

OUTLEADERSHIP



AUSTRALIA SUMMIT 2022



TODD SEARS, Founder & CEO, Out Leadership

G'Day and welcome to Out Leadership's Australia Summit 2022! Can you believe that in the 12-year-history of Out Leadership, this will be our **6th Australian Summit** and **111th Global Summit**? It is extraordinary what strong partnership, deep collaboration and an unflinching commitment to equality can produce.

It feels so good to be back "down under" with each of you for the first time in-person since 2019. I couldn't be more excited to gather together — safely — at what promises to be a convening that takes our mission of leveraging the power of business to drive equality to the next level.

Pride accurately describes how I feel about this Summit — which is appropriate since it unofficially kicks off the next six months of celebrations leading up to WorldPride 2023. I'm proud of the incredible work we've done together to get here, of the 98 member companies participating, and of our line-up of amazing speakers. None of which would be possible without our generous and deeply committed sponsors and hosts: **HSBC, Macquarie, Amex, EY, and Ropes & Gray, and our hosts Corrs Chambers Westgarth and Perpetual.**

At this Summit, we'll focus on the rapidly advancing environment around ESG and Out Leadership's ambitious 10 year plan to embed LGBTQ+ representation into D and I and of course, D and I into ESG. We'll explore the state of LGBTQ+ equality in the region and how it can — and is — impacting next generation LGBTQ+ talent development and access. We'll have a day devoted to that very same talent with our acclaimed OutNEXT curriculum. We'll lift up OutWOMEN and ask the tough questions about where we can improve representation and resources for our LGBTQ+ and allied sisters. Of course, we'll have our exclusive CEO networking dinner, where high-end, confidential and strategic conversation will be on the menu. And lastly, we'll conclude with a day devoted to our groundbreaking OutQUORUM research, where we will discuss LGBTQ+ inclusion in boardrooms across the region.

You'll hear from **Shemara Wikramanayake, CEO of Macquarie; Antony Shaw, CEO of HSBC-AU; Anna Brown of Equality Australia; Tanya Matthewson of PwC; Corrina Davison, Managing Director of American Express Australia and New Zealand, and so many more.**

We'll take time to reflect on how far we've come and even more time imagining how far we can go, together. By Summit's end you'll be familiar — and on board — with Out Leadership's 10 year vision to improve ESG business practices, build a framework around LGBTQ+ talent from highschool to the boardroom and use the power of business to dismantle the 69 remaining sodomy laws that criminalize the lives of thousands of LGBTQ+ people. Now. Let's get to work!

I look forward to seeing you all in person!

Todd G. Sears
Founder and CEO
Out Leadership

Out Leadership Australia Summit
is sponsored and hosted by:



Shemara Wikramanayake

Managing Director & CEO, Maquarie Group



I'm very pleased to welcome you to the 2022 Out Leadership Australia Summit.

It's great to be back together in person for this Summit, for the first time since 2019. The Summit brings together many of Australia's most influential business leaders to help advance the conversation on LGBTQ+ equality, and it is so much more impactful to do this face-to-face.

We know as leaders, that what we say and do has a huge impact on whether people feel included. I believe that visible allyship helps all of us walk in each other's shoes. I'm pleased to see so many companies getting involved in this year's Summit, which is testament to the power of business to bring about positive change.

Macquarie is proud to support the Summit, including the opening dinner and OutWOMEN breakfast. The diversity of our people is one of Macquarie's greatest strengths and enables us to deliver more innovative and sustainable solutions for our people, clients, shareholders, and communities. This is central to Macquarie's purpose of empowering people to innovate and invest for a better future.

Thank you to Todd and the team for bringing us all together in the spirit of openness, inclusion and progress. In many ways the Summit is a kick off for Sydney WorldPride in early 2023, which will make for an exciting year ahead for LGBTQ+ inclusion.

Regards,

Shemara Wikramanayake
Managing Director & CEO,
Maquarie Group

“We know as leaders, that what we say and do has a huge impact on whether people feel included. I believe that visible allyship helps all of us walk in each other's shoes.”

