

AUSTRALIA SUMMIT 2022

October 5-11, 2022

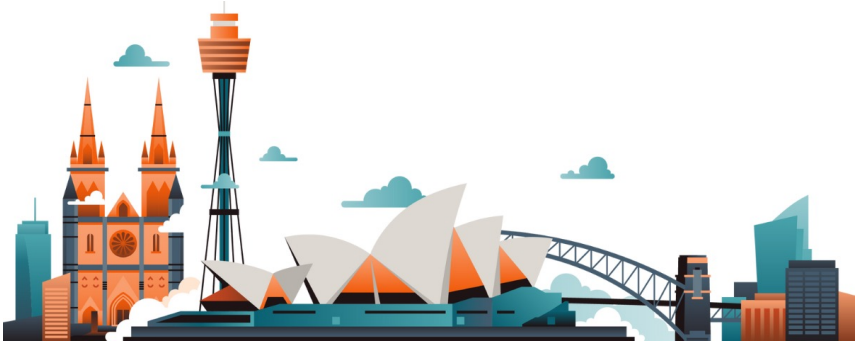
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AUSTRALIA SUMMIT 2022

SYDNEY 5TH - 11TH OCTOBER 2022

Our summits consist of a series of events— each one designed to enrich, connect, empower all participants. Our events, which feature outstanding speakers from a wide range of business and non-profit partners and the world of sports and entertainment, are open to our member firms.

[View the full schedule of events here.](#)



Executive Table Talks



OutNEXT Talent Program



OutWOMEN+ Networking Gathering

OUT LEADERSHIP GLOBAL SPONSORS



AUSTRALIA SUMMIT HOSTS



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info@outleadership.com



OUT LEADERSHIP

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Also weekly newsletter with updates at the intersection of LGBT+ and global business. PLUS, LGBTQ+ profiles, ground breaking research and more.



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OutNEXT SALON

IN-PERSON REGISTRATION

Please register for in-person attendance for the OutNEXT Salon hosted by Corrs Chambers Westgarth (Level 17, 8 Chifley 8-12 Chifley Square, Sydney NSW 2000) on 6 October from 15:00 to 18:00.

Registration to view the panel via livestream will be made available shortly.

*Questions are mandatory

First Name *

Last Name *

Phonouns (if you would like them printed on your name tag)

Email *

Company Name *

Position/Title *

City

Please list any dietary restrictions:

Executive Assistant First and Last Name

Executive Assistant Email

By checking "Yes" below, I am noting that I plan to attend this event in-person. I also agree to adhering to any COVID-19 protocols, including being fully vaccinated. If you do not plan on attending in-person or are unable to adhere to COVID-19 protocols, please register for virtual attendance, if applicable.

☐ Yes

I hereby grant Out Leadership's third photographer irrevocable permission to publish photographs of me taken during this event. This is including, but not limited to, any current or future internal and external social media networks, overview decks, online pages, and promotional materials. I further grant Out Leadership the unrestricted right and permission to copyright and use, re-use, publish, and republish photographs of me in which I may be included in print or in part, composite or distorted in character or form, without restriction as to changes or transformations. I hereby waive any right that may have to inspect or approve the finished product(s) or the editorial copy or printed matter that may be used in connection therewith or the use to which it may be applied.

☐ Yes

☐ Please contact me, I do not agree to the above.



AUSTRALIA SUMMIT 2022

OutNEXT SALON

The world has changed.
Young OUTLEADERS matter now more than ever.

Todd Sears, Founder and CEO of Out Leadership and Corrs Chambers Westgarth invite you to attend a panel of LGBT+ professionals and a cocktail reception for member-nominated LGBTQ+ leaders in Australia

This invitation-only event is closed to the public and press

Since 2011, Out Leadership has convened hundreds of C-Suite and senior-level leaders for theme-engaging discussions and global networking opportunities.

Thursday 6th October
2022, 15:00-18:00

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

To register click the button below

[REGISTER](#)

HOSTED BY: 

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info@outleadership.com



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SUBSCRIBE TO OUTNEWS

A bi-weekly newsletter with updates at the intersection of LGBT+ and global business. PLUS, LGBTQ+ profiles, ground breaking research and more.



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AUSTRALIA SUMMIT 2022

SYDNEY 5TH - 11TH OCTOBER 2022

Todd Sears, Founder and CEO of Out Leadership and hosts Macquarie, HSBC, Corrs Chambers Westgarth, American Express, and Perpetual invite you to Out Leadership's 6th Annual Australia Summit, in Sydney Australia from 5th - 11th October 2022.

We'll be holding a series of must-attend events including CEO & VIP Dinners, our OutNEXT emerging LGBTQ+ leader session, the OutWOMEN lunch, and our OutQUORUM board diversity initiative.

