

Roaring with Pride

[Carlos] Being gay, it's always been complicated. Being judged by the way you behave, the way you speak. There's a big macho culture.

I grew up in Mexico City. As a child, I would say I was quite witty. I would love to dance, but I think I didn't come across very well in Mexican society so I would have to restrain myself, be more quiet. I always knew I was gay.

After joining HSBC, one thing I was clear about, I was determined to make HSBC a place for everyone.

We set up the Pride Employee Resource Group in 2017 and the idea behind it was to give visibility to the LGBTQ+ community, to stay connected, to empower LGBTQ+ employees.

We took HSBC to the Mexico City Pride Parade for the first time. That was in 2018. Over 400 colleagues with their families joining the parade with us. I remember a colleague – he'd been in the bank for a long time. He was kind of shy to talk about his personal life. He came up to me and he said, "Thank you."

"I feel so comfortable talking about my husband, introducing him to my colleagues and just being who I am."

Knowing that HSBC supports and empowers people from our community makes me feel very happy. Proud. Emotional. I don't want to cry. Very happy.

It's still harsh. There are still little boys, little girls out there who are scared. They don't know whether they'll be able to have a successful professional career.

The advice to all the young Carlos out there is to be determined, not to be afraid and just to keep going. There are always going to be challenges. Always going to be doors that are going to be closed. But you're not alone.

Yeah. Sorry. Again the tears.

Visibility is key and I think there will be people out there, not only people who are part of the community but also allies, who will see a company like HSBC marching, being loud about LGBT and making all of them understand, we welcome everyone.

It's a different world from when I joined 10 years ago compared to now.

You know, I'm in the gym and I see non-binary people working out.

I'm in the coffee line and I see colleagues talking about partners, boyfriends, girlfriends, husbands which is incredible, I think.

[Text on screen] HSBC | Opening up a world of opportunity