



OUT LEADERSHIP 13th ANNUAL

US SUMMIT 2023

POST-SUMMIT REPORT



Dear Leaders,

By the time you read this, Out Leadership will likely be ramping up for our next Summit, our **Trans Leadership Summit** in New York. As you know, Summits are core to our work of convening and collaborating, where we bring together the brightest minds in global business and top-tier LGBTQ+ talent to network, share best practices, and develop a plan to leverage the power of business to drive equality.

The US Summit was no exception. In fact, it was perhaps one of my favorite events, since it featured panels of historic LGBTQ+ and allied leaders sharing a stage for the first time. For example, attendees heard **James Dale** and **Jim Obergefell**, Supreme Court plaintiffs in benchmark LGBTQ+ equality cases, discuss their experiences with **Amber Briggie**, current Lambda plaintiff in a case against Texas. These three brave people had never before shared a stage. Their discussion was inspirational and practical, as it modeled the successful strategies and tactics that Lambda has been using — with gamechanging success — for half a century.

Speaking of Lambda, another highlight was the 50-year celebration of the organization's irrefutably important contribution to LGBTQ+ equality, brought to us by our partners at **Greenberg Traurig**. I've said it before but it bears repeating: **Lambda's extraordinary advocacy and service has been at the heart of every battle for LGBTQ+ equality in recent memory**. Win or lose, the fingerprints of their impactful litigation and strategic guidance can be found across the fights for marriage equality, HIV/AIDS care and decriminalization, trans rights, LGBTQ+ elder care, and more.

You'll find more top-line takeaways in the pages that follow, from Out Leadership's **Leaders in Tech** event, **OutWOMEN+** event, and **ESG Salon**. We are so grateful to all of our partners who made the Summit happen, the participants who shared and learned, and to all of our member leaders who take the tools and put them into practice every day.



CDO Dinner: Todd Sears, Founder & CEO, Out Leadership, Michelle Gadsden-Williams, Managing Director and Global Head of Diversity, Equity & Inclusion, Blackrock; **VIP Reception (L-R):** Todd Sears, Founder & CEO, Out Leadership, Amber Briggie, Civil Rights Activist, James Dale, Plaintiff in Dale v. Boy Scouts of America Supreme Court case, Kevin Jennings, CEO, Lambda Legal, Jim Obergefell, Plaintiff in Obergefell v. Hodges Supreme Court case, Geena Rocero, writer, activist, and model

To me, the prevailing theme of the Summit was making history, by reflecting on history. It was the thread that connected so much of the content, like when writer, model, and activist **Geena Rocero** and the Deputy Executive Director of Strategy and Culture at the ACLU, **Amber Hikes**, called on us to find strength in how far we've come while taking stock of how far we've yet to go. And when, Founding Director of the Williams Institute, **Brad Sears**, encouraged us to look to the next fight and to seize the offense in the battle for equality.

With leaders like these — those who have laid the foundation for Out Leadership's work and those who are still fighting on the front lines — I have every confidence that in the months to come, we'll not only preserve the rights we've fought so hard for, but move the dial even closer towards equality.

Have a wonderful summer,

Todd G. Sears
Founder and CEO
Out Leadership

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



Non-profit partner:



WELCOME TO OUT LEADERSHIP
US SUMMIT 2023 VIP RECEPTION

CELEBRATING 50 YEARS OF LAMBDA LEGAL

VIP Reception

(L-R): **Kevin Jennings**, CEO, Lambda Legal, **Amber Briggle**, Civil Rights Activist, Plaintiff, PFLAG v. Abbot, Mother to trans son **Jim Obergefell**, Civil Rights Activist, Plaintiff, Obergefell v. Hodges, **James Dale**, Civil Rights Activist, Plaintiff, Dale v. Boy Scouts of America

“Every single major advancement for LGBTQ+ rights happened through the judiciary. We do not have the votes to win in states like Tennessee. Our last line of defense is the courts. Lambda Legal is the goalie stopping these bullies in the legislature from scoring.”

Kevin Jennings
CEO, Lambda Legal,
VIP Reception Speaker,
#OUTLEADER

Kevin Jennings
CEO, Lambda Legal

Key Learnings

Business leaders must help defend LGBTQ+ equality in the courts.

