

**CPM PRIDE**

**ERG BIOS**

**CPM**



*ERG = Employee Resource Group*



### Name Pronouns

Christopher McDonnell

### Job title

He/Him

Head of Global Privacy

### What does Pride mean to you?

Pride for me is about acknowledging the journey and ongoing struggle that our community has and continues to experience in the fight for equality. But it is also a time to come together, as a community and celebrate ourselves and each other. Pride month for me is an incredibly fun and inspiring time of year, as well as exhausting! I couldn't be more excited at the idea of once again getting together as a local and global community after a three-year hiatus owing to the pandemic.

### Why is allyship so important to the LGBTQIA+ community?

For me allyship and advocacy go hand in hand. No one person or community can achieve its objectives alone. Networks and connections allow for trust and understanding to be built between those in the know and those who seek/need more knowledge and to open their minds. Allyship is of incredible significance in all areas of life but particularly in the area of Diversity, Equity and Inclusion. Allyship supports in breaking down barriers. I can barely imagine how much progress would have been stalled for the LGBTQIA+ community without our amazing allies.

### Who do you look up to in the LGBTQIA+ community and why?

Anyone who knows me would be expecting me to mention Kylie Minogue, given that I am a devoted fan of more than 30 years - so there, I have mentioned her. But actually, perhaps the person I look up to most lately is the screenwriter and TV Producer Russell T Davies, best known for Doctor Who but also the creator of Queer as Folk, the Banana, Cucumber & Tofu series and most recently, It's a Sin. Russell has been at the forefront of telling important, often gritty and hard-to-watch stories of the LGBTQIA+ community for more than 20 years. He has created spaces in mainstream media for members of the LGBTQIA+ community to have viability and to relate to. Queer as Folk, for me and for so many was truly ground-breaking, thanks to Russell's tenacity and determination to tell the truth through drama.





## Name Pronouns

Peter Nesbitt

## Job title

He/Him

Talent & Development Business Partner

## What does Pride mean to you?

Pride is a combination of a celebration and a protest. It's a chance for members of the LGBTQIA+ community and their allies, to celebrate and be proud of who we are and how far we have come. Pride is one of the highlights of my year and I will always plan my summer schedule around Pride! Barcelona and Madrid Orgullo. While reflecting on how far we have come, I do believe that we should use this occasion to highlight where there is still discrimination both at home and around the world. My home country of Northern Ireland has only recently made gay marriage legal, there have been recent homophobic attacks here in Spain, and much of the Trans community still face a huge amount of discrimination around the world.

## Why is allyship so important to the LGBTQIA+ community?

I think Allyship is important to the LGBTQIA+ community because in reality, we are not in a silo. We have straight friends, family members and colleagues so it's important to feel a sense of inclusion with all of those who are in our lives. In addition, the LGBTQIA+ community also needs support from people who do not identify themselves as such, for example, having politicians as allies is a powerful way to move forward LGBTQIA+ rights.

## Who do you look up to in the LGBTQIA+ community and why?

I would have to say the ultimate Ally and Gay Icon – Madonna. Madonna was speaking up for gay rights before pretty much every other celebrity, and talked about Aids and HIV when governments were ignoring it. She wasn't afraid to feature gay people in her music videos and sang about people who she lost to Aids. She gets a bit of flack nowadays – and a lot of that is sexism and agism in my humble opinion. But people forget just how much of a trailblazer she was. I don't think we would have come to where we are without the cultural impact she had.





## Name Pronouns

Stef Tudorascu

## Job title

She/Her

Lead Recruiter

## What does Pride mean to you?

To me it's all about being able to inspire others to be themselves and creating an environment that makes people feel safe and comfortable.

## Why is allyship so important to the LGBTQIA+ community?

Allyship is incredibly important in order to allow LGBTQIA+ individuals to be not just accepted, but included both at work and outside of it.

