



Joanne Lockwood

INFLUENCER

Renowned Keynote Speaker, Thought Leader, and authority on Inclusion & Belonging, with a unique journey from a successful career in IT/STEM to becoming a trusted expert in HR and People Consulting & Global Keynote Speaker

Joanne Lockwood, Founder and CEO of SEE Change Happen, is a transformative force in Inclusive Cultures. With a rich background in the Royal Air Force and IT, Joanne pivoted to HR and People Consulting, driven by her passion for diversity and inclusion. As a transgender woman, her personal journey enriches her advocacy. Joanne partners with HR, Talent, and L&D leaders, embedding Equity, Diversity, and Inclusion into organisational culture. A Fellow of the Professional Speaking Association UK&I and the Institute of Equality and Diversity Professionals, Joanne's keynotes and workshops inspire profound, sustainable change. Her mantra, "Smile | Engage | Educate," encapsulates her approach to fostering Positive People Experiences.

Joanne Lockwood's 2026 Biography

Joanne Lockwood: The Inclusive Culture Expert

Joanne Lockwood, the trailblazing Founder and CEO of SEE Change Happen, embodies transformative change in the realm of Inclusive Cultures. As an Inclusive Culture Expert and International Keynote Speaker, Joanne is not just a speaker and consultant; she is a beacon of inspiration, redefining the landscape of diversity and inclusion. Her life journey as a transgender woman amplifies her voice, making her an authentic and heartfelt mentor in the mission for building inclusive organisational cultures where everyone can thrive.

Why Joanne?

Are you seeking a transformative experience for your organisation? Joanne's philosophy extends beyond mere compliance, creating deeply rooted, sustainable change that nurtures Positive People Experiences. Her collaborations with HR professionals, Talent Acquisition leaders, and Learning & Development experts do more than just address exclusion and bias; they reimagine Equity, Diversity, and Inclusion, embedding these values into the very fabric of organisations.

The Journey

Joanne's career transition is a narrative of courage and vision. From serving in the Royal Air Force and running a thriving IT business, she

AVAILABLE FOR

- Speaking

JOANNE'S SPEAKING THEMES

- Marketing & Branding

LANGUAGES: English

pivoted towards HR and People Consulting, driven by her passion for inclusivity. Guided by her mantra “Smile | Engage | Educate,” she partners with “People People” to foster environments where empathy, understanding, and inclusivity thrive.

Accolades and Impact

Joanne’s influence extends beyond consultancy. As a Fellow of the Professional Speaking Association UK&I and a Fellow of the Institute of Equality and Diversity Professionals, her expertise is widely recognised. Her documentary feature on Channel 4’s “The Making of Me,” her ‘Inclusion Bites’ podcast, and her role as a former Trustee for the LGBT+ Youth Homeless Charity, all showcase her multifaceted impact.

Transformative Keynotes

Joanne’s engaging keynotes resonate globally, transforming how audiences think, act, and feel about inclusivity. Her storytelling ability grips listeners, guiding them to overcome imposter syndrome, dismantle societal prejudices, and foster thriving environments. Whether it is an after-dinner event or an international seminar, Joanne’s insights leave a lasting, tangible impact.

The Invitation

Engage with Joanne Lockwood and embark on a transformative journey towards a truly inclusive workplace. Her passion, expertise, and personal narrative will light the way to meaningful change, making her an indispensable ally in your quest for inclusivity.

Joanne Lockwood's 2026 talks & topics

Diversity & Inclusion

Together, we delve into the intricacies surrounding diversity and inclusion, fostering understanding and promoting an inclusive culture within your organisation.

LGBTQIA+ & Pride

Embracing profound empathy, we explore the narratives of the LGBTQIA+ community and the importance of Pride, strengthening bond of community and acceptance in your workplace.

Workplace Allyship

Through our discussion on workplace allyship, I offer practical step to actively support colleagues and

create a more inclusive, supportive work environment.

Inclusive Recruitment

Join me as we navigate the nuances of recruitment, focusing on designing and implementing inclusive hiring practices that attract a diverse talent pool.

Leadership & Culture

We will evaluate the pivotal role of leadership in shaping an inclusive culture, unveiling strategies that can drive change, and fostering commitment to diversity and inclusion.

Employee Engagement

Let's discuss how embracing diversity and inclusion can enhance employee engagement, illustrating how a culture of respect and understanding can elevate job satisfaction and productivity.

Joanne Lockwood's Videos



What Joanne Lockwood's clients say

Professionalism and Ease

Working with Joanne was an absolute delight and our entire collaboration felt like a breeze. As the emcee and a presenter for our annual event, Joanne displayed an exceptional level of professionalism coupled with a calming demeanor that instantly put everyone at ease. She captured our audience and led them through our event agenda seamlessly. Despite any last-minute changes that arose, Joanne remained focused on the core objectives of the event, ensuring its success while demonstrating confidence and flexibility. Additionally, Joanne's expertise in diversity and equality in the workplace added great value to our program, providing valuable insights that enriched the experience for all involved.