When **Lambda Legal** was founded in 1973, same-sex relationships were illegal in 45 states. You could be put in prison for being gay. The American Psychological Association classified homosexuality as a mental illness. You could be committed to an institution, lobotomized, or castrated. When Lambda Legal submitted its application to become a charity in the state of New York, the petition was rejected because the state said that an organization operating in defense of the LGBTQ+ community had no legitimate purpose.

So Lambda Legal became its own first client. Since then, **practically every single major advancement for LGBTQ+ rights in the United States has come through the judiciary.** You can't be put into prison anymore for being gay because of *Lawrence v. Texas*. Same-sex marriage is legal because of *Obergefell v. Hodges*.

Today, Lambda Legal is fighting **85 lawsuits in 25 states**, and we are winning.

However, to quote **Amber Hikes**, Deputy Executive Director for Strategy & Culture at the ACLU, "This isn't just the fight of our lives, it's the fight for our lives" — and there's a lot of work to do. Particularly on trans issues.

Business leaders can and should play a role. "In the same way that Lambda Legal helped me understand the legal case for equality, Out Leadership helped me see the business case. I used to think they were mutually exclusive, now I know they are inextricably linked." said **John Richards**, Shareholder, Greenberg Traurig.

We've prevailed for the past five decades. We'll have to keep fighting for the next 50. Here's how.



VIP Reception (L-R): **Brad Sears**, Founding Executive Director, Williams Institute, **Amber Hikes**, Deputy Executive Director for Strategy & Culture, ACLU, **Sasha Buchert**, Nonbinary and Transgender Rights Project Director, Lambda Legal



VIP Reception (L-R): **Todd Sears**, Founder & CEO, Out Leadership, **John Richards**, Shareholder, Greenberg Traurig; **Amber Briggie**, Civil Rights Activist and Plaintiff in *PFLAG v. Abbott*, Mother to trans son

With history as our guide, there's a plan of attack to defend LGBTQ+ equality over the next 50 years.

We've entered a new frontier for LGBTQ+ equality. Here's how we win, from our history-making lineup of speakers:

1. Humanize trans people.

Most people, especially politicians and pundits pushing anti-trans hate, have never met a trans person. We can reduce fear and scapegoating by reducing the empathy gap. **Out Leadership and our partner organizations will continue to amplify trans voices for business and community leaders toward this aim.**

2. Counter misinformation.

Hatred depends on ignorance. **We must debunk lies about gender-affirming care**, just like we discredited claims that gay couples could not form lasting marriages or competently raise children. Organizations like the **Williams Institute** are providing the research and data we need to stay informed and confident.

3. Litigate.

Sadly, the reality in states like Tennessee is that we do not have the votes to defend our civil rights. Our last line of defense is the courts. Lambda Legal is the goalie stopping the anti-equality team from scoring. After Texas Department of Family and Protective Services investigated **Amber Briggie** under the directive of Governor Abbott for "child abuse," Amber took action on behalf of her family and transgender son. Now Amber is a plaintiff with PFLAG in a lawsuit against Governor Abbott, hoping block the order attacking trans-inclusive families and make Texas a safer place for the LGBTQ community.



“ We know how to do this. We’ve seen the movements. We need to honor the lived experience of the most vulnerable, particularly trans youth of color who just want to go to school, just want access to care, just want to play sports. Where’s the help?”

Geena Rocero
 Writer, Activist, Model
 #OutWOMAN
 #OUTLEADER

Geena has just published her amazing memoir “Horse Barbie” – available now on Amazon.com



VIP Reception



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



Lauren Zimmerman,
 Partner, Selendy Gay & Elsberg



OutWOMEN+ Reception

Key Learnings

4. Play offense.

The anti-LGBTQ+ movement has a clear and focused vision for the future. When we allow ourselves to be distracted playing defense against their vision, we sometimes forget to build our own. To win, the equality movement must play offense. Organizations like the ACLU are developing a long-range vision to strategize an intersectional civil rights defense.

5. Support local organizations.

Grassroots and local partners are the canaries in the coal mine. From school boards to state houses, a national equality defense requires 'boots on the ground' in every locale, providing up-to-date intelligence on and counter local threats to LGBTQ+ rights before they can metastasize.



VIP Reception (L-R): Kevin Jennings, CEO, Lambda Legal, Amber Briggie, Civil Rights Activist, Jim Obergefell, Civil Rights Activist, James Dale, Civil Rights Activist; OutWOMEN+ Reception: Stephanie Sandberg, Managing Partner, Accordant Advisors

With technological advances like AI rapidly changing our societal landscape, LGBTQ+ people must retain our seats at the table.

