

LGBTQ+ Mentoring Programme 2026

Sponsorship Proposal



- A social enterprise established in 2018
- Curated 900+ workshops and experiential learning programs
- Mission is to assist and inspire institutions to achieve the UN's SDGs



In Hong Kong, LGBTQ+ Inclusion in the workplace remains a largely taboo topic



- According to statistics* from 2025, almost **40% of LGBTQ+ employees felt the need to hide their identities** in the workplace.
- **Over a third of employees have heard discriminatory comments** made about LGBTQ+ individuals.
- Intersecting with the fact that Hong Kong is an Asian society strongly influenced by Chinese heteronormative family values, the number of LGBTQ+ individuals hiding their identities in the workplace may be even higher.

Structured professional support for young leaders in the LGBTQ+ community is much needed

- Similar programmes exist in Hong Kong, such as the FinS Mentorship Programme for LGBTQ+ and Ally university students.
- The Encompass HK programme is the only one specifically focused on **supporting LGBTQ+ young working professionals** through structured mentorship.
- We are currently **exploring a partnership with Pink Alliance**, a local NGO having an extensive LGBTQ+ network, with the aim to leverage our respective strengths and enhance our programme.



Encompass LGBTQ+ Mentoring Programme

- Launched in 2020 by Community Business, and run annually; taken over by Encompass HK since the 6th iteration in 2026.
- A valuable supportive network for the LGBTQ+ professional community.
- Support young LGBTQ+ professionals to feel comfortable being their authentic selves.
- Nurture the next generation of inclusive leaders in Asia.
- Has made a positive impact for over 200 mentors and mentees since inception.



This is a 9-month programme offering....



Monthly professional development sessions with featured speakers



Regular check-ins and mentorship support



1 : 1 mentoring between mentors and mentees



Peer mentoring to learn from fellow participants' experiences



Reverse mentoring where mentors could learn from mentees' perspectives



Networking opportunities to make new friends and connections

We serve 50 to 60 participants across the Asia regions in each iteration, featuring....



Mentors who are

- Part of the **LGBTQ+** community or a demonstrated **ally**
- Seasoned professionals with at least **10 years** of work experience



Mentees who are

- Part of the **LGBTQ+** community
- Early career professionals with **3 to 10 years** of work experience

WHY SHOULD COMPANIES PARTICIPATE?

KEY BENEFITS FOR MENTORS & MENTEES

1. CAREER GROWTH & PROFESSIONAL CONFIDENCE



- Build **practical skills** in leadership, communication, and navigating corporate structures
- Get clearer **career direction** through goal-setting and pathway planning
- Learn **insider insights** on advancement, performance reviews, and workplace dynamics
- Gain **confidence** from senior validation—especially for LGBTQ+ youth

2. IDENTITY, AUTHENTICITY & PSYCHOLOGICAL SAFETY



- See LGBTQ+ role models succeed, reinforcing that **authenticity and achievement** can coexist
- Have a **safe space** to discuss identity at work, microaggressions, and intersectionality
- Reduce isolation by connecting mentees to **supportive guidance** and peers
- Feel more **empowered** to speak up, advocate for themselves, and show up authentically

3. EXPANDED NETWORKS & SOCIAL CAPITAL



- Access senior networks, industry connections, and greater **visibility**
- Grow cross-company **peer support** across sectors
- Increase **sponsorship chances** through long-term advocacy in influential settings

4. MUTUAL LEARNING FOR MENTORS



- **Benefit** from reverse mentoring on evolving norms, language, and LGBTQ+ issues
- Strengthen **allyship** by learning directly from lived experience
- Develop **as leaders** through coaching, empathy, and more inclusive leadership practices

KEY BENEFITS FOR COMPANIES

1. NURTURE LEADERS IN YOUR COMPANY



- Build inclusive and authentic leadership skills
- Enhance emotional intelligence and resilience

2. BUILD CAPABILITY THROUGH DEVELOPMENT SESSIONS



- Strengthen skills via structured professional development
- Accelerate leadership development on soft skills, e.g. empathy, psychological safety, allyship

3. BRING IN FRESH PERSPECTIVES



- Expand thinking and innovation through insights from external networks

4. SCALE MENTORSHIP IMPACT



- Support the mentorship journey of 50-60 mentors and mentees, driving career progression and personal growth

5. CREATE A MORE INCLUSIVE LEADERSHIP PIPELINE



- Help organisations retain and advance LGBTQ+ talent

6. IMPROVE CULTURE AND BELONGING



- Equip participants to become inclusion ambassadors within their companies
- Participants model inclusive behaviours that influence team culture