Our events, which feature outstanding speakers from a wide range of business and non-profit partners and the world of sports and entertainment, are open to our 98 member firms.

Early registration is encouraged to secure your place at this landmark in-person Summit. Click the button below.

[REGISTER](#)

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AUSTRALIA SUMMIT 2022

VIP DINNER

Todd Sears, Founder and CEO of Out Leadership and Shemara Wikramanayake, CEO of Macquarie Group, invite you to a private salon dinner to discuss the future of LGBTQ+ equality.

This invitation-only event is closed to the public and press.

Since 2011, Out Leadership has convened hundreds of C-Suite and senior-level leaders for these engaging discussions and global networking opportunities.

Wednesday October 5th, 2022
Cocktails: 18:00 Dinner: 18:45-21:30

Macquarie Group Limited,
50 Martin Place, Sydney NSW 2000, Australia.

Please RSVP HERE by Sept. 20, 2022.
For more information please email us at events@outleadership.com

HOSTED BY





AUSTRALIA SUMMIT 2022

**TALENT LANDSCAPE
THE FUTURE OF WORK**

Todd Sears, Founder and CEO of Out Leadership and Antony Shaw, CEO of HSBC Australia, invite you to a private lunch at HSBC Sydney to discuss The Future of Work: how corporations can take a proactive role to maintain diverse and inclusive values within a hybrid workplace.

This invitation-only event is closed to the public and press and is exclusively for Diversity & Inclusion executives in member companies and partner organizations.

Since 2011, Out Leadership has convened hundreds of C-Suite and senior-level leaders for these engaging discussions and global networking opportunities.

Thursday October 6th, 2022
12:00-14:00

HSBC, Tower 1, Level 36, International Towers, 100 Barangaroo Avenue, Sydney NSW 2000

To register click the button below

[REGISTER](#)

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AUSTRALIA SUMMIT 2022

CEO DINNER

Todd Sears, Founder and CEO of Out Leadership and Corrina Davison, Managing Director of American Express Australia & New Zealand, invite you to a private salon dinner at the Park Hyatt Sydney to discuss the future of LGBTQ+ equality.

This invitation-only event is closed to the public and press and is exclusively for Chief Executive Officers.

Since 2011, Out Leadership has convened hundreds of C-Suite and senior-level leaders for these engaging discussions and global networking opportunities.

Monday October 10th, 2022
Cocktails: 18:00 Dinner: 19:00-22:00

PARK HYATT SYDNEY™

7 Hickson Rd, The Rocks
Sydney, NSW 2000

If interested please email us at events@outleadership.com

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AUSTRALIA SUMMIT 2022

OutNEXT SALON

The world has changed.
Young OUTLEADERS matter now more than ever.

Todd Sears, Founder and CEO of Out Leadership and Corrs, Chambers, Westgarth invite you to attend a panel of LGBTQ+ professionals and a cocktail reception for member-nominated LGBTQ+ leaders in Australia.

This invitation-only event is closed to the public and press.

Since 2011, Out Leadership has convened hundreds of C-Suite and senior-level leaders for these engaging discussions and global networking opportunities.

Thursday October 6th, 2022
15:00-18:00

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

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AUSTRALIA SUMMIT 2022

**OUTWOMEN+
BREAKFAST**

Kenya Simon, Director, Member Experience of Out Leadership and Rosalind Coffey, Head of People, Culture and Client Experience of Macquarie Group, invite you to a private breakfast for those who identify as LGBTQ+ women or non-binary individuals in business.

This invitation-only event is closed to the public and press.

Since 2011, Out Leadership has convened hundreds of C-Suite and senior-level leaders for these engaging discussions and global networking opportunities.

Friday October 7th, 2022
Breakfast: 8:00-10:00

Macquarie Group Limited
Level 10, 50 Martin Place, Sydney
NSW 2000, Australia

To register click the button below

[REGISTER](#)

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AUSTRALIA SUMMIT 2022

**OUTQUORUM
DINNER**

Todd Sears, Founder and CEO of Out Leadership and Rob Adams, CEO and Managing Director of Perpetual, invite you to discuss the future of board-level LGBTQ+ equality in Australia. This private salon dinner is generously hosted by Perpetual.

This invitation-only event is closed to the public and press.

Since 2011, Out Leadership has convened hundreds of C-Suite and senior-level leaders for these engaging discussions and global networking opportunities.

Tuesday October 11th, 2022
Cocktails 18:00, Dinner: 19:00

Perpetual Limited
Perpetual | Level 18 Angel Place | 123 Pitt Street, Sydney | Australia

If interested please email us at events@outleadership.com

HOSTED BY



Event Brochure

[illegible]

Shemara Wikramanayake

Managing Director & CEO,
Macquarie Group

MACQUARIE

“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

OUTLEADERSHIP

“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.”

