



OUT LEADERSHIP 11th ANNUAL

EUROPE SUMMIT 2023

POST-SUMMIT REPORT



Dear Leaders,

Our 11th Europe Summit was one of our most ambitious convenings yet. And by all accounts it successfully provided opportunities for participants to network, meet, learn, and share best practices. The Summits are tent poles not just for the work of Out Leadership, but also for LGBTQ+ business leaders to soak up the support, feedback, and camaraderie they provide. In fact, many leaders told me that they looked forward to the Summits because they're one of the few places where professional LGBTQ+ peers can relate in a safe, productive, and respectful space.

Highlights include the conversation between transgender activists, parents, and happily married couple Captain Hannah Graf - one of the highest-ranking trans soldiers in the British Army - and Jake Graf - an international multi-award-winning director, writer, and actor. The dialogue was a powerful illustration of their commitment to each other, their loving family, and the fight for trans rights and equality. **It also reminded us that the stakes are still incredibly high for trans people in the UK.** For example, if the Gender Recognition Act is amended, the family that they have fought so hard to create and protect will be put in jeopardy. On a side note, it's fitting that since retiring from service, Hannah's been working with HSBC, a long-time supporter of Out Leadership and of our Europe Summits in particular.

The OutNEXT, OutWOMEN+, and NEXUS events were equally successful, at each the attendees were lit up and switched on. The CEO Dinner - an iconic, exclusive part of every Summit and hosted this year by Emanuele Vignoli, CEO of HSBC Luxembourg - was also a hit. **We had 18 CEOs attend and it was exciting to see them, after receiving the OutQUORUM report,** flipping through the document to better understand their company's ranking and better yet, emailing their staff from the table to kick start equality conversations at the board level. At the VIP Dinner, hosted by HSBC Europe CEO Colin Bell, Her Excellency Sylvie Lucas, Ambassador to Luxembourg, said she would keep the report in her office and demand that any company she does business with have a commitment to board equality and diversity.



My favorite part of the Summit was witnessing the eagerness with which business leaders look to implement the tools we provide them - like OutQUORUM and the LGBTQ+ Board Diversity Guidelines. It is a demonstration that the global network of equality-minded companies we work with are truly committed to leveraging the power of business to drive equality. What we're doing at Out Leadership is working - for Jake and Hannah, for young LGBTQ+ professionals, for OutWOMEN+, and for qualified board candidates around the world.

The Summit was made possible because of the above and beyond commitment of Hogan Lovells, Reed Smith, Greenberg Traurig, and of course HSBC, with whom we are celebrating a decade of partnership. We call them Summits, because they are in fact the peak of excellence in global convening and gathering, even if - importantly - they show us how far we still have to climb.

Todd G. Sears
Founder and CEO
Out Leadership

A handwritten signature in black ink, appearing to be 'TGS'.

The Out Leadership Europe Summit 2023
is hosted and sponsored by:



Non-profit partner:





“In Afghanistan there were lots of moments of high adrenaline, but for the most part you're in a quiet tent with your own thoughts. And my head went to a very dark place. So when I came home, I promised myself I'd never put myself in that position again. So I knocked on my commanding officer's door and said, Sir, I've got something to tell you. I'm transgender. To which he responded, okay, did you know I'm gay?”

Hannah Graf

Retired Captain, British Army & Trans advocate
Speaker at VIP Dinner
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Key Learnings

Out Leadership released our LGBTQ+ Board Diversity Guidelines for the United Kingdom

Since 2015, Out Leadership has been the leading advocate for the inclusion of LGBTQ+ individuals on corporate boards with our OutQUORUM initiative. Over the last 8 years, we've pushed for an increase in the supply and the demand for LGBTQ+ corporate directors, creating Board Diversity Guidelines for American companies to seamlessly integrate LGBTQ+ people into their search processes, and leading talent development initiatives to foster the next generation of LGBTQ+ board members. In 2023, we've reinvested in our global approach, launching our LGBTQ+ Board Diversity Guidelines for Australia and now the United Kingdom.