It is no secret that tech, finance, and medicine can be some of the most exclusionary industries for LGBTQ+ individuals and those with diverse backgrounds. How do we entice and retain talent when the advent of innovations like AI is eliminating some of those precious few opportunities?

Leaders like **Edward Wilson-Smythe**, Director of Digital Innovation at AlixPartners are facing these concerns head-on.

'Three things are colliding rapidly at a force; one, our economy is shaped by technology and innovations like never before; two, that innovation has the potential to do incredible good and incredible harm, and three, it is our

At our **Leaders in Technology for Social Impact Roundtable**, hosted by AlixPartners, leaders from across the tech industry convened to talk about talent recruitment and retention, inclusion and belonging in the workplace, and innovative strategies for equipping workplaces to integrate new technology like AI in a way that is positive for employees and consumers both.

When it came to the future of these industries, there was consensus — **the LGBTQ+ community must play a major role in shaping technology at every level.** Unconscious bias will inevitably affect the ways in which our community interacts with technology, particularly AI, but diverse representation at each stage of the process of creating new technology can provide invaluable insights to mitigate those effects.





Scott Lazarz
Managing Director, KKR



Edward Wilson-Smythe
Director, Digital Innovation,
AlixPartners

“ Sometimes you have to say uncomfortable things. We need to be really provocative when we have conversations with others outside of our community. Say the words top surgery. Say the word suicide.”

Edward Wilson-Smythe
Director, Digital Innovation, AlixPartners
Leaders in Tech Speaker
#OUTLEADER



Key Learnings

Corporations can embed diversity and inclusion into their investment strategies as they advance environmental, social, and governance initiatives.

How can ESG promote LGBTQ+ equality? Here's what we learned from our panelists at the **ESG Hedge Fund Salon** hosted by Millennium:

1. Address misconceptions.

The ESG acronym is often misunderstood. Develop understanding among stakeholders by talking about clear and material issues. **Multinational corporations need diverse recruitment strategies** to attract and retain workers in global talent wars. Sustainable building practices help companies save on energy costs. Inclusive and robust governance helps mitigate risk.

2. Promote data availability and reporting.

Many identities of difference, like sexual orientation, ethnicity, or veteran status are self-reported. If the data to promote inclusion is reliant on Self-ID, **your Self-ID data needs to be robust and reliable**. Organizations without comprehensive Self-ID should begin the multi-year process to address these gaps.

3. Be authentic.

Almost two-thirds of Gen Z workers believe their employers must share their values, and nearly half of them evaluate prospective workplaces based on factors related to ESG. Companies looking to win the talent, supplier, and customer wars should invest meaningfully in addressing the issues of the future, from climate change to diversity and inclusion.



CEO Dinner (Top Row L-R): Tim Walsh, National Managing Partner, Audit Operations and Execution, KPMG LLP, **Tim O'Hara**, Head of Banking, Wells Fargo, **Penry Price**, Vice President, Marketing Solutions, LinkedIn, **Todd Sears**, Founder & CEO, Out Leadership, **Derar Islim**, Interim CEO, Genesis Global Trading, **Dan Rothmann**, President & CEO, Americas & Global Travel Retail, ETRO, **James Burnette**, Vice President, Head of Global Accounts, Sales Solutions, LinkedIn, **Marco Martinot**, Chief Growth & Financial Officer, Out Leadership; **(Bottom Row L-R):** Fern Lee, CEO, Thor Associates, **Victor Martinez**, Institutional Clients Group, Citibank Latin America, **Jason Henderson**, Head of Markets and Securities Services, Americas, HSBC Securities, HSBC, **Jordan Harvey**, Founder & CEO, Remote Control Technology, **Ken Ohashi**, CEO, Brooks Brothers

Policy to Progress Call to Action:

Support Out Leadership's initiatives through sponsorship.

Leverage Out Leadership's talent initiatives to place LGBTQ+ candidates at all levels of your company.

Champion the case for LGBTQ+ equality inside and outside of the business world using [Out Leadership's research and best practices](#).