Anthony Shaw
CEO, HSBC Holdings Australia
General Manager
OUTLEADER



Summit Overview

Day 1: Wednesday, October 5th

VIP Dinner
Host: Macquarie Group
Cocktails: 5:30 p.m. | 12730
Dinner: 7:00-8:00 p.m. | 149 00-22 00
Sponsoring members: Todd Shaw, Founder & CEO, Out Leadership
Speakers: Thomas Williamson-Jayke, 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 Shaw, Founder & CEO, Out Leadership; Anthony Shaw, CEO, HSBC Holdings Australia; Dawn Emery Hoag, Director, ACORN's Pride Inclusion Programs, ACORN
HSBC Office: 100 Barangaroo Ave, Barangaroo NSW 2000, Australia
In-Person & Recording

OutNEXT Salon
Host: Coors
3:30-6:00 p.m. | 12 00-18 00
Panelists: Todd Shaw, Founder & CEO, Out Leadership; Jared Heath, Partner, Coors Chambers Westgarth, Dawn Emery Hoag, Director, ACORN's Pride Inclusion Programs
Coors Chambers Westgarth Headquarters, Level 17 & Chifley, 6-12 Chifley Square, Sydney NSW 2000
In-Person & Recording

OUT LEADERSHIP AUSTRALIA SUMMIT October 2022

OUTLEADERSHIP

Summit Overview

Day 3: Friday, October 27th

OutWOMEN® Breakfast
Host: Macquarie Group

8:00-9:00 am | 18-00-000

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

Panel: Kala Wicks, CEO, Sydney World Pride, Anna Brown, CEO, Equality Australia, Tanya Matheson, Partner, Charmed and by Productivity Applications across Asia Pacific, Annette Webb Services, Head, Talent, Entrepreneur and Founder, Transgender Pride Alliance, Kirsty Samson, Director, Member Experience, Out Leadership

Macquarie HG 30 Martin Place, Sydney NSW 2000, Australia

In-Person

Day 4: Monday, October 10th

CEO Dinner
Host: AMEX

6:00-9:00 pm | 18-00-220

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

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

In-Person

Day 5: Tuesday, October 11th

OutGLORIOUS Dinner
Host: Perpetual

6:00-9:00 pm | 18-00-230

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

Speakers: Rob Adams, CEO, Perpetual, David Bryce, Project, Mastercard & Change Management, ASX, David Anthony, Partner, Ligations & Arbitration, Core Chambers, Westgarth

Perpetual Office, 127 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
Supporting Gender
EQUILIBRIUM



OUT LEADERSHIP AUSTRALIA SUMMIT October 2022

OUTLEADERSHIP

Event Signage

OUTLEADERSHIP

WELCOME TO
OUT LEADERSHIP'S
7TH ANNUAL

AUSTRALIA
SUMMIT
2022

#outleadership
#OLOZ

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OUTLEADERSHIP

“HSBC remains
driven in its quest to
provide its staff a
flexible, open and
genuinely caring
working environment.”

Antony Shaw
CEO, HSBC Australia
Summit Speaker
#OUTLEADER

AUSTRALIA SUMMIT 22

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Event Signage



Event Signage: Menus & Table Cards

OUTLEADERSHIP

AUSTRALIA SUMMIT 2022

TALENT LANDSCAPE EVENT

THURSDAY OCTOBER 6TH

Roasted heirloom vegetable salad, vincotto dressing,
walnut crumb, whipped ricotta, goats' cheese,
(GF)(Vegetarian)

Crispy skin humpty doo barramundi, Romesco,
grilled asparagus, pickled fennel.

Bread, roast potatoes, Brussel-sprouts

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OUTLEADERSHIP

AUSTRALIA SUMMIT 2022

Wednesday 5th October

VIP Dinner

Hosted by Macquarie

Thursday 6th October

Talent Landscape Event

Hosted by HSBC

OutNEXT Event

Hosted By Corrs, Chambers, Westgarth

Friday 7th October

OutWOMEN Event

Hosted by Macquarie

Monday 10th October

CEO Dinner

Hosted by American Express

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Download the Australia Summit Digital Brochure here:

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OUT LEADERSHIP AUSTRALIA SUMMIT 22



Event Signage: Slides (samples)

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OUTLEADERSHIP

WELCOME TO OUT LEADERSHIP'S 7TH ANNUAL

AUSTRALIA
SUMMIT 22

5TH-11TH OCTOBER 2022

SPONSORED & HOSTED BY

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CORRS CHAMBERS WESTGARTH

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ANTONY SHAW

CEO, HSBC AUSTRALIA



HOSTED BY

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AUSTRALIA SUMMIT 22

OUT LEADERSHIP AND MACQUARIE WELCOME YOU TO THE

VIP DINNER

SPONSORED & HOSTED BY

MACQUARIE

AMEX

ROPES & GRAY

HSBC

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Perpetual

CORRS CHAMBERS WESTGARTH

#OUTLEADERSHIP
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OUTLEADERSHIP

