



Out Leadership

Europe Summit | NEXUS Breakfast

April 25, 2023 | London, U.K

NEXUS LGBTQ brings together LGBTQ Network and ERG Leaders to share, network, learn and share best practices across 150+ companies.

EVENT LOGISTICS

Tuesday, April 25, 2023, 8:00-11:00 AM

Reed Smith Office

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

EVENT AGENDA

8:00 am: Guests arrive for check-in | Coffee and breakfast are available

8:20 am: Welcome: Reed Smith: **Tamara Box**

8:25 am: Welcome: **Todd Sears**

8:30 am: Welcome: **Dan Ricard** - introduce **Justine Lutterodt** and **Elias Westerdahl**

8:30 am: Next-Level Changemaker" Masterclass for Employee Network Leaders (Part 1 - 45 min)

9:20 am: **Comfort break**

9:30 am: Next-Level Changemaker" Masterclass for Employee Network Leaders (Part 2 - 30 mins)

10:00 am: **Ethan** to introduce **Dr David McLaughlan**

10:00 am: The LGBTQ+ community and alcohol led by **Dr David McLaughlan**

10:20 am: Closing: **Jane Barry-Moran, Dan, Alicia, Ethan**

10:25 am: NEXUS network survey launch: **Dan Ricard** - TBC

10:30 am: Guests depart

About Out Leadership

Out Leadership is the world's premier global LGBTQ+ business advisory that harnesses the power of business to drive LGBTQ+ equality through talent development, advocacy, research, and networking, working closely with many of the world's greatest companies. *Because equality drives business and business drives equality.*

A certified B Corporation, Out Leadership is composed of more than 90 global member firms with a combined market capitalization of over \$6.3 trillion, annual revenues exceeding \$1.8 trillion, and representing over 5.6 million global employees.

Out Leadership convenes CEOs, business leaders, and allies at exclusive invitation-only events across 4 continents. Out Leadership also operates three talent initiatives: OutQUORUM, which aims to increase LGBTQ+ representation on corporate boards; OutNEXT, the first global talent development program for emerging LGBTQ+ leaders; and OutWOMEN, connecting senior-level LGBTQ+ women in business.

To learn more, please visit www.outleadership.com.

MEET OUR SPEAKERS

Todd Sears

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts nearly 100 of the world's most powerful companies in the world as its members.

To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes three trailblazing accelerators: OutNEXT, the first global leadership development program for the next generation of LGBTQ+ leaders; Quorum, which seeks to advance the conversation around LGBTQ+ diversity in corporate governance; and OutWOMEN+, which convenes and celebrates LGBTQ+ women in business.



Sears has spent over 20 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors on Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

A Duke University graduate, Sears serves on various nonprofit boards, including the Williams Institute of UCLA, the Palette Fund, the Global Equality Fund of the U.S. Department of State, Lambda Legal Defense & Education Fund, The North Carolina Community Foundation, and the National Advisory Council of the Stonewall National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cares, which raised over \$8mm for LGBTQ+/HIV causes over the decade he led it.

Originally from Tarboro, North Carolina, Sears is driven by his confidence that businesses have the power to advance LGBTQ+ equality and generate a high return on equality. He currently lives in New York City.

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.

Justine Lutterodt

Justine Lutterodt is the Founder and Managing Director of CSL. She brings to her C-suite coaching practice twenty years of experience working with senior executives and has led numerous senior teams and entire divisions through cultural transformation. Justine is the author of the Mindful Exclusion Governance Report and serves as NED for the Chartered Institute of Taxation's nominations committee. She is also a Patron of Bright Stars, a charity supporting young people with autism, and has been listed as one of Brummell Magazine's 30 Most Influential Female Industry Changemakers.



Elias Westerdahl



Elias Westerdahl is a Senior Consultant at CSL and Principal Coach for Walk the Tightrope - CSL's transformational leadership program. He has ten years of experience helping mid-to-senior level managers take their leadership and career development to the next level, with tangible results.

Elias co-led the interview process for the Mindful Exclusion Belonging Study and serves as a judge for the PRECIOUS Awards, celebrating the professional achievements of women of color in the UK.

Dr David McLaughlan

Dr David McLaughlan is a consultant psychiatrist and co-founder of Curb, a health technology company on a mission to curb cravings for harmful habits to avoid ill health and make world-class behavioural science affordable and accessible for everyone.

David's work has been published in academic journals such as The European Journal of Neuropsychopharmacology in addition to providing regular expert opinion for media outlets such as channel 4 news, ITV, Elle Magazine, The Times and The Independent.



He is a proud member of the LGBTQ community and has seen firsthand how the community is disproportionately affected by alcohol and other substances. In this session David will open up a discussion about the relationship the professional LGBTQ community has with alcohol as well as showcasing innovative technology designed with experts from the University of Oxford and The Institute of Psychiatry, Psychology, and Neuroscience.

Tamara Box



Tamara Box is a market-leading structured finance lawyer, the Managing Partner, EME, and a member of the Senior management and global board at Reed Smith LLP. Tamara is a founding member of the Steering Committee of the 30% Club, an influential group seeking to enlist Chairs and CEOs to bring more women into senior management and onto boards. Tamara is also a non-executive director on the Boards of Interpath Advisory and Hanover Capital, a member of the Board of the Chartered Management Institute, a trustee of gynecological cancer charity Eve Appeal, a member of the Advisory Board of a children's charity, Theirworld, and

an Emeritus Governor of the London School of Economics. Tamara has been included in the Global Yahoo Finance HERoes Women Role Model List every year since its inception and was named Law Firm Leader of the Year – Large Law Firm at the Women and Diversity in Law Awards, 2023.

Dan Ricard

Dan Ricard is the Operations Leader and Chief of Staff for PwC UK's Financial Services Consulting business. He has previously led PwC's Shine network and sponsorship of Pride in London. Within the firm, Dan is a visible role model participating in numerous panel events and is a member of the Staff Diversity Council. Outside PwC, he is the founder and co-lead of NEXUS LGBTQ which brings together LGBTQ network leaders across companies to share best practices. He is also a Trustee for Opening Doors, the largest UK charity providing activities and services

LGBTQ+ people over 50. Dan has been included in the 2016 and 2017 Outstanding Top 50 LGBTQ+ Future Leaders lists and in the 2022 PwC Shine Inspirational 50.



Alicia Miller



Alicia Millar is Reed Smith's Director of Learning and Development for the EMEA region. She has spent more than two decades, in her words, "... growing the human being within all legal professionals." Alicia is an award-winning learning and development professional, an acclaimed coach, and is passionately dedicated to furthering the professional and career development for aspiring and high-potential LGBTQ+ professionals. Outside of Reed Smith, Alicia has co-led NEXUS since its inception and is widely recognised as an inspirational leader in the world of diversity and inclusion.

Ethan Spibey

Ethan Spibey is a Practice Director at global communications agency, Brands2Life. With a background in ESG advisory and communications, Ethan also leads an LGBTQ campaign and advises a number of charities on their international human rights work. Ethan also founded and runs PROUD Beer, the original queer beer for good.

