

Dr Gus Bussmann

Professional Summary

Ph.D. in International Law, Diversity and Inclusion applied to the workplace.
 Project Manager with over 10 years of experience.
 Responsible for staff training, protocol development, creating and monitoring KPI's.
 Development of internal policies in banking corporations, Law firms and professional bodies.
 Previously sponsored by the Society of England and Wales as a skilled professional sharing knowledge and best practices;

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Consultant and Project Manager in Equality, Diversity and Inclusion. Latest project: Chartered Society of Physiotherapy

- Development of an EDI strategy and project plan with clear scope, key milestones, budget, risks, issues, resources and stakeholders;
- Creation of a communications plan for the project;
- Proposition of tools to identify, monitor and actively manage/mitigate risks to delivery of the project;
- Communication and engagement with internal staff, regulated professionals and relevant stakeholders;
- Updates to the leadership team, the CEO, Council and other stakeholders, making sure them and the staff understand the actions taken;
- Advice and guidance on EDI best practice as required to inform plans, work and impact assessments.
- Support the delivery of an externally commissioned audit to review the ways of working, policies and processes

Pride in London - Deputy Head of Policy. London — 11/ 2019 - present.

- Lead on policy development taking a considerate approach on domestic and international issues affecting LGBT+ people globally;
- Influencing people from different hierarchies to achieve PiL's objectives; Partnered with Political Engagement;
- Working with senior leaders in different teams to share and develop cutting-edge ideas and policy through debate generation, thought leadership and publications;
- Creation of PiL's manifesto to set standards and guidelines for the company's public stances;
- Creation of monitoring tools for the proposed guidelines and data analysis to drive the company's actions;

RICS - Royal Institute of Chartered Surveyors - Diversity and Inclusion Officer . London— 01/2020 - 11/2020.

- Delivery of the final stage of the D&I strategy plan (3 years) and creation of the future plan; RICS regulates over 120k professionals;
- Acting as frontline liaison for member and staff enquiries and for HR support for improving talent attraction and retention;
- Global approach in the promotion of events, webinars and learning sessions; the implementation of new format of events increased engagement rates by up to 300% in comparison with the most successful previous rates;
- Creation of policy documents and communications, including information and support through the Diversity Hub;
- Editor of the company's monthly newsletter (Diversity Matters), with an increase of 33% in readership year over year;
- Monitoring the IEQM action plan and reassessing its suitability.
- Building daily campaigns, scrubbing customer data and implementation of strategies to achieve our targets and goals;

Previous experience include (2010 - 2019):

- Head of Department / Expert in a Law firm in the City / 2019 award for Distinguished Performance in the organisation;
- Training and development of team capabilities, use of methodologies and education; Promotion of D&I culture and creating safe spaces for difficult conversations, exercise of empathy while raising awareness on delicate topics;
- Preparation of expert reports: qualitative and quantitative data presented to convince judges to base their decisions in the U.S. and the UK.
- Project Manager for 5 years in a Law Firm representing financial institutions in Latin America. Clients included HSBC bank.
- Management of a team of 40 people;
- Responsible for the organisation's Research, Policy and Strategy department, creating handbooks after the elaboration and codification of procedures and operations to establish high standards of services;

Education

2015-2019 - Federal University of Parana: Ph.D.: Human Rights And Democracy

2017-2019 - Birkbeck University of London And Kings College of London: Visiting Researcher (with scholarship)

2013-2015 - Federal University of Parana: Master of Science: Human Rights And Democracy

2009-2009 - University of Lisbon: Visiting Researcher: Human Rights and Constitutional Law

2006-2011 - University of Curitiba: Bachelor of Laws: Graduation with honours (Best Student Award)

* Details of my published book, articles, lectures, speeches delivered (i.e. UN, International Red Cross etc.) available on request.