Shemara Wikramanayake
Managing Director and CEO,
Macquarie Group
Summit Speaker
#OUTLEADER



“HSBC remains driven in its quest to provide its staff a flexible, open and genuinely caring working environment. This means having open, honest and ambitious conversations about diversity, inclusion and LGBTQ+ and being accountable and creative on how we deliver on this promise.”

Antony Shaw,
CEO, HSBC Holdings Australia
Summit Speaker
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Summit Overview

Day 1: Wednesday, October 5th

VIP Dinner

Host: Macquarie Group

Cocktails: 5:30 p.m. | 17:30
Dinner: 7:00-10:00 p.m. | 19:00-22:00

Opening remarks: Todd Sears, Founder & CEO, Out Leadership
Speakers: Shemara Wikramanayake, CEO, Macquarie

Macquarie HQ: 50 Martin Place, Sydney NSW 2000, Australia

In-Person & Recording

Day 2: Thursday, October 6th

Talent Landscape: The Future of Work

Host: HSBC

12:00-2:00 p.m. | 12:00-14:00

Panelists: Todd Sears, Founder & CEO, Out Leadership, Antony Shaw, CEO, HSBC Holdings Australia, Dawn Emsen-Hough, Director, ACON's Pride Inclusion Programs, ACON

HSBC Office: 100 Barangaroo Ave, Barangaroo NSW 2000, Australia

In-Person & Recording

OutNEXT Salon

Host: Coors

3:00-6:00 p.m. | 15:00-18:00

Panelists: Todd Sears, Founder & CEO, Out Leadership, Jared Heath, Partner, Corrs Chambers Westgarth, Dawn Emsen-Hough, Director, ACON's Pride Inclusion Programs

Corrs Chambers Westgarth Headquarters: Level 17, 8 Chifley, 8-12 Chifley Square, Sydney NSW 2000

In-Person & Recording

Summit Overview

Day 3: Friday, October 7th

OutWOMEN+ Breakfast

Host: Macquarie Group

8:00-10:00 a.m. | 8:00-10:00

Opening Remarks: Todd Sears, Founder & CEO, Out Leadership, Rosalind Coffey, Head of People, Culture and Client Experience, Macquarie Group

Panel: Kate Wicket, CEO, Sydney World Pride, Anna Brown, CEO, Equality Australia, Tanya Matthewson, Partner Channel lead for Productivity Applications across Asia Pacific, Amazon Web Services, Peta Friend, Entrepreneur and Founder, Transgender Pride Alliance, Kenya Simon, Director, Member Experience, Out Leadership

Macquarie HQ: 50 Martin Place, Sydney NSW 2000, Australia

In-Person

Day 4: Monday, October 10th

CEO Dinner

Host: AMEX

6:00-9:00 p.m. | 18:00-21:00

Opening Remarks: Todd Sears, Founder & CEO, Out Leadership, Corrina Davison, Managing Director, American Express Australia and New Zealand

Park Hyatt Private Dining Room; 7 Hickson Rd, The Rocks NSW 2000, Australia

In-Person

Day 5: Tuesday, October 11th

OutQUORUM Dinner

Host: Perpetual

6:00-9:00 p.m. | 18:00-21:00

Opening Remarks: Todd Sears, Founder & CEO, Out Leadership

Speakers: Rob Adams, CEO, Perpetual, David Brine, Project, Stakeholder & Change Management, ASX, David Anthony, Partner, Litigation & Arbitration, Corrs Chambers Westgarth

Perpetual Office: 123 Pitt Street, Sydney, NSW 2000, Australia

In-Person

“ For as long as we have people who feel that they cannot bring their true self to work, we have a problem. I am committed to creating an environment where all our people can confidently be themselves.”

Rob Adams
CEO & Managing Director, Perpetual
Summit Speaker
#OUTLEADER



Speaker Bios



Shemara Wikramanayake
Managing Director and CEO, Macquarie Group

Shemara has been Macquarie Group's Managing Director and CEO since late 2018. Macquarie is a global financial group providing clients with asset management, banking, leasing, advisory and risk and capital solutions. Headquartered and listed in Australia, Macquarie operates in 31 markets and has over \$A560 billion in assets under management. Shemara joined Macquarie in 1987 in Macquarie Capital in Sydney. In her time at Macquarie, Shemara has worked in six countries and across several business lines, establishing and leading Macquarie's corporate advisory offices in New Zealand, Hong Kong and Malaysia, and the infrastructure funds management business in the US and Canada. Shemara has also served as Chair of the Macquarie Group Foundation.

