

OUT LEADERSHIP'S BOARD DIVERSITY INITIATIVE

OutQUORUM

SUMMIT 2023





TODD SEARS, Founder & CEO, Out Leadership

What isn't measured doesn't count.

When Out Leadership started the LGBTQ+ board diversity conversation nine years ago, LGBTQ+ identity wasn't only not measured, it wasn't even on the map. Remarkably, only two Fortune 500 companies included LGBTQ+ in their board diversity policies. So, as is our practice at Out Leadership, we identified the problem and built a solution.

Companies told us they didn't have LGBTQ+ inclusive diversity policies, so we wrote them for them. Those policies, strategically paired with advocacy and advice, have resulted in extraordinary change across the business community in the United States. **Today, 112 companies in the Fortune 500 include LGBTQ+ in their board diversity policies.** From 2 to 112 is great progress, but we still have 388 companies to go.

Soon after we wrote the first policy, we approached some of the largest pension funds in the country (**New York City, New York State, CalPERS, and CalSTRS**) and helped them integrate LGBTQ+ board diversity standards into their investment mandates, roughly three trillion dollars of pension fund assets.

Next, we turned to the **Nasdaq**, and helped them build LGBTQ+ diversity into their listing requirements — a profound win born out of this report's findings. We even helped them with their SEC filing which was approved in December 2021 — impacting 3,300 companies across the entire Nasdaq. That process even led to us working with Congress on three different bills, and I testified in Congress before the House Financial Services Committee under **Congresswoman Maxine Waters** later last year. That process led to us working with Congress on three different bills. I was honored to also testify to Congress before the House Financial Services Committee under Congresswoman Maxine Waters later last year.

That's progress. It requires patience and pragmatism, and it is at the core of **OutQUORUM** and all of Out Leadership's initiatives around the world. We meet every business, every CEO, every

Board Chair, wherever they are in their board diversity journey, and help bring them along. We help companies get there. One step at a time, one business at a time, we're helping companies change the world.

Three years ago, to produce the first LGBTQ+ board diversity map, the Out Leadership team had to scour the internet for proxy statements, board diversity policies, and annual reports to find which companies included LGBTQ+ people in their board policies.

It took them over six months to painstakingly assemble the first ever LGBTQ+ board diversity mapping and report of companies in the Fortune 500, which we published three years ago for the first time. **The following year, we expanded it to the entire Fortune 1000, and all Nasdaq listed companies—over 4,300 companies.**

This year, we have taken the 2023 OutQUORUM report even further. In this report, we have mapped the entire Fortune 1000, the Nasdaq, as well as the FTSE 350, the ASX 200, and the Hang Seng — it's the first time this data has ever been published.

But data is just the start. Numbers don't tell the story, humans do. So I'm asking you to help us tell it. Digest the data, use the tools we have built, and let us help you make your board diversity policies fully inclusive (not just of LGBTQ+ people, but also of First Nation peoples, people of color, veterans, and people with disabilities).

We know that diversity at the board level, and every other level in your company, helps you make better decisions, win more business, and succeed. And you can do it while changing the world for the better.

Thank you for joining us to help change the world through business.

Todd G. Sears

The Out Leadership OutQUORUM Summit
2023 is hosted by:

EgonZehnder



Out Leadership Global Sponsors:



ROPES & GRAY

Susan Angele

Senior Advisor, KPMG Board Leadership Center

KPMG is the founding sponsor of OutQUORUM and has supported the initiative for all eight years.



Board diversity is not a luxury.

Our complex business environment absolutely demands that boards look at issues through multiple lenses, requiring a mix of talented directors with different skill sets, backgrounds, and life experiences.

As we at **KPMG Board Leadership Center** have seen in the eight years since we signed on as founding sponsor of OutQUORUM, out LGBTQ+ business leaders are frequently missing from the boardroom, and until recently were not even part of the board diversity discussion.

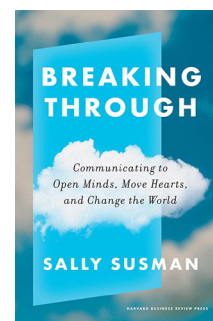
The work of Out Leadership has been invaluable in advocating for LGBTQ+ inclusion in board diversity policies and disclosures, and driving awareness of the current metrics, and the road ahead. We have been delighted to support these efforts and to bring our BoardFit board readiness program to hundreds of OutQUORUM members over the years.

