ENCOMPASS HK

2026 Encompass LGBTQ+ Mentoring Programme

ENCOMPASS HK

- A HK-based social enterprise promoting the UN Sustainable Development Goals and Diversity, Equity and Inclusion
- Hosted 800+ experiential-learning workshops since 2019, including Beer, Chocolate and Inclusion; Inclusive Communication; LGBTQ+ in the City Tour: Confronting Unconscious Bias; Sustainable Wine Tasting; Ecotours

©2026 Encompass Hong Kong Limited. All rights reserved.

Our LGBTQ+ Inclusion Offerings

- Genderbread and LGBTQ+ Allyship
- How to Be a Better Ally
- Intro to LGBTQ+
- LGBTQ+ and Psychological Safety
- LGBTQ+ Inclusive Language
- LGBTQ+ in China
- LGBTQ+ in the City Tour
- Lesbian Inclusion
- Let’s Talk About LGBTQ+ (for Parents)
- Understanding Trans and Non-Binary Inclusion

©2026 Encompass Hong Kong Limited. All rights reserved.

2026 Programme Sponsors

Corporate Sponsors:

A&O SHEARMAN

Morgan Stanley

RGA

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Outline

©2026 Encompass Hong Kong Limited. All rights reserved.

Overview

ENCOMPASS HK 2026 LGBTQ+ Mentoring Programme

Sixth Iteration since its inception hosted by Community Business

Support for early career LGBTQ+ professionals

- Authentic selves
- Next generation of inclusive leaders

What we offer participants:

Monthly Professional Development sessions/ events

Monthly Alumni check-ins

1 : 1 Mentoring

Peer mentoring

Reverse mentoring

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Impact

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Testimonials

"I am thrilled to see Encompass continue the LGBTQ+ community mentoring programme initiated by Community Business. Having had the privilege of serving as a mentor for several years, I have found this programme immensely fulfilling for both mentees and mentors. The supportive and friendly environment fosters professional and personal growth, while also helping to build lasting professional networks. "

Matt Bower (mentor)
Partner, A&O Sherman

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Testimonials

"It was an honour to be a mentor on the LGBTQ+ mentoring program as it provides an excellent experience to both guide and support young LGBTQ+ professionals in Hong Kong as they navigate their careers and personal development, as well enhancing your communication skills as a mentor to encourage and listen to mentees. I would recommend the program to any senior professionals that would like to make a valuable contribution to the development of young LGBTQ+ professionals, and foster a more inclusive society in Hong Kong."

Peter Reading (mentor)

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Testimonials

"I had the privilege of participating in the 2020 LGBTQ+ Mentoring Programme as a mentee. Beyond the knowledge and skills gained from the sessions, the connections I made were life-changing. Some of my closest friends today are fellow mentees and mentors from this programme.

The support, guidance, and encouragement I received have helped me grow both personally and professionally. I feel empowered to pursue my goals in my career. The impact of this programme goes far beyond the structured content; it has created a sense of community that I cherish. I would highly recommend the programme to anyone looking to grow and connect within the community."

Nicole Chan (mentee)
Vice President,
Black Rock

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Testimonials

"Participating in the 2020 LGBTQ+ Mentoring Programme was a transformative experience for me. As a lawyer, balancing high-pressure work with personal well-being can be challenging, but the guidance and support I received through this programme helped me develop strategies to manage stress effectively while staying focused on my goals. My mentor provided practical advice and a safe space to reflect on my career aspirations, which gave me the confidence to excel in my role. Beyond the structured sessions, the sense of community and connection with fellow mentees and mentors has been invaluable. This programme didn't just help me professionally—it empowered me to thrive personally and maintain balance in a demanding environment."

Charis Ma (mentee)
Senior Practice Attorney
Akin Gump
Strauss Hauer & Field LLP

©2026 Encompass Hong Kong Limited. All rights reserved.

2025 Programme Snapshot

ENCOMPASS HK

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Snapshot

- **108** Applications from Hong Kong SAR, mainland China, Australia, Indonesia, Malaysia, the Philippines, Singapore and Thailand
- **63** Interviews
- **58** Participants selected
- Participants from **18** different nationalities
- Active **LinkedIn** Group with participants and alumni

ENCOMPASS HK

©2026 Encompass Hong Kong Limited. All rights reserved.

Industries Represented

Art & Culture

Banking / Financial Services

Consulting

Education

Human Resources

Information Technology

Insurance

Learning & Development

Legal

Marketing and Communications

Media

Retailing

Social service

©2026 Encompass Hong Kong Limited. All rights reserved.

