

London Pride 2024

"United in Pride"



Editor's Introduction

Portrait of HP: London Pride 2024

"United in Pride".

It was 4:32 AM when my alarm went off. I knew it would be a long and exhausting day, but sometimes, we have to make that extra effort for important DE&I activities. On the Manchester to London first morning train, I started reading Susan Sontag's *Regarding the Pain of Others*. One thought stood out from this classic:

Who is the "we" when the speaker comes from a place of power and privilege?

And who is the "we" when it comes from a member of an underrepresented community?

For a moment, I wondered why I was making the trip to join the march with the London Pride 2024. Why was I about to march for LGBTQ+ rights? The simple justification of documenting the event felt insufficient. Why is it so difficult for some in a society to coexist with others? Was I part of this "otherness"? Reflecting on it, I realised I could be part of that "we"—the "we" that builds community, embraces diversity, and fosters inclusion. Allies, too, are part of the community.

Later on, my attention - or rather, distraction - was drawn to a bookmark in my book. It was a postcard my wife gave me for my birthday a few springs ago. It featured a photograph of a Muxe from Oaxaca, Mexico, by Graciela Iturbide. It made me wonder why "we" so seldom turn to indigenous communities for lessons. Often, these communities have a deeper understanding of big concepts based on intuition, feelings, and emotions. Sometimes, intellect alone is lacking nuanced answers.

Back to my journey, now in London, while we were preparing for the march, I felt proud to work with Jack Hinchliffe on diversity and inclusion initiatives. Six years ago, Jack co-founded the HP UK&I Pride BRG. His dedication to creating a more inclusive workplace at HP has been truly inspiring. During the Pride Parade, I thought of his tremendous effort. After six years, thanks to his leadership and support of many others, we achieved a significant milestone: for the first time in the UK, three tech giants—AMD, Microsoft, and HP—along with business partners, marched together to celebrate LGBTQ+ rights. Inspiring!

For this 17th issue of Portrait of HP, I have created a moving visual chronicle of an extensive volume. My lens captured my colleagues marching and celebrating the power of diversity and inclusion we've built in our workplace community. This view alternated with interacting with the public supporting the marchers. The joy and excitement of knowing they are not alone and becoming more visible were palpable.

In addition to this visual narrative, I have also included brief texts as seeds of curiosity. Some of the vignettes discuss how indigenous communities have accepted and valued different genders. Is there a space for learning from these examples? I have also included texts that provide fragments of the historical context of the journey of the LGBTQ+ community in the UK.

I hope this 17th issue of Portrait of HP helps visualise the LGBTQ+ community, encourages us to be effective allies, informs us about the community's history in the UK, and invites us to learn how indigenous communities have built their own inclusive enclaves.

Let's continue to strengthen the safe space we've created at HP, where we can interact with our colleagues from a place of acceptance, offering a hand and a hug in the spirit of tolerance and diversity. United in Pride, together.

Rodrigo Moctezuma
Portrait of HP Project Lead
Chair, HP Global Hispanic/Latino BRG
UK&I INK Category Manager





"The first Pride parade in the UK took place in London in 1972, with around 2,000 participants marching for equality."

Pride in London



Love is LOVE

Love is LOVE

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Love is LOVE

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Muxes (Oaxaca, Mexico):

In Zapotec culture, muxes are people assigned male at birth who identify with a third gender. They play important roles in their communities and are often seen as a blessing to their families.



"Pride events boost local economies significantly, with London Pride alone attracting over a million visitors each year."

Visit London







"Diverse and inclusive workplaces are 35% more likely to outperform their competitors."

McKinsey & Company



Two-Spirit (North America):

Many Native American tribes use this term to describe individuals who embody both masculine and feminine qualities. Two-Spirit people often hold sacred and respected roles within their communities.



Hijra (South Asia):

In India, Pakistan, Bangladesh, and Nepal, hijras may be eunuchs, intersex, or transgender individuals. They have a long history and often perform blessings at weddings and births, holding significant cultural and spiritual roles.



"In 1992, the World Health Organization
declassified homosexuality as a mental
disorder, marking a significant milestone in
LGBTQ+ history."