7. STRENGTHEN EMPLOYER BRAND



- Visible support for LGBTQ+ professionals signals DEI commitment-particularly impactful in Asia, where such programmes are still emerging
- Enhance employer brand among young talent

8. SUPPORT YOUR SDG COMMITMENTS



- Back the programme as a responsible business and contribute to SDG 5 and 10

2026 Programme Sponsors

Corporate Sponsors:

A&O SHEARMAN

Morgan Stanley



Venue Sponsors:



Linklaters



2026 Programme Snapshots



108 Applications from Hong Kong SAR, mainland China, Australia, Indonesia, Malaysia, the Philippines, Singapore and Thailand



63 Interviews conducted



58 Participants selected



Participants with **18** different nationalities



Industries represented: Art and Culture, Banking, Consulting, Education, Financial Services, Human Resources, Information Technology, Learning and Development, Legal, Media, Retail, Social Services

2026 Programme Curriculum

Date	Events	Format
10 Mar	Orientation Event; Career Mapping Speaker: Grace Siu	Hybrid Sponsor: AOS
14 Apr	Effective Communication - Communication Up and Down Speaker: Emery Fung	Hybrid Sponsor: JSM
12 May	Personal Branding and Strategic Networking + <u>Check-in</u> Speaker: Yee Lin Ng	Hybrid Sponsor: Linklaters
11 Jun	Pride Month Quiz Night	Hybrid Sponsor: JLL
14 Jul	Networking Event + <u>Check-in</u>	In-person Venue: The Globe
26 Aug	Utilising AI to maximise opportunities + <u>Check-in</u> Speaker: Anthony Wong	Hybrid Sponsor: Barclays
22 Sep	Networking event	In-person Venue: Shiro
15 Oct	Work-life Balance and Career Satisfaction Speaker: Nerice Gietel	Hybrid Sponsor: PwC
12 Nov	Graduation Event	Hybrid Sponsor: Pinsent Masons

Sponsorship Opportunities

Benefits	Gold HKD60,000	Corporate HKD40,000	Champion HKD30,000	Professional Development HKD12,000	Talent Sponsor HKD8,000 (per head)	Supporting HKD5,000
Guaranteed mentor and/or mentee placements in programme	4	2	1	/	1	/
Passes for your employees to attend programme training	/	/	3	3	/	1
Monthly posts on social media channels	✓	✓	✓	✓		✓
Video promotion on social media	✓	✓				
Encompass HK LGBTQ+ in the City Tour (up to 20 pax) or a LGBTQ+ workshop (50pax)	✓	✓	✓			
Logo exposure on Encompass HK website	✓	✓	✓	✓		✓
Exposure on all relevant marketing and training materials in every monthly session	✓	✓	✓	✓		Only featured on selected session
Raise your company profile and be seen as an Employer of Choice	✓	✓	✓	✓	✓	✓
Speaking opportunity at Graduation Event	✓					
Opportunity to deliver a session				✓		

APPENDIX: PROGRAMME IMPACTS

Data from the 2025 Programme Survey

Company: Major Insurance Company

Role: Gold Sponsor

Participation: 3 mentors from director to C-level participated to develop their senior leadership

Why they joined:

Our approach to DEI requires us to not only look after the well-being and development of our own people and customers, but also to play our part in supporting underrepresented and marginalized groups in the wider community. We believe that inclusive societies lead to more inclusive workplaces.

DEI is a marathon, not a sprint. That is why this programme focuses on early-career LGBTQ+ professionals, helping to support their career progression and build a future pipeline of inclusive leaders.

In addition, the programme provides an opportunity for our company's DEI champions—who are eager to make a difference—to contribute to the success and advancement of LGBTQ+ communities across Asia.

Company: Major Insurance Company

Role: Gold Sponsor

Testimonial from Sponsored Mentor:

Mentor A, Head of Demand Generation

It's been a very fulfilling opportunity to participate as a mentor in this years mentoring programme. With [mentee's name], I've had the chance to share my knowledge and experience both professionally and personally as a gay woman in Hong Kong. I've also learned a lot too!



Company: Financial Institution

Role: Corporate Sponsor

Participation: 1 mentor from Vice President level and 1 mentee from Associate level joined

Testimonial from Sponsored Mentor:

Mentor B, Vice President

My mentee prepared for each 1:1 meeting and had specifics topic he wanted to go through for each session. The experience was fruitful and I thoroughly enjoyed the content, people and vibe.