2025 Programme Statistics

Question (5 = strongly agree, 1 = strongly disagree)	Pre-Programme	Mid-Programme
To what extent do you agree with the statement that you are a confident LGBTQ+ (Ally) professional?	3.96	4.32
To what extent do you agree with the statement that you are a well-equipped GBQ+ Inclusion leader?	3.86	4.00
To what extent do you agree that you have a strong support network from the LGBTQ+ community as a professional in your field?	3.62	4.13

ENCOMPASS HK

©2026 Encompass Hong Kong Limited. All rights reserved.

2025 Programme Statistics

Question (5 = strongly agree, 1 = strongly disagree)	Post-Programme
How satisfied were you with your mentor/mentee match?	4.45
How satisfied were you with the topics of the Professional Development Sessions?	4.27
How satisfied were you with the session delivery (facilitator, variety of formats, etc)?	4.18
Would you recommend the programme to colleagues or friends?	100%

ENCOMPASS HK

©2026 Encompass Hong Kong Limited. All rights reserved.

2026 Programme

©2026 Encompass Hong Kong Limited. All rights reserved.

2026 Programme Timeline

August - October 2025	Information sessions
October - November 2025	1:1 Interviews
February 25, 2026	Matching Event
Mid March, 2026	Orientation
March - October, 2026	1:1 and Group Mentoring Monthly Professional Development Sessions/events
November 2026	Graduation

©2026 Encompass Hong Kong Limited. All rights reserved.

2026 Programme Curriculum

Feb	Matching Event	Virtual
Mar	Orientation Event; Career Mapping	Hybrid
April	Effective Communication - Communication Up and Down	Hybrid
May	Personal Branding and Strategic Networking + Check-in	Hybrid
Jun	Pride Month Quiz Night	In-person
July	Networking Event + Check-in	Hybrid
Aug	Utilising AI to maximise opportunities + Check-in	Hybrid
Sep	Networking event	In-person
Oct	Work-life Balance and Career Satisfaction	Hybrid
Nov	Graduation Event	TBC

©2026 Encompass Hong Kong Limited. All rights reserved.

Alumni Support

Monthly Check-ins
for mentors and mentees separately featuring alumni

Peering mentoring:
Discussion with guiding questions

Reflect on mentorship experience;
Share best practices

Facilitate connections
among programme participants and alumni

Build a trans-cohort community

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Participation

©2026 Encompass Hong Kong Limited. All rights reserved.

Becoming a Mentee

Criteria:

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

Benefits:

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

©2026 Encompass Hong Kong Limited. All rights reserved.

Becoming a Mentor

Criteria:

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

Benefits:

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

©2026 Encompass Hong Kong Limited. All rights reserved.

Partnership Opportunity

ENCOMPASS HK

©2026 Encompass Hong Kong Limited. All rights reserved.

Sponsorship

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

©2026 Encompass Hong Kong Limited. All rights reserved.

Being featured as a sponsor

©2026 Encompass Hong Kong Limited. All rights reserved.

Become a Session Leader

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

©2026 Encompass Hong Kong Limited. All rights reserved.

Become a Venue Sponsor

Provide venue and catering for 50-60 participants

Your organisation enjoys:

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

©2026 Encompass Hong Kong Limited. All rights reserved.

Programme Contact

Benita Chick
CEO and Founder,
Encompass HK

Sarah Chan
Programme Associate,
Encompass HK

lgbtqmentorship@encompasshk.com

©2026 Encompass Hong Kong Limited. All rights reserved.

THANK YOU

All information in this document is provided for general information only and is not in the nature of advice. It should not be relied upon for any purpose and Encompass HK Limited (Encompass HK Limited makes no warranty or representation and gives no assurance as to its accuracy, completeness or suitability for any purpose. Inclusion of information about a company, programme or individual in this publication does not indicate Encompass HK Limited's endorsement. Where cited, you should refer to the pri sources for more information. This report does not necessarily reflect the views of Encompass HK Limited or the sponsors of this report. Encompass HK Limited reserves the right to make alterations to any of its documents without notice.

©2026 Encompass HK Limited. All rights reserved. Reproduction and dissemination of this document (in whole or in part) is not allowed without prior written permission of Encompass HK Limited and due acknowledgment of authorship. If use of this document (in whole or in part) will generate income for the licensee, prior written permission to that effect must be obtained from Encompass HK Limited. To obtain permission, write to contact@encompasshk.com

©2026 Encompass Hong Kong Limited. All rights reserved.