## Who do you look up to in the LGBTQIA+ community and why?

Laverne Cox has always been an inspiration for me as her work has really brought a lot of awareness and accessibility to trans issues and made it much easier for me to approach these topics with people like my parents who had no understanding of the subject. Additionally Willow Smith is someone I personally identify with as well since she's openly talked about bisexuality and polyamory, and I felt like that was the first time someone with her platform has positively addressed the labels I personally identify with.





## Name Pronouns

Janine Lucchesi

## Job title

She/her

B2B Sales Representative

## What does Pride mean to you?

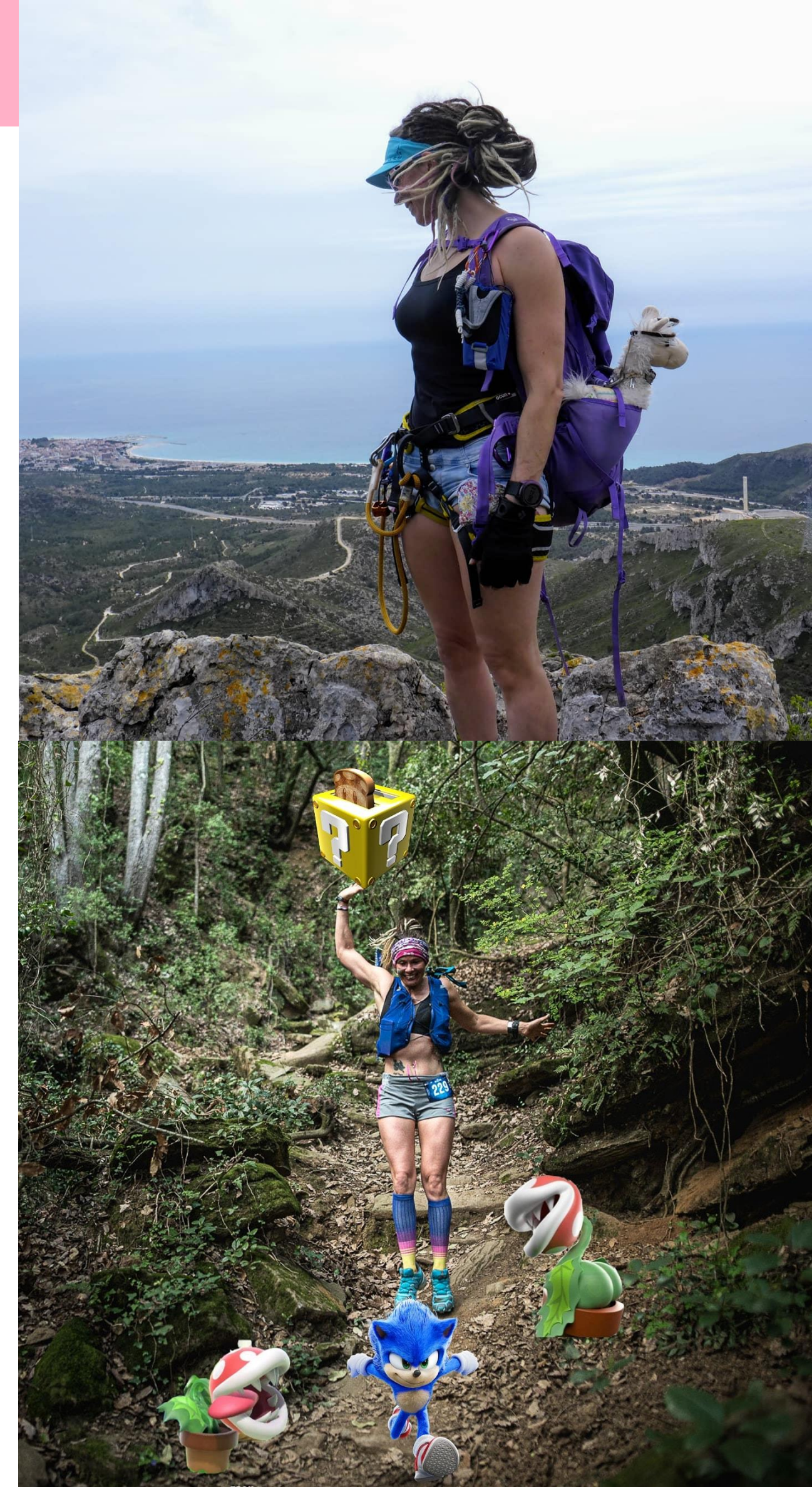
It's a way of proclaiming to yourself and to the world, "I deserve to take up space on this grand planet, just as I am."