SHEMARA
WIKRAMANAYAKE

CEO, MACQUARIE



HOSTED BY

MACQUARIE

AMEX

Perpetual

CORRS CHAMBERS WESTGARTH

HSBC

Event Signage: Slides (samples)




7 Years in Australia



Social Media: Speaker Announcement examples



Posted by Leo Jared Scheck · 10/3/2022



Out Leadership


13,813 followers


2mo · 


We're honored to welcome over 100 business leaders in Australia to our VIP Dinner featuring [Macquarie Group](#) CEO Shemara Wikramanayake and Out Leadership CEO & Founder Todd Sears


Don't want to miss out? Join our network of nearly 100 member firms committed to investing LGBTQ+ equality and improving their bottom lines with a Return On Equality™

[#OLDownUnder](#) [#OutLeadership](#)




 Kenya Simon and 22 others

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Posted by Leo Jared Scheck · 9/29/2022



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Out Leadership is heading to Australia and we are so excited to convene a panel of brilliant, trailblazing LGBTQ+ women for our OutWOMEN breakfast, hosted by Macquarie!

Joining us are:
[Rosalind Coffey](#), [Macquarie Group](#)
[Kate Wickett](#), [Sydney WorldPride](#)
[Anna Brown](#) OAM, [Equality Australia](#)
[Tanya Matthewson](#), [Amazon Web Services \(AWS\)](#)
[Kenya Simon](#) , [Out Leadership](#)
[Peta Friend](#), [Trans Pride Australia](#)

For more information, email info@outleadership.com

[#OLDownUnder](#) [#OutWOMEN](#)




 Peri Lund and 98 others

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Organic impressions: 3,442 Impressions


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Posted by Leo Jared Scheck · 10/4/2022



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Progress happens at every level.


That's why Out Leadership is committed to developing emerging ta ...see more



 Michael Paterson and 18 others


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Rosalind Coffey, [@Macquarie](#)
Kate Wickett, [@SydWorldPride](#)
Anna Brown, [@EqualityAu](#)
Tanya Matthewson, [@awscloud](#)
Kenya Simon, [@OutLeadership](#)
Peta Friend, [@TransPride_AU](#)

 1









Don't want to miss out? Email info@outleadership.com for more information.

[#OLDownUnder](#) [#OutWOMEN](#)











**thatmarion**
Sydney, Australia

**thatmarion** Super motivating and inspirational OutWomen+ breakfast panel discussion in Sydney today. Proud to be among the lesbians making the workplace safer and more welcoming for other women. I'm taking several ideas back to our @wppunite network
Thankyou Todd, Kenya and #outleadership
1h

**petitebrioche8** Let me know if you get a chance to catch up Maz. That would be lovely!
1h Reply



19 likes
1 HOUR AGO

 Add a comment...

Post



Social Media: Speaker & Attendee examples



outleadership

♡💬🚩🔖

Liked by camillewitt and others

outleadership “We come from all walks of life but we are here for a common purpose — to ensure that we are visible and included, because often we are not. Today is the start of a conversation, and a start of a community.”

— Rosalind Coffey, Head of People, Culture & Client Experience, @Macquarie in her opening speech to kick off Out Leadership’s OutWOMEN+ breakfast.

We are so grateful for all the work our host, @Macquarie Group, put in to make this such a successful and empowering event.

#OutWOMEN #OLDDownUnder #OLOZ

October 11

outleadership

♡💬🚩🔖

Liked by ljacobsen7 and others

outleadership “Leadership is following through on actions and going to uncomfortable places to do the right thing.”

- Kate Wickett, CEO, Sydney WorldPride. At Out Leadership’s OutWOMEN+ event hosted by @Macquarie, Kate challenged companies to follow through on their commitment to the LGBTQ+ community by supporting inclusive policies all year round, not just during Pride month.

Thank you to Macquarie for hosting this thought-provoking panel discussion!

#OLDDownUnder #OutWOMEN #OLOZ

View 1 comment

outleadership

♡💬🚩🔖

Liked by ljacobsen7 and others

outleadership “I had no role models, even when I moved to Sydney, all the gay partners were men. It was so nerve-racking to come out even though I had been comfortable in university. You need those role models, and you need visibility. I think if I came out today, it would be different.”

- Anna Brown, CEO of Equality Australia, on the importance of LBTQ+ visibility. Thank you, Anna, our panel and @Macquarie for a thought-provoking discussion at our OutWOMEN+ breakfast last week! Stay tuned for more insights.