Company: Financial Institution

Role: Corporate Sponsor

Testimonial from Sponsored Mentee:

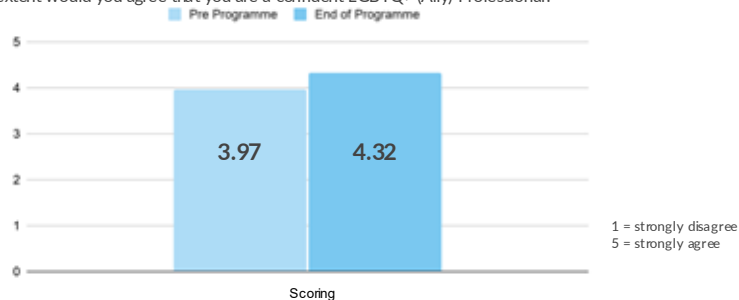
Mentee A, Associate

I want to express my gratitude to this amazing community and my mentor for creating such a supportive environment, even though I choose to remain anonymous. I've found so much inspiration from both my mentor and the programme. It might sound like an exaggeration, but in just three months, this mentorship has truly changed my life. Through our bi-weekly meetings (appreciate [mentor's name]'s commitment here) I've learned how to navigate tough conversations with my previous boss and institutional leaders, it was through [mentor's name]'s mentorship that I finally found the clarity and courage to move forward which has led to a successful career transition between teams. Having someone believe in me – challenge me, guide me, and remind me that my voice matters – made all the difference.

[mentor's name] is incredibly patient and has helped me set realistic goals for my professional development and life management. She's guided me in breaking these goals down into actionable steps and has provided inspiring advice on how to make things happen. One key piece of wisdom she shared is that no one is born with leadership skills or the ability to communicate effectively; it's a journey, and she's right there to guide me in doing the right thing at the right time. I'm truly grateful for the opportunity to be mentored by [mentor's name], an experienced C-level coach. I do feel the pressure to rise to the occasion as a mentee, but I'm excited for the journey ahead!

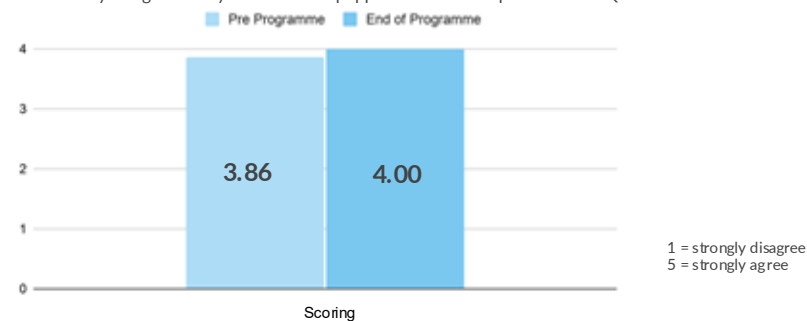
Help our mentors and mentees to become more Confident Professionals

To what extent would you agree that you are a confident LGBTQ+ (Ally) Professional?



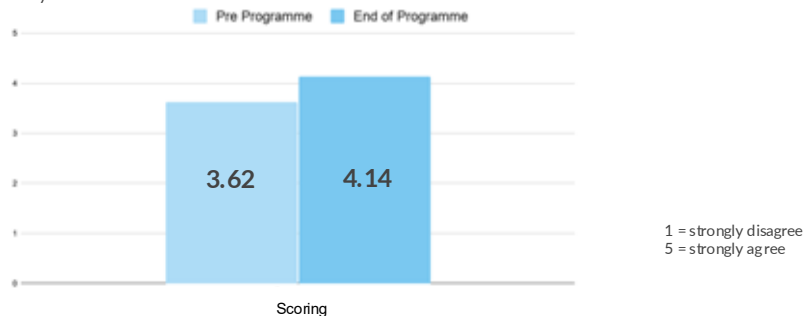
Help our mentors and mentees to become Inclusive Leaders

To what extent would you agree that you are well-equipped to be a champion of LGBTQ+ inclusion?



Help our mentors and mentees establish their LGBTQ+ professional support network

To what extent do you agree that you have a strong support network from the LGBTQ+ community as a professional in your field?



THANK YOU



ENCOMPASS HK



Encompass-HK



lgbtqmentorship@encompasshk.com



encompasssdg



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