## Why is allyship so important to the LGBTQIA+ community?

Allyship is truly a journey of personal learning and growth, but it is also a powerful driver of broader change

## Who do you look up to in the LGBTQIA+ community and why?

Lili Elbe, was a pioneering transgender woman. She experienced what is now known as gender dysphoria and was one of the first individuals known to receive sex reassignment surgery.





## Name Pronouns

Wai Ming Lee

## Job title

He/Him

## What does Pride mean to you?

Reporting Analyst

- 1) Celebration of our diversity, that we are a huge community and a large part of society
- 2) Activism: while we have a lot more visibility and acceptance today, we do not stop now. There's still a lot of hatred, ignorance, bigotry, and division in and out of the LGBTQIA+ community. We don't stop until this has been tackled head on.

## Why is allyship so important to the LGBTQIA+ community?

Everyone has the right to be themselves and to be happy and confident with who they are. Allyship is vital in helping everyone achieve this. You cannot always get great results by dealing with situations alone. Teamwork comes in many forms but ultimately the sense of humanity transcends many boundaries and it's certainly needed for those unable to be themselves because of personal circumstance. We all want acceptance. Division achieves little.

## Who do you look up to in the LGBTQIA+ community and why?

Greg Owen for helping push out awareness of PrEP. His efforts and of those within the community has helped combat rates of HIV around the world, helped people accept who they are and continue to thrive and help remove the stigma of HIV. It's not the disease people still think it was from 40 years ago.





**Name** Pronouns

Paul Rogers

**Job title**

He/Him

**What does Pride mean to you?**

Agent

Visibility for LGBTQIA+ people and education for everyone else.

**Why is allyship so important to the LGBTQIA+ community?**

Together we're stronger - simple as that for me.

**Who do you look up to in the LGBTQIA+ community and why?**

Peter Tatchell - from day one he's non-stop for the LGBTQIA+ community. Amazing man!!





## Name Pronouns

Anne Stolbowsky

## Job title

Elle/Ella/She/Her

## What does Pride mean to you?

Customer Support

That's a complicated question. I was 18 (I'm 47 now) for my first pride in Paris, at first for me it was just a party. But then I learned about the story, I saw the rejection and violence, I've been next to my friends when people were looking badly at them or family cutting any relations. So, Pride changed for me, it was not just a colourful party but a way to say we should all be free to love and live as we are, it became a voice for freedom.

## Why is allyship so important to the LGBTQIA+ community?

Allys can be good advocates for the LGBTQIA+ community. We need to be able to reach everyone to fight against ignorance and clichés.

## Who do you look up to in the LGBTQIA+ community and why?

Of course I'm a big fan of Ru Paul since "Supermodel" in 1993, god those legs. But really, I'm looking up to people closer to me, friends who make a difference going out of the box and bringing their talent in places you're not waiting for them. Like for example Snortelladeline who created a Drag queen show in Barcelona in places where there were no drag queens before and with performers of all kinds. I miss that show so much :)





**Name** Pronouns

Heli Ahonen

**Job title**

She/Her

**What does Pride mean to you?**

Team Leader

To me Pride is all about celebrating diversity and spreading the acceptance.

**Why is allyship so important to the LGBTQIA+ community?**

Without allies the celebration of Pride stays inside the community. With allies we are able to bring the knowledge of LGBTQIA+ to those people who are not otherwise exposed to that information and who needs it in order for public acceptance to increase and human rights to be available for everyone.