Sue Morton

General Manager Events, HR.com

Transgender Inclusivity Advocate

Joanne is an exceptional speaker on diversity and inclusion, with a special emphasis on transgender topics. Her ability to share her personal story in a way that touches both the hearts and minds of our staff was truly remarkable. She also did an outstanding job in raising awareness about the importance of supporting transgender people in the workplace. Her session was not only informative but also deeply impactful, creating a lasting impression on all who attended. Joanne's contributions have been invaluable in advancing our understanding and support of transgender inclusivity in our workplace.

John Athanasiou

Director of People, HarperCollins UK

Fearless and Memorable Discussion

We were extremely honoured to have Joanne participate in Levi's inaugural Diversity and Inclusion (D&I) day. Her exceptional communication skills and professionalism were evident throughout the entire process, making the planning phase seamless and straightforward. Joanne intuitively understood our goals, contributing to the event's success. Her discussion was fearless, honest, thought-provoking, and incredibly real, creating a moment that attendees won't soon forget. I personally learned a great deal from her insights and perspectives. I am hopeful and excited about the prospect of working with Joanne again in the future. Thank you, Joanne, for your invaluable contribution and for making our D&I day so memorable.

Ann Smith

District Manager, Levis Strauss & Co

Courageous Inclusive Storytelling

Joanne recently joined the lululemon EMEA collective for a talk on inclusion, focusing on storytelling and how to be better allies. Every attendee was deeply moved by the courage she displayed in sharing her personal journey and the challenges she faced. Her passionate storytelling not only provided us with a profound understanding of the trans community but also practical ways to act as allies in the workplace. The conversation was engaging, impactful, and provoked significant insight within our team. We've received outstanding feedback, and the talk has spurred ongoing discussions about fostering inclusive environments in our workplaces. A heartfelt thank you to Joanne for sharing her inspiring story and contributing her time to our collective.

Nicole Markus

Senior Learning Partner, lululemon EMEA

Authentic and Impactful Storytelling

Joanne delivered an incredibly moving and insightful speaker session at ManyPets, as part of our ongoing Pride celebrations and efforts to bring light to transgender issues across our global business. She was succinct, open, and truly inspirational, offering a fascinating glimpse into their journey from her perspectives of her relationship with her wife. Her session was eye-opening and enriching, and I would not hesitate to recommend her to anyone in my network looking to enhance their understanding and become better allies to the trans community. A heartfelt thank you to Joanne for her valuable time and impactful contributions.

Jennifer Gabrielle-Chapman

People Director, ManyPets

Captivating Content

Joanne presented as part of our Annual Employment Conference yesterday, delivering the final session of the event. Not only was the content and delivery captivating, but she also included comments from the previous presentations to bring it all together - a very intelligent presenter who gauges her audience perfectly and delivers in a professional and engaging style! The best leaders don't have all the right answers, they facilitate the team to come up with them!

Richard Dibden

Commercial Director, CMA Recruitment Group

Embracing Uniqueness

Joanne was an engaging and thought-provoking speaker who highlighted why embracing all individuals and celebrating their uniqueness is so important within the workplace. People need to feel that they belong, not just that they are equal.

Catriona Ralls

Associate Solicitor, Warner Goodman LLP

Evolution, Not Revolution

Very informative and educational – in an informal and relaxed way. – Joanne has helped us to realise that we can start to make simple and effective changes to our culture to make it more inclusive, every day through practical tools and techniques to bring allyship to life. In other words, its evolution not revolution

Nicola Dent

Head of People and Culture, Byggfakta Group UK

Brilliantly hosted Housing Diversity Network “Walk Your Talk” conference – got the right kind of conversations going between the speakers, panel and the audience. Clear display of passion in the discussions, with fantastic interaction with the audience. Time – well managed too. A great enjoyable experience. Well done.

Debansu Das

Chair, Housing Diversity Network

Like talking to an inspirational friend, where you come away and think “wow”!

Kathryn Jones

Diversity and Inclusion Lead, Aster Group Ltd

Easily one of the most inspirational and motivational sessions I have attended. The session was incredibly engaging and held my attention throughout. The anecdotes describing Joannes personal and professional life made the session both unique and interesting. Thank you, Joanne, for sharing your personal journey and inspiring us all at the Yorkshire & Humber, ““Becoming a diamond”” conference! We really appreciate you taking the time out for us ☐

Zara Khan

Dr/GP Trainee, Yorkshire & Humberside NHS Trust

We asked Joanne to join us for National Inclusion Week, to talk to us about sexual orientation, gender identity and trans inclusion. Joanne’s talk was insightful, cheerful and warm. The audience were undoubtedly engaged, proactively asked questions and listened intently to the heartfelt real stories of Joanne’s experiences. The audience were a mixture of ages and seniority – all benefiting from the talk in different ways. We learnt the importance of pro-nouns, and how important it is to be an ally, and the ways in which you can be one. This is the second time we’ve asked Joanne to join us, and we look forward to the next.

Katrina Hedditch

Programme Director, Ogilvy