We look forward to the current program and are excited about the updated data in this report. The numbers are still small, but information drives action, and we are committed to continuing to work to enhance corporate governance through diverse and inclusive boards.

Susan Angele

KPMG is a proud founding sponsor of OutQUORUM.

In addition to sponsoring the 2023 Out Leadership OutQUORUM Summit, KPMG has generously offered to gift each OutQUORUM attendee a copy of Sally Susman's new book, "**Breaking Through: Communicating to Open Minds, Move Hearts, and Change the World.**"



“ Board diversity is not a luxury. Our complex business environment absolutely demands that boards look at issues through multiple lenses, requiring a mix of talented directors with different skill sets, backgrounds, and life experiences.”

Susan Angele
Senior Advisor,
KPMG Board Leadership Center
Summit Speaker
#OUTLEADER



“The LGBTQ+ community remains significantly underrepresented in the boardroom. While there is an unprecedented level of awareness around diversity, expanding its definition to fully include underrepresented minorities is paramount to changing this dismal reality.”



Michael Ensser,
Chair, Egon Zehnder
#OUTLEADER

Egon Zehnder is the proud
founding search firm of
OutQUORUM.

Summit Overview

Board Fit Workshop

Wednesday, April 19th

Host: KPMG

KPMG Office, 345 Park Avenue, Floor 37, New York, NY 10154

Welcome Remarks | 2:00 pm ET

Todd Sears, Founder & CEO, Out Leadership

Yesenia Scheker-Izquierdo, Global Tax Leader & Partner-in-Charge, KPMG New York Real Estate Practice

Workshop | 2:15 pm - 3:20 pm ET

Susan Angele, Senior Advisor, KPMG Board Leadership Center

Fireside Chat | 3:20 pm - 4:00 pm ET

Sally Susman, Executive Vice President & Chief Corporate Affairs Officer, Pfizer

Susan Angele, Senior Advisor, KPMG Board Leadership Center

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

Closing | 4:00 pm ET

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

OutQUORUM Research Launch & Reception

Wednesday, April 19th

Host: KPMG and Egon Zehnder

Helen Mills Theatre, 137-139 W 26th St, New York, NY 10001

Welcome Remarks | 5:30 pm - 5:45 pm ET

Susan Angele, Senior Advisor, KPMG Board Leadership Center

Michael Ensser, Chair, Egon Zehnder

Chuck Gray, North America Leader, Egon Zehnder Technology Officers Practice

Celebrating the Research | 5:45 pm - 6:05 pm ET

Todd Sears, Founder & CEO, Out Leadership

Leadership in Board Diversity: The Roles of Government and Business | 6:05 pm - 6:25 pm ET

Brad Lander, New York City Comptroller

Michael Camuñez, Board Member, Edison International, President & CEO, Monarch Global Strategies LLC

Todd Sears, Founder & CEO, Out Leadership

Fireside Chat: Board Diversity in 2023 | 6:25 pm - 6:55 pm ET

John W. Rogers Jr., Co-CEO & Chief Investment Officer, Ariel Investments, Board Member, The New York Times Company

Todd Sears, Founder & CEO, Out Leadership

Networking Reception | 7:00 pm - 8:30 pm ET

OutQUORUM Milestones

OutQUORUM is Out Leadership's board diversity initiative.

Launched in 2015 OutQUORUM is the first initiative focused on addressing the extreme shortage of LGBTQ+ representation on corporate boards by creating a movement of leaders to drive change, building board diversity policy toolkits to facilitate representation, and generating the supply of talented, board-ready leaders to serve in senior roles. OutQUORUM works directly with multinational corporations and exchanges like Nasdaq to explicitly include LGBTQ+ as a metric in diversity policies. OutQUORUM is an **intersectional initiative** working with non-profits such as the Latino Corporate Directors Association and Ascend Pinnacle to ensure these efforts are part of a broader push for diversity on Corporate Boards.

2015

Out Leadership launches OutQUORUM, the first initiative focused on increasing LGBTQ+ inclusive diverse representation on corporate boards globally.

Out Leadership and KPMG publish the first of its kind, "**LGBTQ Inclusive Board Diversity Policy**," allowing businesses to seamlessly integrate LGBTQ+ inclusive language into their existing corporate governance policies.

2016



OutQUORUM, sponsored by member company KPMG, launches its **BoardFit program**, the first program designed to prepare LGBTQ+ candidates to join corporate boards, to add value, and be board-ready from day one.