World Health Organization



Sworn Virgins (Albania):

In parts of the Balkans, specifically Albania, sworn virgins are women who take a vow of chastity and live as men. This tradition allows them to assume male roles and responsibilities in their communities, often to uphold family honor or gain social freedom.







Kathoeay (Thailand):

In Thailand, kathoeay, also known as "ladyboys," are transgender women or effeminate gay men. They are visible in Thai culture and often work in entertainment and beauty sectors.



"Supportive policies and inclusive practices in the workplace enhance employee well-being and productivity."

Harvard Business Review





"Pride Month commemorates the Stonewall Riots, a pivotal moment in the fight for LGBTQ+ rights."

Stonewall UK



"LGBTQ+ youth are at a higher risk of mental health issues due to societal discrimination. Inclusive environments can make a difference."

The Trevor Project





"Today, 29 countries around the world have legalized same-sex marriage, showcasing the global progress of LGBTQ+ rights."

Amnesty International



Sekrata (Madagascar):

Among the Sakalava people of Madagascar, sekrata are boys raised as girls and often take on feminine roles in society. They are respected and have specific cultural and spiritual significance.



"The rainbow flag, first designed by Gilbert Baker in 1978, is a symbol of hope and diversity in the LGBTQ+ community."

The Guardian



Ashtime (Ethiopia):

Among the Maale people of southern Ethiopia, ashtime are people assigned male at birth who take on roles traditionally associated with women. They hold significant positions within their communities, often participating in religious and social ceremonies.



"In 2020, the UK introduced a law to allow mixed-gender civil partnerships, offering more inclusive options for all couples."

UK Government



Bissu (Indonesia):

Also in Indonesia, among the Bugis people of Sulawesi, bissu are revered as gender-transcendent shamans who embody a combination of all genders. They play crucial roles in religious ceremonies and are believed to possess spiritual power due to their unique gender identity.



"Only in 2003 did the UK repeal the infamous Section 28, which banned the 'promotion' of homosexuality by local authorities."

BBC News



Fa'afafine (Samoa):

In Samoa, fa'afafine are people assigned male at birth who embody both masculine and feminine traits. They are widely accepted and take on caregiving roles within their families, contributing to the social fabric of Samoan society.



"Homosexuality was decriminalised in the UK in 1967, a crucial step towards equality."

British Library



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"Marriage equality became legal in England and Wales in 2014, marking a significant step towards full LGBTQ+ rights."

The Independent





"Visibility and representation of LGBTQ+ individuals in media and politics lead to greater acceptance and understanding in society."

GLAAD



"You don't have to be gay to be a supporter – you just have to be human."

Daniel Radcliffe



"Being gay is not a Western invention.
It is a human reality."

Hillary Clinton



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We proudly marched in the London Pride Parade 2024, thanks to the unwavering support and sponsorship of our business partners. Your commitment helps make diversity and inclusion a vibrant reality.

Thank you for standing with us.





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Mila Smith



Issue 2

Elizabeth Adely



Issue 3

Mander Thiara



Issue 4

JumpIN Festival



Issue 5

Charlotte Purdy



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Women in technology



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From BCN with Love. Part 1



Issue 8

From BCN with Love. Part 2



Issue 9

Naomi Patel



Issue 10

Amplify your DE&I impact



Issue 11

Hispanic Heritage Month



Issue 12

Peter Sarwan



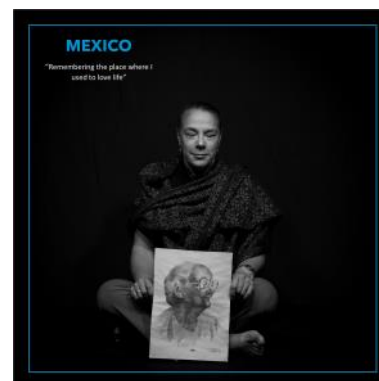
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People Who Inspire



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Janice Evans



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MEXICO



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Jennifer Price

Rodrigo's text translated from Spanish, reviewed and copy-edited by Gosia Polanska (Mojek).

"Moctezuma: The Corporate Human" is the artistic name of Rodrigo Moctezuma (Roddy).

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