

Lorna Gavin FICRS

Chapter Consulting



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Lorna Gavin is the founder of Chapter Consulting and an expert in equality, diversity, inclusion and corporate responsibility. She works with organisations across sectors to shape inclusive cultures, strengthen social impact and develop practical strategies that create lasting change.

Lorna brings 20 years' experience leading work in inclusion, pro bono, social impact and corporate responsibility. She has advised a wide range of organisations and charities, including Oxfam, British Red Cross, NSPCC, RNIB and the Big Issue Foundation, and is known for helping organisations turn ambition into meaningful action.

Before founding Chapter Consulting, Lorna spent 30 years at Gowling WLG, including 14 years as a corporate lawyer and partner giving her first-hand insight into the realities of law firm leadership and operations. Across her career, she has led award-winning initiatives that have helped people feel more included, better supported and better able to thrive at work, including the development of employee networks, mental health and domestic abuse support, reverse mentoring for senior leaders, work to improve representation, and programmes opening up opportunities for people facing homelessness and other barriers to employment.

Lorna is a member of the Advisory Council of EIDA.

Lorna can support organisations in all aspects of EDI and CR, including:

- ❖ Designing and implementing EDI and CR strategies
- ❖ Embedding inclusive behaviours and practices into organisations
- ❖ Instilling inclusive leadership best practices
- ❖ Developing and supporting employee networks
- ❖ Creating communications strategies and content for EDI and CR
- ❖ Building impactful, skills based and needs-led volunteering, pro bono and community engagement programmes

Advising HR, EDI and CR teams | Engaging with board leaders and senior management | Supporting employee network chairs | Facilitating round table discussions | Gathering insight for leaders | Lunch & Learns | Public speaking | Chairing conferences

- Co-founder of Midlands Ability, a network for over 150 employers seeking to support colleagues with disabilities
- Co-creator of 'Designing out Homelessness' [toolkit](#) for employers, deployed nationally in partnership with Business in the Community; Member West Midlands Combined Authority Homelessness Taskforce 2015-2022
- Inspiring Leader award – awarded by Birmingham Young Professional of the Year, 2018
- CR and Pro Bono Lawyer of the Year – awarded by Birmingham Law Society 2017