OutQUORUM creates **the world's first and largest database of board-ready LGBTQ+ candidates**, with a specific focus on intersectionality (35% women and 12% among traditionally underrepresented minority groups).

OutQUORUM works with CalPERS, CalSTRS, New York City, and New York State Pension Funds (the four largest in the United States) to expand the diversity definition of their investment mandates to include LGBTQ+, **the first pension funds in history** to do so.

Out Leadership drafted a letter signed by California State Controller Betty Yee and New York City Comptroller Scott Stringer, calling for the increase of LGBTQ+ board representation. The letter was sent to 19 fiduciaries of public pension funds, which collectively oversee \$624 billion in assets.

2017

OutQUORUM and KPMG add the board diversity matrix to the updated version of the "**LGBTQ Inclusive Board Diversity Policy**," also the first of its kind.

2018

Out Leadership **rings the opening bell at Nasdaq** to celebrate the work of OutQUORUM, and all of Out Leadership's advocacy for LGBTQ+ equality.

OutQUORUM publishes "**Guidelines for Corporate Engagement on LGBTQ+ Equality**," a resource for optimizing companies' public engagement with LGBTQ+ equality based on the internal decision trees of 35 major companies.

OutQUORUM joins the Diverse Corporate Directors Coalition, partnering with Black, Latino, Asian, and women corporate director-led organizations to push



“ Boards that reflect the full diversity of their constituents bring invaluable perspectives to their governance role, particularly in the areas of talent, culture, and business strategy.”

Jeannie Diefenderfer,
Lead Executive Advisor,
Ascend Pinnacle
#OUTLEADER



“ Ensuring your organization’s board and executive leadership reflects your core stakeholders is extremely important. This is especially true not only for gender, race, and ethnicity, but also for LGBTQ+ representation. Boards and organizations should report on their diversity data to show progress and accountability.”

Brian Stafford,
President & CEO, Diligent
#OUTLEADER



OutQUORUM Milestones

2019

Out Leadership brings OutQUORUM to Australia for the first time, working with the Australian Institute of Company Directors to expand the conversation of boardroom diversity to include LGBTQ+ representatives.

2020

Goldman Sachs' CEO David Solomon announces a **board diversity mandate for their IPO clients**, including LGBTQ+ in their definition of board diversity.

California passes AB 979 requiring that publicly traded companies include a specific number of people from underrepresented communities on their boards, including individuals who self-ID as LGBTQ+. Out Leadership and Ascend Pinnacle advocated for the inclusion of Asian & Pacific Islander and LGBTQ+ in the definition of the law, and out Leadership was party to the lawsuit that repealed the law in 2022.

2021

Nasdaq proposes a new board diversity rule that is LGBTQ+ inclusive. Out Leadership is proud to partner with the Nasdaq on their U.S. Securities and Exchange Commission (SEC) filing, **which cites our research seven times. In December 2021, the SEC approved the rule, with made the Nasdaq the first exchange in history to have a LGBTQ+ inclusive board diversity policy.**



OutQUORUM launches its **groundbreaking board diversity research study, Visibility Counts**, for the first time publicly mapping the board diversity policies of the entire Fortune 500, and highlighting the lack of LGBTQ+ inclusive board policies.



Out Leadership CEO & Founder Todd Sears testifies before the United States House Committee on Financial Services on the importance of LGBTQ+ representation in corporate governance.

2022

OutQUORUM publishes “**Visibility Counts: LGBTQ+ Board Diversity. What are we waiting for?**” a significant update to the 2021 study that includes all NASDAQ companies, as well as the Fortune 1000, 6,670 companies in total.



2023

Following Sydney WorldPride, Out Leadership unveils the **LGBTQ+ Board Diversity Guidelines for Australia**, with the goal of making every company on the ASX 200 fully inclusive by Sydney Gay and Lesbian Mardi Gras 2024.



Speaker Bios



Yesenia Scheker-Izquierdo

Global Tax Leader & Partner-in-Charge, KPMG Building, Construction & Real Estate Practice

Yesenia Scheker-Izquierdo is the Global Tax Leader for KPMG's Building, Construction & Real Estate practice, and Partner in Charge of KPMG's New York Real Estate Tax practice. Yesenia has over 20 years of experience providing tax and advisory services to the asset management and private equity industry, including global real estate fund managers, investment funds, infrastructure funds, foreign investors, institutional clients, developers, homebuilders, and owner/operators. She is a Co-Leader of KPMG's Women in Real Estate Steering Committee, a member of New York Women Executives in Real Estate (WX), and President of Women's Executive Circle of New York.