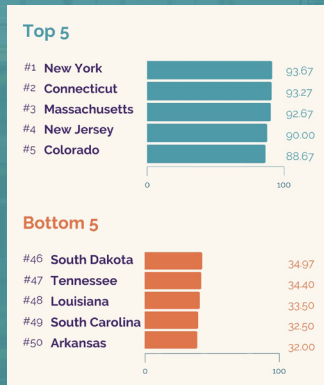
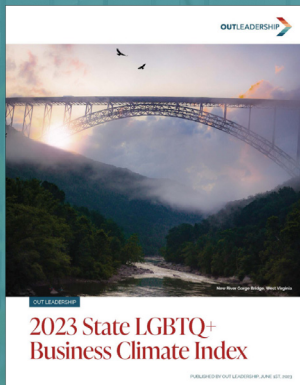
Out Leadership Resources:

Read Out Leadership's **2023 State LGBTQ+ Business Climate Index**, an assessment of all 50 states' performance on LGBTQ+ inclusion [here](#).

The index measures the impact government policies and prevalent attitudes have on LGBTQ+ people residing in each state, quantifying the economic imperatives for inclusion and the costs of discrimination.

It is a multidimensional index based on a broad array of markers of policies, attitudes, and measurements relating to LGBTQ+ inclusion. These markers are carefully chosen to accurately reflect the experiences of LGBTQ+ people in each state.

Find your state and see how you can be a driver of change in your community.





MILA JAM

RECORDING ARTIST, SENIOR ADVISOR FOR TRANSGENDER INITIATIVES, OUT LEADERSHIP

ZACH COHEN

DIRECTOR OF DEVELOPMENT, THE ALI FORNEY CENTER

NONPROFIT PARTNER



Mila Jam
Recording Artist, Senior Advisor, Trans Initiatives, Out Leadership

Zach Cohen
Director of Development, The Ali Forney Center

“ We are at the height of the backlash against trans visibility and can't afford anything less than solidarity and action from advocates against widespread trans discrimination.”

Mila Jam
Recording Artist, Senior Advisor, Trans Initiatives, Out Leadership
MC Meeting Speaker
#OUTLEADER

THIS PROJECT IS... TED TO THE LO...
THE MESSAGE IS SIMPLE: STOP K...
THE VIOL...
...LA+ COM...
...THE O...
...ND BRO...



Greg Sottolano
Vice President and Global Head of Learning Development, Visa
Host of MC Meeting

Scroll for details

Summit Overview & Speakers

LGBTQ+ Leaders in Tech For Social Impact Roundtable
16th May
Host: AlixPartners

AlixPartners



Edward Wilson-Smythe
Director in the Digital Innovation consulting practice, AlixPartners



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



Marco Martinot
Chief Growth & Financial Officer, Out Leadership

CDO Dinner
16th May
Host: BlackRock

BlackRock



Michelle Gadsden-Williams
Managing Director & Global Head of Diversity, Equity and Inclusion, BlackRock



Joud Abdel Majeid
Senior Managing Director and Global Head of Investment Stewardship, BlackRock



Todd Sears
Founder & CEO, Out Leadership

VIP Reception
17th May
Host: Greenberg Traurig

GT GreenbergTraurig



John Richards
Shareholder, Greenberg Traurig



Kevin Jennings
CEO, Lambda Legal



Amber Hikes
Deputy Executive Director for Strategy & Culture ACLU



James Dale
American Civil Rights Activist



Sasha Buchert
Nonbinary and Transgender Rights Project Director, Lambda Legal

Nonprofit Partner:
Lambda Legal

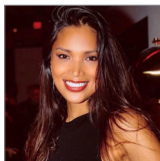
LAMBDA LEGAL



Brad Sears
Founding Executive Director, Williams Institute



Amber Briggie
Civil Rights Activist



Geena Rocero
Writer, Activist, & Transgender Model



Jim Obergefell
Civil Rights Activist



Todd Sears
Founder & CEO, Out Leadership

OutWOMEN+ Reception
18th May
Host: Selendy Gay & Eslberg

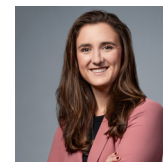
selendy gay & eslberg



Lauren Zimmerman
Partner, Selendy Gay & Eslberg



Kenya Simon
Director, Member Experience, Out Leadership



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

Summit Overview & Speakers

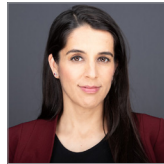
CEO Dinner
26th April
Host: HSBC



Todd Sears
Founder & CEO,
Out Leadership



ESG LGBTQ+ Hedge
Fund Salon
22nd May
Host: Millennium



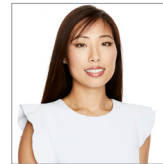
Bhakti Mirchandani
Managing Director,
Responsible Investing
at Trinity Church Wall
Street