#OutWOMEN #OLDDownUnder #OLOZ

October 13

outleadership

♡💬🚩🔖

Liked by ljacobsen7 and others

outleadership Earlier this week, Out Leadership convened our 7th Australia CEO dinner, adding 22 Australian CEOs to our global cohort of almost 800 CEOs globally. While we keep these conversations under Chatham House rules, it was so inspiring to see so many CEOs of Australia’s most important companies come together to create community and engaged in promoting equality through the power of business.

Thank you to our generous host American Express for bringing together this amazing group of people!

#OLDDownUnder #OLOZ #ReturnOnEquality

View all 2 comments


October 14

Social Media: Speaker & Attendee examples



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outleadership What's your purpose? How is your company leveraging an ESG framework to advance that purpose?

These questions are critical to leading successful businesses in our new hybrid world. Talent retention specifically is all about purpose-driven work — employees and clients care about the work they do and the impact of their work on their communities. And if your business doesn't offer a clear vision -- those employees and clients will go elsewhere.

That's why strong business leaders create a culture of understanding for LGBTQ+ employees — empathizing with the work that it takes to overcome barriers and take one's "whole self to work."

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Liked by  and **others**

outleadership "The voice of the CEO and the executive team is critically important — it sets the gold standard for people who want to move up in their career. It's often those people who get quoted in the media because people genuinely want to hear from them."

- Dawn Emsen-Hough, Director, ACON's Pride Inclusion Programs on the role of business and CEOs in driving inclusive policies for the LGBTQ+ community.

October 8

Posted by **Leo Jared Scheck** · 10/20/2022

 **Out Leadership**
13,903 followers
1mo · 

As much progress as we've made as an LGBTQ+ community, LBTQ+ women and non-binary people still suffer from the burden of gender discrimination within the workplace and within the community. At the risk of their ...see more



 Michael Paterson and 11 others

1 comment

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Organic impressions: 858 Impressions

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 outleadership





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outleadership "We are a family — you understand what it's like to be me. I understand to an extent what it is like to be you. That's special. You cannot learn it and you cannot buy it. It's incredibly valuable. We have to lean on each other and celebrate each other's successes. That's family and that's beautiful. I am very proud of that."

— Dawn, Emsen-Hough, Director, ACON's Pride Inclusion Programs on the power of the LGBTQ+ community as a network across all industries.


#OLOZ #OLDownUnder #OutWOMEN #OutNEXT

October 9

Social Media: Speaker & Attendee examples



Posted by **Leo Jared Scheck** · 10/11/2022



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2mo · 🌐

"We come from all walks of life but we are here for a common purpose — to ensure that we are visible and included, because often we are not. Today is the start of a conversation, and a start of a community."


— Rosalind Coffey, Head of People, Culture & Client Experience, and Macquarie Group in her opening speech to kick off Out Leadership's OutWOMEN+ breakfast.


We are so grateful for all the work our host **Macquarie Group** put in to make this such a successful and empowering event.

#OutWOMEN #OLDDownUnder #OLOZ




Leo Jared Scheck and 18 others

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Posted by **Leo Jared Scheck** · 10/9/2022



Out Leadership


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2mo · 🌐


"We are a family — you understand what it's like to be me. I understand to an extent what it is like to be you. That's special. You cannot learn it and you cannot buy it. It's incredibly valuable. We have to lean on each other and celebrate each other's successes. That's family and that's beautiful. I am very proud of that."


— Dawn, Emsen-Hough, Director, ACON's Pride Inclusion Programs on the power of the LGBTQ+ community as a network across all industries.


#OLOZ #OLDDownUnder #OutWOMEN #OutNEXT



2

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Coming out as an ***ally*** is critically important too.


Post-pandemic, allyship to the LGBTQ+ community has grown but visibility has diminished. Allies, make yourself and accessible and known -- the LGBTQ+ people in your life thank you!


This is just one of the insights from our 2022 Australia Summit. Thank you to everyone who came to our Talent Landscape Event, hosted by **HSBC**.


#OLDDownUnder #OLOZ #OutLeadership #ReturnOnEquality



Megan Schippmann and 72 others


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Out Leadership

reposted this



Rebecca Gulla

(She/Her) · 2nd

People & Culture Business Partner at PwC Australia

2mo · Edited · 🌐

"Leadership is following through on actions and putting yourself in uncomfortable situations to do it" - **Kate Wickett**

Today I had the privilege of attending the OutWOMEN+ Breakfast as part of Out Leadership's Australia Summit for 2022. I came away with fresh perspectives on the challenges that face LGBTQIA+ Women in the workplace and how organizations can better use their platform to be allies - pushing for change 365 days of the year, not just on specific days of awareness.

