignored and they remain invisible." Mia's refusal to condone or continue that invisibility has made a key change in how trans people are seen in civic life and the legal

profession way beyond her home town of Los Angeles. She also has a strong message about looking beyond your own concerns.

"What I always say to young people is, find the courage to be honest. Without honesty, what is there? The two things I hate are phoneys and cowards, but it takes determination to be real. And you have to fight for other people's causes, not just your own self-interest. When I was young, my kindred spirits were mostly homophobic or transphobic, so I had to struggle with other activists first. Getting other minorities into coalition with LGBT people and with women was vital. We all need to be part of each other's revolution.

"All of us would like to think we're making change. I didn't know any other trans lawyers. I was prepared for ridicule because that's what I heard from people around me. The only trans people seen in the criminal law system were either sex workers or drug users and they get a lot of disdain. But I got less than I expected. You do get to know who's worth caring about."



Mia Yamamoto, leading criminal lawyer and trans activist photographed by Thomas Knights at a Court House in Los Angeles California.