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



Geneviève Piché
Head of Sustainable
Finance and Advisory,
Wells Fargo &
Company



Regina Cho
Investment Director,
Crewcial Partners



Tetiana Kyslytsyna
Hedge Fund and
Sustainable Investment
Officer, UBS Hedge
Fund Solutions



John Novogratz
Global Head of Capital
Development & Investor
Relations, Millennium



Todd Sears
Founder & CEO,
Out Leadership

Out Leadership
Member Council
Meeting
23rd May
Host: Visa



Mila Jam
Recording Artist
and Senior Advisor,
Trans Initiatives, Out
Leadership



Zach Cohen
Director of Development,
The Ali Forney Center



Todd Sears
Founder & CEO,
Out Leadership



Nonprofit Partner:
The Ali Forney Center





Joud Abdel Majeid
Senior Managing Director and Global
Head of Investment Stewardship,
BlackRock

“The importance of DEI is even more critical today than it was yesterday because it has evolved into a true global business strategy. And the demand for and rise in prominence of the role of the CDO reflects the fact that organizations are responding to this structural shift.”

Michelle Gasden-Williams
Managing Director & Global Head of Diversity,
Equity, and Inclusion, BlackRock
CDO Dinner Speaker
#OUTLEADER



Cameron Campbell
Development Officer,
Wells Fargo



Michelle Gasden-Williams
Managing Director & Global Head
of Diversity, Equity, and Inclusion,
BlackRock

Out Leadership Major Upcoming Events



Out Leadership Member Council Meeting | September 7th

Attend this invite-only event for LGBTQ+ leaders, executives, and allies. We'll cover our achievements so far this year, we'll highlight upcoming major priorities and we'll detail all the exciting events, research, and advocacy initiatives, and exciting programming we have planned for later this year. Location and guest speakers to be announced!



Return on Equality™ Summit | September 14th

Join us for Out Leadership's highly anticipated **ESG Summit**, where thought leaders and industry experts convene to explore the intersection of Environmental, Social, and Governance (ESG) practices with LGBTQ+ equality. This groundbreaking convening will delve into the transformative power of ESG in driving positive change and creating a more inclusive business landscape.



OutNEXT Global Summit | September 26th – 28th

The world has changed. Young OutLEADERS matter now more than ever. Join us for our **OutNEXT Global Summit** in partnership with **Citibank**. Presented by Out Leadership, this global event brings together LGBTQ+ emerging leaders from across industry and from around the world! 250 amazing LGBTQ+ leaders from 11 countries. Icons from the LGBTQ+ rights movement. World-class leadership development.



Out Leadership Major Upcoming Events



Australia Summit | October 24th – 26th

This highly anticipated event brings together industry leaders, advocates, and change-makers to drive LGBTQ+ equality and inclusion in the Australian business landscape. Join us for engaging discussions, thought-provoking panels, and networking opportunities that will shape the future of LGBTQ+ leadership.

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

This premier event gathers influential leaders, trailblazers, and advocates from across Asia to advance LGBTQ+ equality and inclusion in the region's business community. Join us for dynamic conversations, inspiring keynotes, and invaluable networking opportunities that will shape the future of LGBTQ+ leadership in Asia.

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.

Join us and play a part in the fight for equality.

Send an email or refer a friend to
info@outleadership.com.



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
Associate, Programs
& Research



Eliana Jacobsen
Junior Associate, Marketing,
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



Ken Janssens
Senior Advisor

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Bloomberg LP



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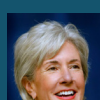
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Global Head of Public Affairs
KKR



Noel Quinn*
Group CEO
HSBC Holdings plc



Lee Schreter
Partner
Littler Mendelson



The Hon. Kathleen Sebelius
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,
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Kenji Yoshino*
Chief Justice Earl Warren
Professor of Constitutional Law,
NYU School of Law



Dr. Allan Zeman
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Lan Kwai Fong Group



Claudia Brind-Woody
Managing Director,
IBM

*Emeritus



Get involved: info@outleadership.com