In 2023, just 8.3% of companies in the FTSE 350 had LGBTQ+ inclusive board diversity policies. We've made it our mission to change that. Out Leadership is making LGBTQ+ inclusion in the boardroom easier than ever for British companies. Our brand new LGBTQ+ Board Diversity Guidelines for the United Kingdom are a turnkey solution to advance LGBTQ+ equality today. All companies have to do is add the issue to their next board meeting agenda and vote to adopt the guidelines.

Our 2023 OutQUORUM Report, **LGBTQ+ Board Diversity: Progress and Possibility**, tracks LGBTQ+ inclusive board diversity policies in British, Australian, and Hong Kong-listed companies for the first time. See how your company, competitors, and investees stack up when you read the full report [here](#).



NEXUS Breakfast (L-R): Alicia Miller, Director of Learning & Development EMEA, Reed Smith, Tamara Box, Managing Partner, EME, Reed Smith LLP, Birgit Neu, Former head of D&I HSBC, Todd Sears, Founder & CEO, Out Leadership, Dan Ricard, Operations Leader & Chief of Staff, PwC

Out Leadership began partnering with NEXUS to convene ERG leaders from across the continent.

Disrupting systems to create change happens when you put yourself at the nexus of influence. Employee Resource Groups, by convening dedicated interest groups within an organization, are thus extremely effective at driving change. That's why we partnered with NEXUS. NEXUS is a network of ERG leaders – where networks network. At this year's summit, we convened over 100 ERG leaders from across our member organizations to share best practices for advocacy and align on the most pressing issues facing our communities today.

Attendees participated in a **Next-Level Changemaker Masterclass**, led by Justine Lutterodt where they learned how their own identities affect their abilities to influence systemic change, and how dedicated groups of leaders can work within and outside their usual spheres of influence to create a more diverse and inclusive culture.

Geffrye Parsons updated the room on **critical news developments from across Europe – Hungary, Russia, Ukraine, and the United Kingdom – and around the world – Uganda, Kenya, India, and the United States**. Dr. David McLaughlan also led a thought-provoking discussion on the **relationship between the professional LGBTQ+ community and alcohol** – including how to be mindful of drinking in networking spaces.

CEO Dinner: **Charlotte Crosswell** OBE, Chair, Centre for Finance, Innovation, & Technology, **Justin D'Agostino**, CEO, Herbert Smith Freehills, **Serge Dumont**, Vice Chairman of the Board and Co-Founder, ImpactWayv, **Michael Ensser**, Chair, Egon Zehnder, **Fiona Gallagher**, CEO, Wells Fargo Bank International, **Hannah Lewis**, UK Country Manager, American Express, **Sharon Lewis**, Global Head, Financial Institutions, Insurance & Investments sectors, Hogan Lovells, **Hugh Milward**, General Manager, Corporate, External, Legal, Microsoft, **Paul Ouain**, Partner, GO Littler LLP, **George Roberts**, Head of UK & Ireland Cushman and Wakefield, **Demetrio Salorio**, UK & Ireland Chief Country Officer, Societe Generale, **Todd Sink**, General Manager, Slalom, **Fleur Thomas**, Her excellency U.K. Ambassador to Luxembourg, **Rick Van Aerssen**, Global Managing Partner, Freshfields Bruckhaus Deringer, **Alex Walsh**, Senior Managing Director, Blackstone, **Emanuele Vignoli**, CEO HSBC Luxembourg, **Todd Sears**, Founder & CEO, Out Leadership, **Ruchit Patel**, Partner, Ropes & Gray



“In my view the best is actually telling our story, creating an environment for others to tell theirs. Being a role model, being an ally, being kind. It’s why events like this are so, so, so important to tell stories, and to make everyone feel included.”