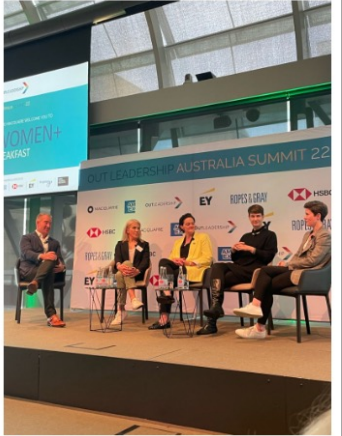
I also found it particularly interesting hearing from PwC Alumni Tanya Matthewson on some of the findings from her report, "Where are all the women?" - particularly why LGBTQIA+ women are less likely than their male identifying counterparts to come out at work.

Thanks to Rosalind Coffey from Macquarie Group for hosting the event, the panel members Tanya Matthewson Kate Wickett Anna Brown OAM and Peta Friend for sharing your insights and experiences, and to those that made the event possible!


To read the "Where are all the women?" report, click the link below.


<https://lnkd.in/gweYB77Y>

#lgbtqiaplus #outleadership #inclusionmatters



You and 31 others

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Be the first to comment on this

Social Media: Speaker & Attendee examples



Posted by **Leo Jared Scheck** · 10/6/2022



Out Leadership

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2mo · 

"I often say, where the tension goes, energy flows. We pride ourselves at HSBC on having a very strong social consciousness. Being in the center of these conversations about important issues surrounding equality — family support, healthcare, workplace environment — is vital to our work. Not only does it make HSBC great for the people who work here, but a great example to the people who could work here."

-Anthony Shaw, CEO [HSBC](#) Australia

[#OLDownUnder](#) [#OutLeadership](#) [#ReturnOnEquality](#)

 Like

 Comment



Out Leadership

@OutLe...

10/13/22

Thank you, Anna, our panel and Macquarie for a thought-provoking discussion at our OutWOMEN+ breakfast last week! Stay tuned for more insights.

[#OutWOMEN](#) [#OLDownUnder](#) [#OLOZ](#)





 1





Out Leadership

@OutLeadership

As much progress as we've made as an LGBTQ+ community, LGBTQ+ women and non-binary people still suffer from the burden of gender discrimination within the workplace and within the community.



7:01 AM · 10/20/22 · [Loomly](#)

3 Likes



Out Leadership

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Earlier this week, Out Leadership convened our 7th Australia CEO dinner, adding 22 Australian CEOs to our global cohort of almost 800 CEOs globally.



7:01 AM · 10/14/22 · [Loomly](#)









Post-Summit Report

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Post-Summit Report

AUSTRALIA SUMMIT 2022

MACQUARIE

HSBC

EY

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Dear Leaders

As I reflect on the recently concluded 2022 Australia Summit, I'm struck by two things: how powerful it is to meet – safely – in person, and how proud I am of business leaders and non-profits in the region whose commitment to improve the LGBTQ+ equality landscape never once wavered during the isolation of the pandemic; no matter what loomed on the horizon. It's a quality of virtue that belies our desire "down under" and that I appreciate in all of the summit attendees.

This year's Out Leadership Australia Summit marked our seventh summit "down under" (and my 17th trip to Sydney), and while no one ever says "seventh time's the charm," we were certainly charmed by our always hospitable, gracious and inspiring welcome. It's not an overstatement to say that the summit was made possible by our generous and deeply committed sponsors and hosts: HSBC, Macquarie, Anna, EY, and Roper & Gray, and our hosts: Corin Chambers Westgarth and Perpetual.

On stage, our speakers, moderators and panelists represent the best and brightest of the region's business and nonprofit leaders. Throughout the summit, global and local leaders also illuminated the most pressing issues of the day, as well as the greatest opportunities where we can – and must – move forward. We learned about the rapidly advancing environment around ESG and Out Leadership's ambition to year plan to embed LGBTQ+ representation into every aspect of ESG practices. We explored the state of LGBTQ+ equality in the region and how it can and should impact the next generation of LGBTQ+ talent development and access. We devoted a day to young LGBTQ+ leaders with our acclaimed DIVERSITY Connection.

At the OUTWOMEN+ breakfast we asked the tough questions about where we can improve representation and resources for our LGBTQ+ and allied leaders, and we got honest answers. We dined together with 22 CEOs at the exclusive CEO Dinner and we continued to break new ground, sharing our cutting-edge OUTQUORUM research, where we observed LGBTQ+ inclusion in leadership across the region.

We heard from Sherran Wikramanayake, CEO of Macquarie, Antony Shaw, CEO of HSBC-AU, Anna Brown of Equality Australia, Tonya Mathewson of PwC, Corrinne Davison, Managing Director of American Express Australia and New Zealand, and so many more.

Later in this report, you'll need to detail about the learnings we can take away from the Summit. But allow me to give you the top-line:

Accountability is everything. Consumers, employees and organizations – like our report partners – are demanding corporate accountability when it comes to trans-inclusive healthcare, gender pay gaps, professional development for LGBTQ+ employees and so much more. The businesses bound to succeed are the businesses that will listen and adapt and take advantage of the unique post-pandemic opportunity to make work culture fit the needs and values of both consumers and employees.