As Head of Macquarie Asset Management for 10 years before her appointment as CEO, Shemara led a team of 1,600 staff in 24 markets. Macquarie Asset Management grew to become a world-leading manager of infrastructure and real assets and a top 50 global public securities manager.

In 2018, Shemara was appointed a Commissioner of the Global Commission on Adaptation, a World Bank-led initiative which seeks to accelerate climate adaptation action and create concrete solutions which enhance resilience. In 2019 Shemara was appointed by the UN's Special Envoy for Climate Action, Michael Bloomberg, to the Climate Finance Leadership Initiative which seeks a six-fold increase in climate mitigation investment from the private sector. Before joining Macquarie, Shemara worked as a corporate lawyer at Blake Dawson Waldron in Sydney. She holds Bachelor of Commerce and Bachelor of Laws degrees from UNSW and completed the Advanced Management Program at Harvard Business School in 1996.



Kenya Simon
Director, Member Experience, Out Leadership

Kenya Simon joined Out Leadership in 2018 as Manager of Member Relations. In her role, Kenya is a primary point of contact for Out Leadership members globally, facilitating engagement opportunities to maximize member's ROI.

Kenya holds a B.A. in Music Industry and Public Relations from Monmouth University, and has a background in the entertainment and fashion industry. After a decade-long career working for industry labels such as Sony and Warner Music, Kenya received an opportunity to join PwC (PricewaterhouseCoopers LLP), where she joined the Marketing & Sales team focusing on client entertainment, alumni relations, and client experience reporting. During her time there, she found a passion for diversity & inclusion work as a leader within their LGBT+ network.



Todd Sears
Founder and 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 98 of the world's most powerful companies as its members.

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.



Rob Adams
CEO, Perpetual

Rob Adams is the CEO and Managing Director of Perpetual Limited. He is a proven financial services business leader with over 30 years of experience locally and globally across funds management, financial advice and fiduciary services. Before Perpetual, he was Head of Pan-Asia and a member of the Global Executive Committee of Janus Henderson where he had been for six years. Prior to that, he was Chief Executive of Challenger Funds Management and was previously CEO of First State Investments UK.

He is also Chairman of the Abbotsleigh Foundation. This organization provides support across a wide range of dimensions and educational initiatives to Abbotsleigh, an independent girls' school in northern Sydney.



Antony Shaw
CEO, HSBC Holdings Australia

Antony has been appointed the Chief Executive Officer of HSBC Australia, with effect from 1 September 2022, subject to Australian regulatory approvals. He will also join HSBC Australia's Board as an Executive Director.

Antony, an Australian national, has 30 years of banking experience across domestic and international banks and with HSBC since 2003. In that time, he has served across multiple roles within its HSBC Markets and Securities Services (MSS) business. This includes being the head of institutional sales for Asia Pacific and the Middle East, North Africa and Turkey, covering the global and regional institutional clients of the bank across 20 markets. He also previously led MSS' global personal wealth and ESG sales teams. Prior to HSBC, he worked within investment banks in London and Sydney for 10 years.



Rosalind Coffey
Head of People, Culture and Client Experience, Macquarie Group

Rosalind Coffey is Head of People, Culture and Client Experience for Macquarie's Banking and Financial Services Group and serves on that Group's Executive Committee. She has Group-wide responsibility for Client Experience and BFS' client service functions, in addition to leading Human Resources, Talent, Diversity & Inclusion, Recruitment, Learning & Development and Internal Communications. Before joining Macquarie, Ros was Global Head of Talent for Nomura, based in Hong Kong.

Prior to joining Nomura, Ros was at Lehman Brothers, New York as Global Human Resources Director for Principal Investing and Corporate divisions. She oversaw a global client base of 3,500 individuals in all aspects of human capital management, career development and talent strategy.