Brad Lander

New York City Comptroller

Brad Lander was elected to serve as NYC's budget watchdog and chief accountability officer on November 2nd, 2021. As New York City Comptroller, Brad is focused on ensuring an inclusive economic recovery, tackling the city's gender and racial disparities, and confronting long term challenges including the risks to city infrastructure posed by climate change.

Brad's background in community organizing and urban planning informs his work to make government work better for all New Yorkers. First elected to public office to represent Brooklyn's District 39 in the the City Council in 2009, Brad co-founded the Council's Progressive Caucus and has a strong track record of partnering with community advocates to win transformative change for a more just and equitable city.

Prior to serving in the City Council, Brad was a community planner and housing advocate. He spent 15 years in the nonprofit sector as the director of two organizations, the Pratt Center for Community Development and the Fifth Avenue Committee. He lives in Park Slope with his wife, Meg Barnette, President and CEO of NonProfit New York, and their children, Marek and Rosa.



John W. Rogers Jr.

Co-CEO & Chief Investment Officer, Ariel Investments, Board Member, The New York Times Company

John's passion for investing began at age 12 when his father began buying him stocks as Christmas and birthday gifts. His interest in equities grew at Princeton University, where he majored in economics, and over the two-plus years he worked as a stockbroker for William Blair & Company, LLC. In 1983, John founded Ariel to focus on patient, value investing within small and medium-sized companies. While our research capabilities have expanded across the globe, patience is still the disciplined approach that drives the firm today. Early in his career, John's investment acumen brought him to the forefront of media attention and culminated in him being selected as Co Mutual Fund Manager of the Year by Sylvia Porter's Personal Finance magazine as well as an All-Star Mutual Fund Manager by USA TODAY. Furthermore, John has been highlighted alongside legendary investors Warren Buffett, Sir John Templeton and Ben Graham in the distinguished book "The World's 99 Greatest Investors" by Magnus Angenfelt. He is also featured in David Rubenstein's latest book, "How to Invest." His professional accomplishments extend to the boardroom where he is a member of the board of directors of McDonald's, NIKE, The New York Times Company and Ryan Specialty Group Holdings.

John also serves as vice chair of the board of trustees of the University of Chicago. In 2008, John was awarded Princeton University's highest honor, the Woodrow Wilson Award, presented each year to the alumna or alumna whose career embodies a commitment to national service. Following the election of President Barack Obama, John served as co-chair for the Presidential Inaugural Committee 2009, and more recently, he joined the Barack Obama Foundation's Board of Directors. John received an AB in economics from Princeton University, where he was also captain of the varsity basketball team.



Jane Barry-Moran

Managing Director, Programs & Research, Out Leadership

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 a M.A. in Theology and Ministry and a B.A. in History and Educational Psychology from Boston College.



Sally Susman

Executive Vice President & Chief Corporate Affairs Officer, Pfizer

As Executive Vice President and Chief Corporate Affairs Officer, Sally Susman leads engagement with all of Pfizer's external stakeholders overseeing communications, corporate responsibility, global policy, government relations, patient advocacy and investor relations. She also serves as vice chair of The Pfizer Foundation.

Before joining Pfizer in 2007, Susman held several senior communications and government relations roles at The EstéeLauder Companies and American Express. Earlier in her career, she spent eight years on Capitol Hill focused on international trade issues and was Deputy Assistant Secretary for Legislative Affairs in the Clinton Administration.

Currently, Susman serves as Co-Chair of The International Rescue Committee, one of the world's largest humanitarian aid organizations, and on the board of UL Solutions, a global leader in applied safety science. She is also a member of the Council on Foreign Relations. In 2022, Forbes named Susman one of the World's Most Influential CMOs for Pfizer's efforts to combat vaccine misinformation and embrace new communications channels. Susman is the author of *Breaking Through: Communicating to Open Minds, Move Hearts, and Change the World*, published by Harvard Business Review Press in March 2023. Visit SallySusman.com to learn more.



Chuck Gray

North America Leader, Egon Zehnder Technology Officers Practice

Charles "Chuck" Gray, based in New York, is a leader in the Technology Officers, Board, and Diversity Practices. As the North America leader of Egon Zehnder's Technology Officers Practice, he advises companies on CIO, CTO, CDO, and other technical leadership roles across numerous industries, including financial services, health care, consumer, technology, and the public sector. Chuck also co-leads the North America Diversity Practice, with a focus on board of director recruitment and succession planning.