Diverse recruitment means little without development and retention. Recruits must see representation in the highest ranks of corporate leadership in order for them to sign on the dotted line. Equally important, that same representation must be invested in recruit's professional and personal development in order for them to stay ESG – and LGBTQ+ inclusion embedded within it – is an ideal way for businesses to demonstrate their commitment to these principles in both word and deed.

Equality is the expectation, not the exception. For companies to succeed in the post-pandemic world, and for leaders to truly be allies, they both must use their platforms to create and sustain equity for members of the communities where they operate, the people that consume what they produce, and the employees that work within their walls. It's a tall order and it will take time, but like my close friend – and summit host – Sherran Wikramanayake said, "Equality is smart business. The outcome for business must be in line with the outcome of the people."

I want to thank you all for an extraordinary summit and look forward to seeing you – face to face – again next year at Wordpiece 2023!

Until then, onward!

Todd G. Sears
Founder and CEO

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“ Equality is smart business. The outcome for business must be in line with the outcome of the people, especially in a people-driven business like ours. You miss out when you put blocks around people, when you cut them off. We want to unleash people, take away these blocks.”

Sherran Wikramanayake

CEO & Managing Director, Macquarie Group

Summit Speaker

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Key Takeaways

1. Leaders must adapt as consumers, employees, and investors prioritize corporate responsibility.



Inequality is at the forefront of workplace conversations both inside and outside company walls, with inequities elucidated significantly since the onset of the pandemic. Corporates in trans-inclusive healthcare, gender pay gaps, and LGBTQ+ professional development resources are just a few examples of long-standing issues that disproportionately impact the LGBTQ+ community. They are further exacerbated for those with intersectional identities, who lack both representation and visibility in business.

Workplace cultures thrive when employees are empowered to own their career development and maintain a healthy balance with their personal lives. As the pandemic spurred a time of reflection and reevaluation of priorities, individuals have embraced the opportunity to define their careers in novel ways. This opportunity comes alongside two challenges: accountability and visibility. As Dawn Emswiler-Hough, Director of Pride in Diversity, and Peta Friend, Entrepreneur and Founder of Trans Pride Australia, shared during the OUTWOMEN+ event, "It's up to management to keep learning accountable" and "We need to share our stories so that we can create allies of people who then go on to live as allies for the rest of their lives." By understanding people-centered leadership and building diverse representation in the workplace, businesses can create a vibrant and dynamic workplace culture that encourages the retention of talent and knowledge.

“ We pride ourselves at HSBC on having a very strong social consciousness. Being in the center of these conversations about important issues surrounding equality – family support, healthcare, workplace environment – is vital to our work. Not only does it make HSBC great for the people who work here, but a great example to the people who could work here.”

Antony Shaw

CEO HSBC Australia

Summit Speaker

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Key Takeaways

2. People-centered leadership and diverse representation in the workplace enable businesses to thrive by reaping the benefits of equality.



A diverse and multifaceted global economy necessitates the engagement of all markets, intersecting cultural identities. The post-pandemic era and its unique environment for socioeconomic and environmental sensitivity create a unique opportunity for businesses to better align their values to those of their employees and customers. Successful firms in this market will listen and adapt to the changing standards of consumers and employees who increasingly demand purpose and thought leadership from the companies with whom they interact. People are interested in self-realization and it is vital for business leaders to ask themselves: how are we empowering people to make a difference in our community?

“ The voice of the CEO and executive team is critically important – it sets the gold standard for people who want to move up in their career. Often it's those people who get quoted in the media because people want to hear from them.”

Dawn Emswiler-Hough

Director, ADAMS Pride Inclusion Program

Summit Speaker

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“ We come from all walks of life but we are here for a common purpose – to ensure that we are visible and included, because often we are not. Today is the start of a conversation, and a start of a community.”