Ros joined Lehman Brothers in 2002 as the Chief Administrative Officer for the Finance Division, reporting directly to the Chief Financial Officer. Prior to joining Lehman Brothers, Ros was the Director of the Financial Services practice of Michael Page International. She was a founding member of Michael Page International's New York operation and had complete responsibility for building that business from its inception. Earlier in her career Ros worked at Salomon Brothers, London and Esso, Australia. She spent two years travelling throughout Europe, Asia, the Middle East and Africa.

Ros holds a Bachelor of Economics degree with majors in Accounting, Economics and Commercial Law from the University of Sydney, Australia. She was a founding Board member of Advance.org and served on its Board for ten years.



David Brine
Project, Stakeholder & Change Management, ASX

My most recent work is at the Australian Securities Exchange (ASX) supporting their industry-wide change program to replace the Clearing and Settlement system operated by the exchange. CHES will be replaced with distributed ledger technology (DLT) as a 'first' for exchanges and the market. I am focused on organisational change management aspects to this market-wide change.

Previous experience was with Commonwealth Bank of Australia where I used skills in organisational change management, program execution, and held leadership positions in business and digital operations, with broad experience in the retail bank, enterprise IT department, and the business banking and institutional banking divisions.

I'm a passionate leader for creating diverse and inclusive workplaces that connect and attract the best colleagues, but also that serve to connect and build a stronger society (and legacy) for future generations.

Proudly the Chair for Out For Australia. I strongly believe in the power of mentoring and networking, especially when as a mentor I continue to learn and grow myself. Recognised as one of the Australian "Outstanding 50 LGBTI Leaders of 2018"



Jane Barry-Moran
Director, Research and Program Strategy, Out Leadership

Jane Barry-Moran, Director of Research and Program Strategy, 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. In her time at Out Leadership, she has published 9 major research projects including the first and largest global look at the impact of Allyship on the LGBTQ+ community. In July 2022, BBC introduced Jane as a leading voice on the intersection of LGBTQ+ rights and workplace equity.

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. During her time at St. John's University, she also served as the first university representative for the LGBTQ+ community on the diversity and inclusion taskforce. In that role she worked on a broad diversity strategy for the university (most diverse and largest religious university in the USA).

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. Jane is originally from Southern California but has called the East Coast home for the past 10 years.

Speaker Bios



Jared Heath
Partner, Corrs Chambers Westgarth

Jared is a Partner at Corrs Chambers Westgarth. He is a member of the Corrs national Diversity & Inclusion Committee and Pride@Corrs Steering Committee and convenes the Melbourne LGBTIQ+ Professional Services Interfirm Network.

Jared is a government advisory expert with extensive experience working with both public and private sector clients. He has lead teams working on Royal Commissions, significant legislative, regulatory and policy reviews and other sensitive inquiries. Jared was seconded into the Victorian Department of Health and Human Services during 2020-2021 as part of the legal team leading the COVID-19 pandemic response.

Jared supports the Midsumma Festival and a range of other LGBTIQ+ clients with pro bono advice. He is also a Senior Fellow of the Melbourne Law School.



David Anthony
Partner (Litigation & Arbitration), Corrs Chambers Westgarth

An experienced lawyer with expertise in both litigation and arbitration, David has been intrinsically involved in advising on some of Australia's most significant commercial disputes.

With expertise in both financial services litigation and large-scale complex commercial disputes, David specialises in working with clients to strategically navigate competing pathways whilst balancing public interest and attention. His experience in both politics and corporate governance, including in election issues and other electoral law matters, enables him to bring well-rounded insight for clients seeking strategic advice and representation.

David's appreciation for his clients' commercial interests, internal and external stakeholder management, and the reputational considerations inherent in disputes and corporate change, enables him to provide precise, sensitive and practical support to clients.

An advocate for diversity and inclusion, David is the National Chair of Corrs' LGBTIQ+ employee network, Pride@Corrs, Chair of the board of one of Australia's leading LGBTIQ+ philanthropic organisations, GiveOUT, and a director of The Footpath Library. David is also a member of the Turnaround Management Association of Australia, the Australian Institute of Company Directors and the Law Society of New South Wales.