Sharon Lewis

Partner, Sector Group Leader of Finance, Insurance and Investment, Hogan Lovells
Summit Host and Speaker
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Ella Slade
Global LGBTQ+ Leader,
IBM



Vanessa Sackey
D&I Assistant,
Simmons & Simmons

Key Learnings

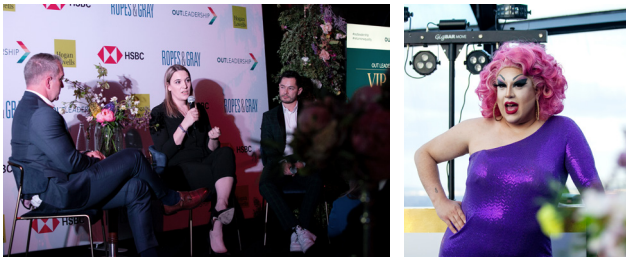
Out Leadership is highlighting stories of trans excellence.

Underneath the beautiful glass dome of the Gherkin, LGBTQ+ leaders, and allies from across Europe gathered last week for the VIP Dinner hosted by HSBC and Hogan Lovells. **This year, we were thrilled to celebrate a full decade of partnership between HSBC and Out Leadership with a special session with HSBC employee and retired Army Captain Hannah Graf, and her husband, filmmaker Jake Graf.**

When Captain Hannah Graf, MBE came out as transgender, she became one of the highest-ranking trans soldiers in the British Army. Jake Graf is an international multi-award-winning director, writer, and actor, who came out as trans in 2008. They met in 2015, and have been married since 2018. Together, they are inseparable advocates for trans rights and LGBTQ+ equality. Both are patrons of Mermaids, a nonprofit organization supporting gender-diverse children and their families, and were named the UK's most influential LGBTQ+ couple on the year's Independent 2018 Pride Power List.

In a time with rising anti-trans rhetoric from politicians, pundits, and the public, Jake and Hannah, with their unapologetic trans pride, commitment to public service, and dedication to strong family life, are a powerful representation of the LGBTQ+ community to our allies and the world.

Our trans advocacy in Europe complements a wide body of leadership for transgender rights globally. In 2018, Out Leadership helped convene 56 major companies as signatories to the Business Statement for Transgender Equality, representing nearly 4.8 million employees and a collective annual revenue of more than \$2.4 trillion. In 2021, Out Leadership published the Business Leader's Guide to Trans Equality, a resource for the business community to better understand transgender issues and how to support the transgender community.



VIP Dinner: Todd Sears in conversation with Hannah and Jake Graf, DJ Barbara.



Across Europe, Out Leadership is helping companies embed LGBTQ+ equality into ESG strategies.

Breaking down the barriers to LGBTQ+ equality means changing the structural practices that limit progress in order to realize the greater returns that a diverse and inclusive company can generate. Embedding LGBTQ+ equality initiatives into Environmental, Social, and Governance (ESG) strategies is a crucial component. That's our Return On Equality™ initiative.

Out Leadership has been leading the conversation around LGBTQ+ Initiatives in ESG for years. Two weeks ago, we released our 3rd Annual OutQUORUM report on LGBTQ+ Board Diversity. This week, we also released our LGBTQ+ Board Diversity Guidelines for the United Kingdom, providing British companies with a turnkey solution to change the structures that limit LGBTQ+ inclusion with a simple board vote.

We were honored to convene over 40 senior ESG leaders to continue pushing for LGBTQ+ equality through ESG initiatives across the continent.



Bruna Gil
Manager, Channel Sales, LinkedIn
OutNEXT Speaker



Alex Walsh,
Senior Managing Director, Blackstone,
OutNEXT Host & Speaker



Devin Ibañez
First Openly Gay Major
League Rugby Player
OutNEXT Speaker

“Once you get into senior roles, you already have done the work about yourself and your purpose, and worked on your empathy. That Outvantage™ puts you one step ahead, once you are comfortable with yourself.”