Rosalind Coffey

Head of People, Culture, and Talent Experience, Macquarie Group

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Key Takeaways

3. Diversity in the talent pool is a minimum expectation.



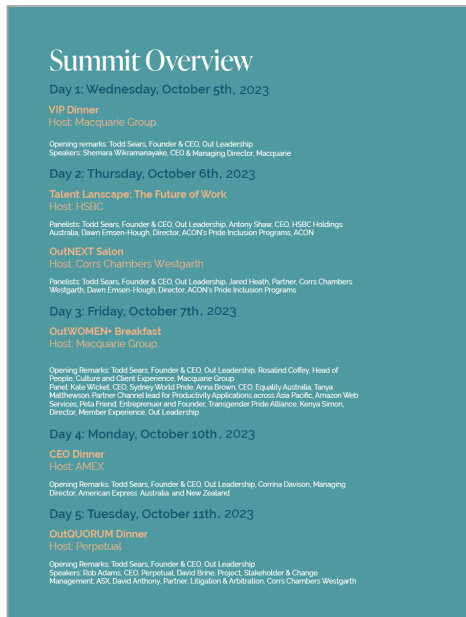
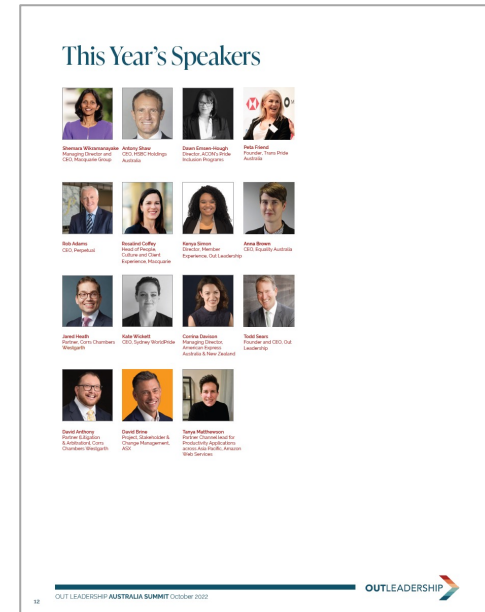
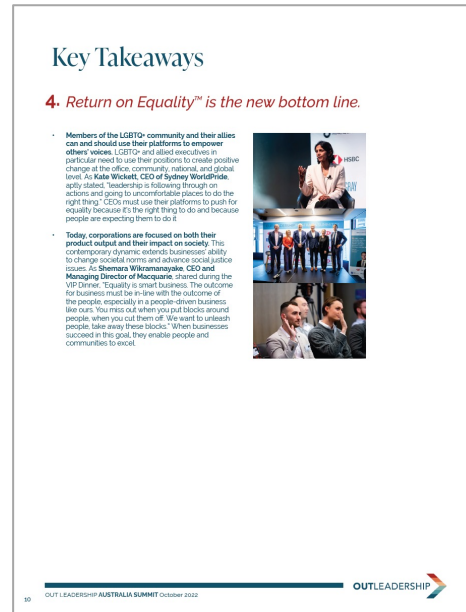
Companies that actively invest in recruits from a variety of backgrounds and experiences and support their learning, development, and skill acquisition are strongly positioned to actually retain those employees over a long career. In turn, the company reaps the immeasurable contributions of acquired institutional knowledge from a multitude of perspectives – allowing leaders to consider greater breadth and depth of business opportunities and empowering firms to yield greater returns.

Consistent talent retention resulting from meaningful investment in employee development is only achievable when all communities of difference are adequately represented. For organizations to foster inclusion and belonging for LGBTQ+ individuals in recruitment, they must also advance role models for the LGBTQ+ community at all levels of leadership. Anna Brown, CEO of Equality Australia, shared that having prominent LGBTQ+ role models, especially LGBTQ+ women role models, "is one of the most vital pieces of activism."

Another requirement of an inclusion and belonging strategy is the promotion of mentorship and sponsorship. The LGBTQ+ community is uniquely positioned to create and foster strong relationships between rising talent, their mentors, and their sponsors. The LGBTQ+ experience is a powerful connection tool for all different kinds of LGBTQ+ people, and even allies with strong personal relationships to LGBTQ+ friends, family, and colleagues. Corporations should actively engage these connections between their employees across backgrounds and experience levels.

Purpose-driven work enhances talent retention. Employees and clients alike care deeply about their work and the impact it has on their communities. For example, companies with well-developed ESG initiatives are better equipped to retain their top talent and are better oriented to positively impact the communities in which they do business. Ultimately, business leaders have the responsibility to amplify this sense of purpose-driven work throughout their organizations. As Antony Shaw, CEO of HSBC Australia, put it, "Leaders are dealers in hope, and we have to hope that we can make a difference for our community."

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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 inquire about getting involved with or joining Out Leadership contact info@outleadership.com

Out Leadership is the world's first global LGBTQ+ certified B Corporation. B Corp is the gold standard for businesses as a force for good. Certification requires companies to meet rigorous benchmarks of social and environmental performance. Out Leadership has scored in the top 10% of B Corps every year since our founding.

As a part of this initiative we partner with over 67 non-profits and donate over 20% of our profit every year.

Get Involved: info@outleadership.com



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Return on Equality™ ESG Focus for 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+ inclusion & equity into every pillar of Environmental, Social, and Governance sustainability. Through standardised ESG metrics, informed data analysis, and the inclusion of LGBTQ+ equality within ESG 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 & all of us do business. Because equality drives business, and business drives equality.

Our Return on Equality initiative for 2023 will encompass a series of events around the world including summits, dinners, and working groups.

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

Summit Images (samples)