Kate Wickett
CEO, Sydney WorldPride

Kate studied law and began her career in various legal roles including a one year appointment as Associate to Supreme Court Justice Steven Bailey (NT), and legal positions at Maddocks, Buchanan Group, and Port of Melbourne Corp.

While completing a Master in Business Administration, Kate lectured at University of Melbourne and was a director of Midsumma Festival for just over three years. From there, her career pivoted into corporate leadership and she held a NSW Government position as project direct or for its Future Transport project. This was followed by roles as Partner for Aurecon (NSW and Victoria) and then Head of Change and Communications, Better Risk Outcomes Program with Commonwealth Bank.

Kate was co-chair of the SGLMG board before stepping down to head up Sydney WorldPride. Her devotion to the LGBTIQ community is equalled only by the value she brings to it. Kate has been volunteering for LGBTIQ+ organisations for over 20 years. An outstanding leader, creative thinker, tireless worker, and compassionate human being.



Dawn Emsen-Hough
Director, ACON's Pride Inclusion Programs

Dawn Hough is the Director of ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing). All programs provide employer support for all aspects of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) inclusion either within the workplace, Australian Sport or through health and wellbeing service provision.

Dawn started within ACON in 2009 specifically to develop and establish the national Pride in Diversity Program and to develop the Australian Workplace Equality Index (national benchmark on LGBTI workplace inclusion). Since that time, the program has grown substantially and gained an international reputation for its leading practice and gold standard index. Dawn has authored five workplace publications on aspects of LGBTI workplace inclusion and with her team, extended the Pride in Diversity Program to Sports incorporating a Pride in Sport Program and world first national sports index and a program targeting LGBTI inclusive service provision - Pride in Health & Wellbeing.

Dawn sets the strategic direction for all divisional programs, continues to author LGBTI inclusivity publications in addition to authoring and managing all programmatic indices in order to measure and shift leading practice in LGBTI inclusivity annually.

Dawn was appointed Adjunct Senior Fellow, University of Queensland.



Corrina Davison
Managing Director, American Express Australia & New Zealand

Corrina Davison is the Managing Director for American Express Australia & New Zealand. She oversees local operations including marketing, acquisition, product development and partnerships for American Express Proprietary Card Services.

Originally from Sydney, she joined American Express' Sydney office in 2001 before moving to their New York headquarters eleven years later, where she most recently served as head of US US Customer Relationship Management for American Express Global Commercial Services.

In recent years and in addition to her professional role, she has been on the Women United Executive Committee – United Way, a New York-based organization aimed at helping mobilize communities to help improve the lives of lower-income individuals living in the Big Apple.



Tanya Matthewson
Partner Channel lead for Productivity Applications across Asia Pacific, Amazon Web Services

Tanya Matthewson has over 20 years of global commercial experience. She currently works for Amazon Web Services as the Partner Channel lead for Productivity Applications across Asia Pacific. Prior to joining AWS she was COO of a digital Start Up and responsible for building an electronic property settlement platform backed by the ASX.

Tanya spent over 10 years as a strategy consultant with PwC in Europe and Australia, primarily advising large enterprise clients across a range of industries. Whilst at PwC she was a Leader in their employee-led LGBTIQ+ network where she initiated and led numerous high-profile campaigns and initiatives, including playing an instrumental role mobilising the Pride Centre in Melbourne and developing some ground breaking research, including annual reports on 'LGBTI Inclusion in the Workplace' and 'Where are all the Women' which focussed on understanding the lack of visibility of same-sex attracted women in the workplace.

Tanya has held Board positions with the Pinnacle Foundation, who provide educational scholarships and mentoring to disadvantaged LGBTIQ+ young adults and JOY Radio, the Melbourne based LGBTIQ+ radio station. She currently sits on the Risk Management & Planning committee of Sydney World Pride.



Tara McKenty
Creative Head, Google APAC

Tara McKenty is the Creative Head at Google APAC, where she and her team's remit is to come up with creative uses of Google's products and platforms for Asia Pacific's largest clients. From creating children's books that test the eyesight of children, to an MS Society 'numbing soap' that brings home the effects of the condition (TED 'Ads Worth Spreading'), to creating real-time marketing platforms that reunite lost dogs with their owners, Tara continues to disrupt the status quo and as a consequence has won over a hundred international awards during her advertising rebellion.