Before joining Egon Zehnder, Chuck was a New York-based Executive Director at J.P. Morgan Chase, where he served as the Chief of Staff for the global head of Treasury Services Operations. Previously, he was based in Boston as a Director in the M&A and strategy departments of Liberty Mutual Group. Earlier in his career, Chuck was an Associate Consultant at Bain & Company in Dallas and an Associate at Credit Suisse First Boston in New York.



Michael C. Camuñez

Board Member, Edison International, President & CEO, Monarch Global Strategies LLC

Michael C. Camuñez is President and CEO of Monarch Global Strategies LLC, a binational business advisory firm providing strategic advice, project development assistance, government relations, and supply chain sourcing for companies doing business globally, with a particular emphasis on Mexico and Latin America. He has significant experience as a senior executive, independent director, counselor, and advocate advising U.S. companies in domestic and global markets.

Mr. Camuñez served from 2010 to 2013 as one of the nation's leading commercial diplomats as the Assistant Secretary of Commerce at the International Trade Administration, where he managed a global portfolio to help lead the U.S. government's efforts to open new markets for U.S. goods and services.

Concurrent with his appointment as Assistant Secretary of Commerce, Mr. Camuñez also served as the President's representative on international economic issues to the U.S. Helsinki Commission, managing the economic dimension of U.S. engagement with the Organization for Security and Cooperation in Europe, with a particular focus on transparency, trade, and rule of law issues, including promoting Ukraine's and Eastern Europe's deeper economic integration with the West.

Mr. Camuñez previously served for two years as Special Counsel to the President in the Office of the White House Counsel, as well as Special Assistant to President Obama. He is a former equity partner of the global law firm O'Melveny & Myers LLP, where he had an international practice that included FCPA counseling and compliance.

A graduate of Harvard College and Stanford Law School, Mr. Camuñez is an independent director of Edison International (NYSE: EIX), a Fortune 250 public utility holding company, and is an independent director of the American Funds, one of the nation's largest families of mutual funds (\$2.6 Trillion AUM) managed by the Capital Group. He is also an independent director of Amplify, an EdTech portfolio company funded by Laurene Powell-Jobs' Emerson Collective, and of Welcome Tech, a SoftBank-backed fintech helping Latino immigrants more successfully integrate into the U.S. Mr. Camuñez is also a trustee of both Stanford University and the David and Lucile Packard Foundation, and he is a director of the Pacific Council on International Policy and a life member of the Council on Foreign Relations.

Mr. Camuñez lives in California with his husband, Steven Means, and their two daughters, Faith and Olivia, who were adopted as infants through the foster care system. Early in his career, Mr. Camuñez was one of the key architects of the AmeriCorps program, through which over a million young people have been able to serve their country.

Speaker Bios



Todd Sears
Founder & CEO, Out Leadership

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 90+ 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; OutQUORUM, 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 25 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 \$8 million for LGBTQ+/HIV causes over the decade he led it.

Originally from Tarboro, North Carolina, He currently lives in New York City.



Susan Angele
Senior Advisor, KPMG Board Leadership Center

Susan Angele is a Senior Advisor at KPMG's Board Leadership Center, which provides a powerful combination of resources and insight to help boards deepen their engagement on the critical issues shaping boardroom agendas and discussions.

She is a frequent writer and speaker on board governance topics, including strategy, risk, culture, the corporation's role in society, and board composition and effectiveness. Susan is a lawyer and former Fortune 500 executive, with 25+ years in the consumer products industry, including roles as Vice President, Global Deputy General Counsel, and Chief Governance Officer at The Hershey Company, and Chief Counsel, US Snacks at Mondelez (then a \$5 billion division of Kraft/Nabisco), where she provided strategic advice through a legal lens and led initiatives that protected value and enabled sustainable, global growth of some of the world's most famous and best-loved brands.

Susan is a member of Women Corporate Directors and has led WCD Thought Leadership Commissions on topics including visionary boards and board decision-making. She is a champion of board diversity, and on behalf of KPMG serves as a member of the Equilar Diversity Network and drives KPMG's strategic and educational support of LCDA (Latino Corporate Directors Association), Ascend Pinnacle, OutQUORUM, and the Hispanic IT Executive Council, among others. In 2020, Susan was selected for inclusion in the NACD Directorship 100, which recognizes influential directors and leaders in corporate governance.