**Who do you look up to in the LGBTQIA+ community and why?**

For some years I have been following a Finnish lesbian couple who has a family channel 'Kaksi äitiä' on YouTube. Their contribution is showing to Finnish people how a family of two mums are living an everyday life as everybody else and to normalize rainbow families next to traditional ones. Their channel is also very popular outside of LGBTQIA+ community, so they are doing very important work :)





## Name Pronouns

Alberto Celio

## Job title

Mr / Mrs

## What does Pride mean to you?

QA Evaluator

I believe pride means being free to express myself, with my body, my voice, my attitude at any time.

## Why is allyship so important to the LGBTQIA+ community?

I believe that "alliances" are important regardless of which community you belong to. It is only through community work, i.e. a collection of many minorities, that one has a chance to be heard and achieve results. This can happen through a continuous confrontation between the different communities that face life on a daily basis.

## Who do you look up to in the LGBTQIA+ community and why?

I look up to Lady Gaga and Harvey Milk. For a long time, I felt wrong, like I was a mistake. I went to Catholic schools and I was a victim of homophobia. When I listened to Gaga singing: "*I'm beautiful in my way 'Cos God makes no mistakes I'm on the right track, baby*", I realized it was my time! My coming out time! In 1960 Harvey dared to be himself. 1960 was one of the saddest moments in LGBTQIA+ history. When I lived in Italy, there were mornings that I really wanted to be like him. To homophobic offences, I would have liked to respond with a smile and not with tears.





## Name Pronouns

Matthew Shipman

## Job title

He/Him

## What does Pride mean to you?

Resourcing Lead

Pride to me is a celebration! It's not only a time to celebrate the LGBTQIA+ community but also to just celebrate being your unique self. Of course, we should all be doing this all-year round but for me, I find Pride such as amazing time as it really does bring the community together and creates such an extraordinary atmosphere. When I was younger, I never felt very comfortable with myself but living in Barcelona with such a great community, it's allowed me to do this and Pride really reminds me of this each year and how much I've grown as a person.

## Why is allyship so important to the LGBTQIA+ community?

Allyship plays a huge role in the LGBTQIA+ community as without this, I think ultimately a lot of people may not be where they are today. Feeling confident to be themselves, having connections and finding love with those around them. I think that we can easily forget the impact that those around us have and how much they will in some way influence our thoughts, feelings or decisions whether it be past, present or future. We should be supporting those around us and allowing them to be their true selves, remembering that a small gesture can go a long way. What may be a small gesture to you may make a huge impact for someone else.

## Who do you look up to in the LGBTQIA+ community and why?

To be honest, I truly do find this to be quite a difficult question as there are so many people that have played such a huge part in my life making me who I am today and who have played such a big part in the community allowing us to have the freedoms we have right now. However, I would say that in the LGBTQIA+ community I do really look up to my brother. From a very young age, he knew exactly who he was and didn't shy away from this or try to hide who he was and wanted to be. I think for me, being a younger sibling this has shown me the confidence I also wanted to have although it maybe took longer to get there. I believe that his confidence and resilience has probably played a bigger impact on me than I will ever be aware of and I'm grateful to have such a family member and role model in the community.





**Name** Pronouns

Theo Southgate

**Job title**

He/Him

**What does Pride mean to you?**

Senior Team Leader

Pride means the opportunity to be who I am without fear, to express myself in a way that feels included and safe in a community of people who understand my journey.

**Why is allyship so important to the LGBTQIA+ community?**

Misinformation is rampant, and there are many powerful and very politically active people in the world attempting to ensure that our community doesn't get equal treatment, or equal rights. Allyship, and visibility, are key to countering this, and having allies who understand and help the cause is how we can best combat the spread of hatred.

**Who do you look up to in the LGBTQIA+ community and why?**

I respect anyone who has the courage to be themselves when the world is telling them not to be. Particularly for those in the spotlight, and in countries or regions where it's not necessarily safe to be yourself, or to those who are coming out later in life, it takes so much courage to stand up and be counted, and I admire anyone who has made their voice heard.

