

# Out Leadership

## Europe Summit | OutNEXT Salon

April 26, 2023 | London, United Kingdom

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OutNEXT is a global program for emerging LGBTQ+ talent. Out Leadership, in partnership with Blackstone, will bring our trailblazing curriculum to emerging LGBTQ+ talent to London for our 13th annual Europe Summit.

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### EVENT LOGISTICS

**Wednesday, April 26, 2023, 3:00-5:00 PM | 5:00-7:00 PM**

Blackstone  
40 Berkeley Square, Ground Floor  
London W1J 5AL, United Kingdom

### EVENT AGENDA

- 2:45 pm:** Guests arrive | Refreshments available
- 3:05 pm:** Welcome: Alexander Walsch (Blackstone)
- 3:15 pm:** Welcome: Todd
- 3:25 pm:** Jane to lead "Unpacking Identity" activity
- 3:57 pm:** Panel discussion begins
- 4:40 pm:** Q&A and Table Discussion
- 4:52 pm:** Remarks: Cindi Love
- 4:59 pm:** Closing remarks: Jane Barry-Moran
- 5:00 pm:** Networking reception
- 6:30 pm:** Final closing; Thank you from Todd and Jane
- 7:00 pm:** Guests depart

### OutNEXT Overview

OutNEXT is the first and only global talent accelerator for LGBTQ+ emerging Leaders. Since our launch in 2014 we've represented 6,000+ leaders, 400+ speakers, and 200+ businesses from 30+ Countries and 5 Continents.

Our proprietary curriculum provides learning modules, breakout sessions, networking, a social impact challenge, world-class speakers, and peer mentoring opportunities—all designed to help emerging LGBTQ+ leaders turbocharge their personal and professional development.

## 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 in 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.

### Alexander Walsh



Alexander Walsh is a Senior Managing Director in the Private Equity Group in London, where he focuses on the Consumer, Media, and Leisure sectors. In addition, Mr. Walsh is involved in Blackstone's investment activities in the UK.

Before joining Blackstone, Mr. Walsh was a Managing Director at TowerBrook, where he was involved in leading and executing investments in various sectors. Prior to that, Mr. Walsh was a Principal at CapVest.

Mr. Walsh received an MA in Economics and History at the University of St Andrews. He serves as a Director of Bourne Leisure and the National Exhibition Centre. He is also a trustee of the Terrence Higgins Trust.

### 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.

## Bruna Gil



Bruna Gil joined LinkedIn in 2015 and currently leads the Channel Sales business in EMEA. In this role, she leads LinkedIn's Ad Tech Partnerships in Europe, and also manages LinkedIn Marketing Solutions across growth markets in EMEA through partners.

She is a passionate and vocal advocate for LGBTQI rights in the workplace, holding multiple leadership roles over the past six years at Out@In (LinkedIn's LGBTQ+ Network), and, more recently, stepping up as Global Co-Chair for the network. In doing so, Bruna actively works to create an inclusive and safe workplace environment.

Bruna has been featured in the OUTstanding list of Emerging Leaders for four years running and has twice been shortlisted for the British LGBT Awards under the Diversity Hero and Future Leader categories.

She has a decade of experience in both tech and advertising, having previously worked in tech companies such as Microsoft and Dell. As well as her co-chair role, she also collaborates with a variety of LGBT+ networks and non-profits outside of LinkedIn.

In 2018 she was listed as an LGBT+ Future Leader in the Financial Times in recognition of her impact on LGBT+ inclusion inside and outside the workplace.

## Devin Ibañez



Devin Ibañez is the first openly gay Major League Rugby player and is dedicated to LGBTQ+ advocacy in sport. He hopes to inspire the next generation of LGBTQ+ athletes and make sport an inclusive space for them.

Raised in Boston, MA, Devin played for Major League Rugby team, the New England Free Jacks, in their 2019 exhibition season. He won a gold medal while representing Team USA at the 2017 World Maccabiah Games in Israel. He also won the 2018 D1 National Championship with his club team, Mystic River Rugby Club. When not playing, Devin has coached rugby at Westlake Boys High School in New Zealand, his alma mater Brookline High School and most recently, with the Northeast Academy. He holds a degree in sport management and education from the University of Massachusetts-Amherst.