She has also been a National Association of Corporate Directors Board Leadership Fellow and serves as an advisor for the GLG Institute. She has served on the board of numerous nonprofits, including the Council of Better Business Bureaus, the umbrella organization for the Better Business Bureau (BBB) system. She currently serves on the boards of the Institute for Mindful Leadership and The Latino Corporate Directors Education Foundation (LCDEF). She is a graduate of Sarah Lawrence College and Columbia University School of Law, where she was a Harlan Fiske Stone Scholar and an editor of the Columbia Law Review.



Michael Ensser
Chair, Egon Zehnder

Michael Ensser, based in Zurich, is the Chair of Egon Zehnder; he was previously Managing Partner of the German and the Swiss organizations. Michael advises leading technology and media companies. In addition to finding and preparing suitable candidates for top executive positions, he supports large-scale transformation projects by carrying out management appraisals, analyzing the potential of organizations, and leading development efforts.

Before joining Egon Zehnder, Michael was at the Treuhandanstalt, the agency that was set up to privatize East German enterprises following reunification, where he attained the post of chief of staff. He launched his career as a journalist at Münchener Zeitungs-Verlag, a leading publishing group.

Michael studied political science and law at the University of Munich before earning a Ph.D. in political science from the University of Konstanz. Outside work, he is passionately interested in history and politics, an avid book collector, and an enthusiastic soccer fan.

Policy to Progress

Call to Action:

Adopt the Out Leadership board diversity policy and reporting guidelines that are inclusive of LGBTQ+ diversity.

Commit to LGBTQ+ inclusive board slates for every nominee search and require it of your search firm partners.

Leverage the OutQUORUM database to place LGBTQ+ board candidates.

Support Out Leadership's OutQUORUM initiative through sponsorship.

Leverage Out Leadership's research, Visibility Counts, and best practices to champion the case for board diversity inside and outside of the business world.



Out Leadership Resources:

Read Out Leadership's **2023 OutQUORUM report**, including board diversity mapping of every Fortune 1000 and Nasdaq-listed company, [here](#).

Looking to update your company's board diversity policy? See Out Leadership's **board diversity guidelines** and "Policy in a Box" [here](#).



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DIVERSE DIRECTORS COALITION

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Special thanks to these leaders who have supported
OutQUORUM's mission and growth over the last 8 years:

Jeff Arnstein
Director of Finance, Friends of the Highline

John Crandon
Attorney, Crandon Law

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Former EVP and Chief Human Resources Officer,
Time Warner

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Out Leadership Team

Todd Sears**
Founder & CEO

Marco Martinot
Chief Growth
& Financial Officer

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Research

Michael Paterson**
Managing Director, Marketing,
Communications & Creative

Brian Sims
Managing Director, Public Policy &
Government Affairs

Kenya Simon
Director, Member Engagement

Leo Scheck**
Manager, Digital Media
& Communications

Megan Stretton
Manager, Global Events

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Out Leadership Member Companies



About Out Leadership

Out Leadership is the world's premier global platform for businesses to drive LGBTQ+ equality.

We work closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes.

Get involved:
info@outleadership.com

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*Emeritus

Non-Profit Partners

Out Leadership is proud to convene and partner with 72 non-profits around the world. In addition, Out Leadership donates 20% of its profits to non-profit partners.



Out Leadership Team



Todd Sears,
Founder & CEO, Out Leadership

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 90+ of the world's most powerful companies 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; OutQUORUM, 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 25 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 \$8 million for LGBTQ+/HIV causes over the decade he led it.

Originally from Tarboro, North Carolina. He currently lives in New York City.

Out Leadership Team



Todd Sears,
Founder & CEO



Marco Martinot
Chief Growth & Financial Officer



Michael Paterson
Managing Director, Marketing,
Communications & Creative



Jane Barry-Moran,
Managing Director, Programs &
Research



Brian Sims
Managing Director, Public Policy
& Government Affairs



Kenya Simon,
Director, Member Engagement



Kalyn Jahansouz
HR Director



Michael Juranek
Chief of Staff



Megan Stretton
Manager, Global Events



Leo Scheck
Manager, Digital Media
& Communications



Cameron Wu
Associate, Programs
& Research



Eliana Jacobsen
Junior Associate, Marketing,
Communications & Creative



Camille Witt
Junior Associate, Member
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