Bruna Gil
Manager, Channel Sales, LinkedIn
OutNEXT Speaker
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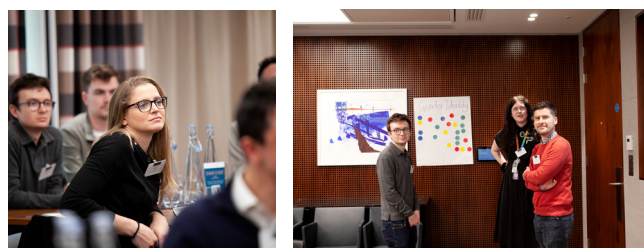


Key Learnings

From OutNEXT to OutWOMEN+, our talent development programs are empowering another cohort of LGBTQ+ business leaders to unleash their Outvantage™

Outvantage™: It's the edge and asset of every LGBTQ+ leader. It's the attention to detail and ability to think on our feet we acquired while we were in the closet, making sure no one found out. It's the drive and perseverance to be the best – so we'd be loved no matter who we declared ourselves to be. **And it's the bond of shared experience with every other LGBTQ+ leader in our community, at work, and with our clients.**

In London, emerging LGBTQ+ leaders learned to unleash their Outvantage™ at our OutNEXT program, hosted by Blackstone, and at our OutWOMEN+ breakfast, hosted by Hogan Lovells.



At **OutNEXT**, our leaders heard from inspiring speakers including:

Devin Ibañez (the first openly gay major league rugby player)
Cindi Love (Executive Director, Out For Undergrad)
Bruna Gil (Out@In Global Co-Chair, LinkedIn)
Charlie Beasley (Consultant, Egon Zehnder)
Alexander Walsh (Senior Managing Director, Blackstone).

At **OutWOMEN+**, participants heard from:

Claudia Brind-Woody (Managing Director, IBM, and Out Leadership Board Member)
Sian Owles (Partner, Hogan Lovells)
Laïla EL-Métoui (Founder, UK Queer Arabs)
Alexandra D'Sa (Head of Programs, WERKIN)
Jane Barry-Moran (Managing Director, Out Leadership).



“One thing I learned from my mentor is to carve out non-negotiable time for myself. For my mentor it was a date with her husband every Friday and church Sunday morning.”

Claudia Brind-Woody
Vice President & Managing Director for
Global Intellectual Property Licensing, IBM
Out Leadership Board Member
OutWOMEN+ Speaker



Sian Owles
Partner, Hogan Lovells,
Summit Host & Speaker

Summit Overview & Speakers

NEXUS Breakfast
25th April
Host: Reed Smith

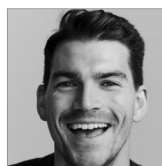
ReedSmith



Justine Lutterodt
Founder & Managing
Director, Centre for
Synchronous Leadership



Elias Westerdahl
Sr. Consultant, Centre
for Synchronous
Leadership



Dr. David McLaughlan
Co-Founder, Curb



Tamara Box
Managing Partner, EME,
Reed Smith LLP



Dan Ricard
Operations Leader &
Chief of Staff, PwC



Alicia Miller
Director of Learning &
Development EMEA,
Reed Smith



Ethan Spibey
Practice Director,
Brands2Life

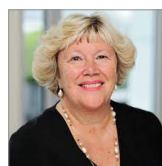
VIP Dinner
25th April
Hosts: HSBC
& Hogan Lovells



Jake and Hannah Graf
Trans Advocates &
Parents



Colin Bell
CEO, HSBC Bank plc &
HSBC Europe



Sharon Lewis
Partner, Sector Group Leader
of Finance, Insurance and
Investment, Hogan Lovells

OutNEXT
26th April
Host: Blackstone

Blackstone



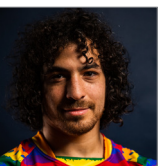
Alexander Walsh
Senior Managing
Director, Blackstone



