

ESG Dinner  
hosted by Reed Smith

April, 27, 2023

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## OVERVIEW

Out Leadership in partnership with Reed Smith will host a special ESG Session as part of its annual Europe Summit programming. Business, ESG, sustainability, and DEI Leaders from Out Leadership's member firms and partner organizations will gather for an evening of thoughtful discussion and networking. This event will close out a week of Europe Summit programming and will promote thoughtful work throughout the year and beyond.

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## EVENT LOGISTICS

April 27, 2023, at 6:30-9:30 pm

Reed Smith Offices, Broadgate Tower, 20 Primrose St, London EC2A 2RS, United Kingdom

## EVENT AGENDA

**6:30 pm:** Guests arrive

**6:30 pm:** Cocktail Hour

**6:40 pm:** Welcome remarks from hosts

*Ken Janssens, Former Chief Data Officer, JPMorgan*

*Marco Martinot, Chief Financial & Growth Officer, Out Leadership*

**7:30 pm:** Buffet is open for self-service

**7:40 pm:** Programming begins

**8:30 pm:** Tea, Coffee and dessert served

**9:15 pm:** Final thoughts and closing remarks

*Ken Janssens, Former Chief Data Officer, JPMorgan*

*Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership*

**9:30 pm:** Event concludes

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## ATTENDEE PROFILE

- Senior leaders from Out Leadership member companies
  - Business decision makers from firms and organizations part of the OL network
  - Thought leaders and prominent voices in ESG and business strategy
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## STATISTICS TO SHARE WITH GROUP

[New research released by KPMG](#) in January of 2023 shows that ESG factors are influencing employment decisions for almost half of UK office workers, with millennials and younger workers driving the growing trend of 'climate quitting' – seeking out a more environmentally friendly job.

- **Job Searches:** 30% of UK office workers have researched a company's ESG credentials when looking for a job
- **Job Offer Acceptance:** 20% of UK office workers have turned down a job because the company's ESG commitments were not in line with their values
- **Considerations when taking a job:** 75% of UK and US employees consider a commitment to social equality when taking a job
- **Resignations:** 45% of UK employees would consider resigning if the company's values don't align with their own, even in these difficult economic times
- **Salaries:** Nearly half of Gen Z and Millennials in the UK and US would consider taking a pay cut in order to work for a company that shares their values
- **Levels of Motivation:** 66% of Gen Z employees in the UK would be less motivated in their job if the company's values did not align with their own

The LGBTQ+ population in the UK is set to double as Baby Boomers and Generation X in the workforce make way for Gen Z, where as many as 6.9% identify as LGBTQ+ (UK Census data).

This compares to 4% who are from black ethnic groups. So companies need to communicate a compelling narrative on how they support LGBTQ+ workers as much as they already do for black workers today. 12% of FTSE 100 companies already share the size of their LGBTQ+ workforce in their ESG reports as do the following 9 private and publicly owned UK companies: Bank of England, BBC, Clifford Chance, Deloitte, ITV, KPMG, Linklaters, Reed Smith, and PwC.

## MEET OUR SPEAKERS

### Ken Janssens



Ken Janssens is a former J.P. Morgan Managing Director where he spent 25 years in different roles based in Tokyo, São Paulo, New York, and London. His background is in tech and data and he is the founder of JPMorgan Chase's LGBTQ+ Executive Council and a former Board Chair at Out & Equal. He was featured as a Top 100 LGBTQ+ Executive in 2017, 2018, 2019, and 2020 by the Financial Times, Yahoo Finance, and Involve. Now dedicating himself helping companies increase their social impact. He lives in London with his husband Thierry and their two dogs.

### Jane Barry-Moran



Jane Barry-Moran, Managing Director, Programs & Research, joined Out Leadership in March 2020. In this role, she works to ensure the engagement of member firms in the development and facilitation of programs, research, and connections to external partners. Previously, Jane worked in the world of higher education. Most recently, she was the Associate Director at the Institute for Social Action at St. John's University where she developed and led programming leadership development for students and employees. Jane holds an M.B.A. from St. John's University and an M.A. in Theology and Ministry and a B.A. in History and Educational Psychology from Boston College.

## Out Leadership Europe Summit ESG Dinner



### Marco Martinot



Marco Martinot joined Out Leadership in 2017; as Chief Growth and Financial Officer he is responsible for driving membership, partnership, and impact growth globally; for the overall financial direction at the company; and works closely with the Founder and CEO of Out Leadership's corporate and strategic plans.

Within finance, he leads the financial planning and projections process, as well as controller, treasury, accounting, tax, and internal audit functions.

Marco has over 20 years of experience in corporate and investment banking and in his prior roles he was Managing Director at Centerview Partners and Investment Banking Director at Barclays. Marco holds an MBA from the Wharton School, University of Pennsylvania. An avid sports and traveling enthusiast, Marco is also passionate about diversity, inclusion, and equality.