Devin was announced Global Ambassador for International Gay Rugby (IGR) and a Stonewall Sports Champion in 2021. As of December 2023, Devin joined myGwork, one of the largest global business communities for LGBTQ+ professionals and inclusive employers, and is now taking his passion for LGBTQ+ equity beyond the pitch and into the workplace!

## **Charlie Beasley**



Based in London, Charlie Beasley is a consultant at the global executive search and leadership advisory firm Egon Zehnder – he is one of the c.600 consultants globally who work with leaders of the world's most complex and significant organisations on their most critical human and business challenges. This involves partnering with them to find great talent around the world and also supporting and guiding leaders and their teams to unleash their potential.

Charlie's work focuses largely around the areas of Reputation, Governance, and Regulation. At a sector level, he works closely with some of the world's largest consumer-facing and highly-regulated organisations, major private equity funds, and founder-led businesses. At a functional level, he focuses on the hiring and development of General Counsel, Corporate Affairs leaders, and Executives with responsibility for safeguarding the long-term reputations of their organization.

Charlie is a founding member of Egon Zehnder's LGBTQ+ and allies community ez+ and is playing a key role in driving Egon Zehnder's efforts to embed a market-leading global approach to diversity, equity, and inclusion across its global business. He has spearheaded Egon Zehnder's research into LGBTQ+ leadership and identity and its strategic relationships with organisations such as Out Leadership. He regularly consults organisations and leaders on how to unlock the potential of LGBTQ+ and diverse talent across their organization.

Prior to joining Egon Zehnder, Charlie was the Chief of Staff supporting the CEO of the global law firm Linklaters. Before that, he worked for several years as an antitrust and regulatory lawyer and as the Public Policy Manager in the Corporate and Public Affairs Team of the retail conglomerate Woolworths Limited.

He is the youngest of 3 boys, grew up in country Australia, and earlier this year celebrated his 15th anniversary and 4th wedding anniversary to his husband Andy.



## Cindi Love



Dr. Cindi Love is the Executive Director of Out for Undergrad (O4U) in New York And former Executive Director of the American College Personnel Association (ACPA).

Love is one of the 125 Expert panelists for the Global Diversity, Equity, And Inclusion Benchmarks (GDEIB), editor of the ACPA-sponsored GDIB Higher Education 2017 Edition and the upcoming edition for nonprofit organizations. Love is one of the six international business leaders featured in John Dugan's recent textbook Leadership Theory: Cultivating Critical Perspectives and a contributing author to Contested Issues in Troubled Times: Student Affairs Dialogues on Equity, Civility, and Safety, Edited by Peter M. Magolda and Marcia B. Baxter Magolda.

*(Continued)* Love is the developer of a DEI-facilitated program for corporations entitled Diversity is Achievable, Inclusion is Believable. From 2010 to 2018, Love was a member of the Working Advisory Group to the US Secretary of State On Religion & Foreign Policy and served as a plenary speaker at the final session of the United Nations UUN Compass Coalition for LGBT Human Rights.

Love was co-author of Navigating Conflicts Related to Religious and Non-Religious Identity on Campus In the Journal of College and Character In 2016. She was the invited guest of two US Presidents in recognition of her human rights work, and in 2018, Stetson Law named Dr. Love to the Facilitator Award for 2016 for her contributions to the field of campus safety.

Love also served as a thematic country specialist for LGBT human rights with Amnesty International. From 1981 to 2001, Love was a founder and/or CEO/Chair of tech-related firms and developer of strategic alliances with Apple, Motorola, and the TORO Company. One of her firms was the largest Apple Education Sales Agency in the United States. Love was an inaugural member of MIT's Birthing of Giants Program for the top 50 Entrepreneurs in North America and received the David Boehnett Fellowship to the Harvard Kennedy School Executive Education Program for State & Local Officials.

Love holds an Ed.D. from Texas Tech and lives with her spouse of 40 years, Sue, on South Padre Island in Texas, where Love serves on the South Padre Island Development Standards Task Force. Cindi and Sue have two adult children, Joshua and Hannah, and one grandchild, Sophia.