Bruna Gil
Manager, Channel
Sales, LinkedIn



Charlie Beasley
Consultant, Egon
Zehnder



Devin Ibañez
First Openly Gay Major
League Rugby Player

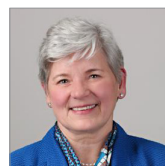


Dr. Cindi Love
Executive Director,
Out for Undergrad

**OutWOMEN+
Breakfast**
27th April
Host: Hogan Lovells



Sian Owles
Partner, Hogan Lovells



Claudia Brind-Woody
Vice President &
Managing Director
for Global Intellectual
Property Licensing, IBM



Alexandra D'Sa
Head of Programs,
WERKIN



Laïla El-Métoui
Founder, Pride in
Education & Educating
Out Racism

CEO Dinner
26th April
Host: HSBC



Emanuele Vignoli
CEO, HSBC Luxembourg

ESG Dinner
Thursday, 27th April
Host: Reed Smith

ReedSmith



Ken Janssens
Former Managing Director,
J.P. Morgan Chase



“ We will be a better institution if we fully reflect the societies that we serve. That’s at the core of everything we do, and the future of our business relies on us embracing the benefits of a diverse workforce and embracing the benefits of an inclusive workforce.

Colin Bell
CEO, HSBC Bank plc & HSBC Europe
Summit Host and Speaker
#OUTLEADER



Tamara Box
Managing Partner, EME, Reed Smith LLP
Summit Host & Speaker



Colin Bell
CEO, HSBC Bank plc & HSBC Europe
Summit Host & Speaker

Out Leadership Major Upcoming Events

US Summit | May 16th – 23rd

Q2 Member Council Meeting | May 23rd

State Climate Index Launch | June 1st

Mastercard “Future of Work” Pride Event |
June 22nd

Bank of America Pride Reception | June 29th

Member Council Meeting | September 7th

Return on Equality™ Summit | September 14th

Trans Leadership Summit | September 20th

OutNEXT Global Summit | September 26th – 28th

Australia Summit | October 24th – 26th

Asia Summit, Hong Kong & Tokyo | October 30th
– November 6th



Out Leadership Member Investors



Out Leadership Member Companies



Out Leadership Nonprofit Partners

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



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.

Out Leadership is a **certified B Corporation**, which means we have voluntarily met the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.



Out Leadership Team at the Out Leadership office in New York City.

Out Leadership Team



Todd Sears
Founder & CEO



Marco Martinot
Chief Growth & Financial Officer



Jane Barry-Moran,
Managing Director,
Programs & Research



Michael Paterson
Managing Director, Marketing,
Communications & Creative



Brian Sims
Managing Director,
Public Policy &
Government Affairs



Kenya Simon,
Director, Member Experience



Leo Scheck
Manager, Digital Media
& Communications



Megan Stretton
Manager, Global Events



Michael Juranek
Chief of Staff



Cameron Wu
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& Research



Eliana Jacobsen
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Communications & Creative



Camille Witt
Junior Associate,
Member Experience



Peri Lund
Junior Associate,
Programs & Research



Kalyn Jahansouz
HR Director



Mila Jam
Senior Advisor,
Trans Initiatives



Rishika Advani
Senior Advisor



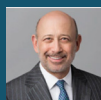
Matt Fust
Senior Advisor

Out Leadership

Global Advisory Board



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Goldman Sachs



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Noel Quinn
Group CEO
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Lee Schreter
Partner
Littler Mendelson



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Former Secretary of Health
and Human Services,
Former Governor of Kansas,
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*
Chief Justice Earl Warren
Professor of Constitutional Law,
NYU School of Law



Dr. Allan Zeman
Chairman
Lan Kwai Fong Group



Claudia Brind-Woody
Managing Director,
IBM

*Emeritus



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