Anna Brown
CEO, Equality Australia

Anna Brown OAM (she/her) is a lawyer, advocate and founding CEO of Equality Australia, a national organisation dedicated to equality for LGBTIQ+ people built from the successful YES campaign. Her fingerprints are on nearly every major reform for LGBTIQ+ people in recent years including playing a crucial role in achieving marriage equality (as Co-Chair of the 'YES' campaign and running the challenge against the postal survey in the High Court).

Anna has been instrumental in hard fought battles to secure federal LGBTIQ+ discrimination protections, improve access to birth certificates for trans people, outlaw conversion practices and right historical wrongs by establishing schemes to erase historical homosexual offences. Anna's legal work has also helped to reduce barriers for young trans people accessing vital hormone treatment and furthered legal recognition of sex and gender diversity.]

She was previously Legal Director at Human Rights Law Centre, an advisor to the former Attorney-General and Deputy Premier of Victoria Rob Hulls, a senior associate at law firm Allens Linklaters and Federal Court associate. She was named one of Australia's top 10 influential women by the Australian Financial Review in 2019 and inaugural Victorian GLBTI person of the year in 2014.

Out Leadership Member Companies



About Out Leadership

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

Because equality drives business
and business drives equality.

To enquire about getting involved with or
joining Out Leadership contact:
info@outleadership.com

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 96 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; 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.

Out Leadership Team



Todd Sears,
Founder & CEO



Brian Sims
Managing Director, Global Affairs



Eliana Jacobsen
Junior Associate



Kalyn Jahansouz
HR Director



Marco Martinot
Chief Operating & Financial Officer



Leo Scheck
Manager, Social Media



Camille Witt
Junior Associate



Michael Juranek
Chief of Staff



Jane Barry-Moran,
Director, Research and Program Strategy



Cameron Wu
Associate



Mila Jam
Senior Adviser



Kenya Simon,
Director, Member Experience



Peri Lund
Junior Associate



Matt Fust
Senior Adviser



Michael Paterson
Executive Creative Director



Natalie Krill
Junior Associate



Rishika Advani
Senior Advisor

Out Leadership Global Advisory Board

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Cigna

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Managing Partner, EY

Ken Mehlman*
Global Head of Public Affairs
KKR

Noel Quinn
Group CEO
HSBC Holdings plc

Lee Schreter
Chairperson of the BOA
Littler

Kathleen Sebelius
CEO
Sebelius Resources LLC

Dr. Ashley Steel
Former Vice Chair UK
KPMG LLP

Pamela Stewart
President, West Operations -
North America Operating Unit,
Coca Cola Company

Kenji Yoshino*
Professor of Constitutional Law, NYU School
of Law Chief Justice Earl Warren

Dr. Allan Zeman
Chairman
Lan Kwai Fong Group

*Emeritus

ESG Summit 2023

Out Leadership is launching the Return on Equality™ Initiative to convene CEOs, industry leaders, and thought partners to address gaps in today's ESG reporting and create a roadmap forward for positive change.

We see tremendous opportunity to embed measurable LGBTQ+ inclusive DEI into every pillar of Environmental, Social, and Governance sustainability. Through standardized DEI metrics, intersectional analysis, and the inclusion of LGBTQ+ equality within DEI initiatives, we hope to meaningfully expand and deepen the impact ESG can have on a company's bottom line — and the world. ESG is how companies MUST do business. Because equality drives business, and business drives equality.

Date: Fall 2023
Location: New York City

Format:
1 day in person summit, with a hybrid/virtual portion
Panel conversations, roundtables, and breakout sessions throughout the day, followed by an evening social event

Tickets:
Member firms will each receive 5 complimentary tickets, with additional tickets available for purchase at a discounted rate. Tickets will also be available to the general public, targeting investing and ESG professionals

Audience:
Sustainability leaders from our network of companies
ESG investing professionals
C-Suite leaders

Interested in getting involved at the sponsorship and/or working group level? Contact info@outleadership.com for more information!

Get involved: info@outleadership.com

