
EUROPE SUMMIT 2023

Playbook



Logo



Title Image



Title Graphic



Key Colors



Logos

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



Global Sponsors:



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OUTLEADERSHIP

EUROPE SUMMIT 2023

Summary Overview Contact Us VIP Dinner NEXUS Breakfast OutNEXT OutWOMEN+ Breakfast

CEO Dinner Diversity & Marketing Lunch ESG Dinner

Register Now

Already Registered?

Schedule

Here's what's scheduled for the event.

Viewing in Greenwich Time Adjust

> OL x NEXUS Talent Breakfast

8:00 AM-11:00 AM GMT

4/25/23

> VIP Dinner

6:00 PM-9:00 PM GMT

4/25/23

> OutNEXT Session

3:00 PM-7:00 PM GMT

4/26/23

> CEO Dinner

6:00 PM-9:00 PM GMT

4/26/23

> OutWOMEN+ Breakfast

9:00 AM-11:00 AM GMT

4/27/23

> ESG Dinner

6:30 PM-9:30 PM GMT

4/27/23

Out Leadership's Global Sponsors

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EUROPE SUMMIT 2023

Summary Overview Contact Us VIP Dinner NEXUS Breakfast OutNEXT OutWOMEN+ Breakfast

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VIP DINNER & RECEPTION

For this year's Europe Summit VIP Dinner & Reception, guests will join in celebrating and reflecting on the great progress that has been made for the LGBTQ+ community while also discussing the many challenges that lie ahead. Sponsored by two of Out Leadership's longest-standing supporters, **Hogan Lovells** and **HSBC**, we will be celebrating a decade of HSBC as a global sponsor of Out Leadership's work. The event will include a special guest performer and remarks from Colin Bell, CEO of HSBC Bank plc and HSBC Europe.

We are thrilled to be celebrating a full decade of partnership between HSBC and Out Leadership this year. A Global Sponsor of Out Leadership since 2010, HSBC is hosting the VIP Reception and CEO Dinner as part of this Summit.

HSBC has been a longstanding voice for LGBTQ+ equality around the world. They hosted our first Asia Summit—the first LGBTQ+ Business Summit in Asia—which featured lighting their iconic Hong Kong Tower with a rainbow, sparking the largest press event in HSBC's history and a debate about LGBTQ+ equality in Hong Kong. In 2018, they expanded employee benefits to same-sex partners in Hong Kong and in 2019, extended life insurance policies to be inclusive of same-sex partners as well.

Hogan Lovells has been a member of Out Leadership since 2014. The sixth-largest law firm in the world, Hogan Lovells has made ambitious commitments and impressive strides toward inclusion and equality in the workplace. They have ranked as one of Bloomberg's Top Global Employers and have received a perfect score on the Human Rights Campaign's Corporate Equality Index for 13 consecutive years.

They have sponsored the Europe Summit for many years in addition to OutWOMEN+ events in the United States. In fact, Hogan Lovells hosted the first OutWOMEN+ event of 2023 at their NYC offices in February.

WHO

This event is for senior LGBTQ+ CEOs, ERG and ally leaders. Please nominate 3 individuals to participate in this noteworthy conversation.

WHEN

Tuesday, April 25, 2023
6:00-9:00 PM GMT

WHERE

The Chequer
25 St Mary Axe
London EC3A 8BF, United Kingdom

PLANNER

Please email events@outleadership.com with any questions.

Register Now

Speakers

Take a look at our speakers scheduled for this event

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OUTLEADERSHIP

EUROPE SUMMIT 2023

SAVE THE DATE

London, U.K., 25-27 April, 2023

Todd Sears, Founder & CEO of Out Leadership, invites you to join our 11th Annual Out Leadership Europe Summit

As the first and only global LGBTQ+ business organization, the Europe Summit is an important cornerstone of our efforts to advance LGBTQ+ equality worldwide.

We'll be sharing our latest LGBTQ+ board diversity research and its groundbreaking impact. We'll discuss key topics including trans rights, OutWOMEN+ in the workplace, and how businesses can embed LGBTQ+ inclusion into ESG strategies. We'll engage emerging LGBTQ+ talent in our accelerator program OutNEXT, and we'll be sharing our 10-Year Ambition Statement focusing on business, talent and equality.

It's going to be our most exciting Europe Summit ever so be sure to mark your calendars!

Events Include:
NEXUS Breakfast 25 April
VIP Reception 25 April
OutNEXT 26 April
CEO Dinner 26 April
OutWOMEN+ Breakfast 27 April
CMO Lunch 27 April
ESG Dinner 27 April

For more details, please contact events@outleadership.com

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OUT LEADERSHIP

EUROPE SUMMIT

London, U.K., 25-27 April, 2023

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VIP Reception 25 April
OutNEXT 26 April
CEO Dinner 26 April
OutWOMEN+ Breakfast 27 April
CMO Lunch 27 April
ESG Dinner 27 April

REGISTER

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EUROPE SUMMIT 2023

VIP DINNER

TUESDAY, 25TH APRIL 2023

Todd Sears, Founder & CEO, Out Leadership, Colin Bell, CEO, HSBC Europe, and Sharon Lewis, Hogan Lovells, invite you to a VIP Dinner hosted by HSBC and Hogan Lovells as a part of Out Leadership's 13th Annual Europe Summit.

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.

Searcys at The Gherkin
30 St Mary Axe
London EC3A 8BF, United Kingdom

6:00 PM | Cocktails
7:00 PM | Dinner

REGISTER

HOSTED BY

OUTLEADERSHIP

VIP DINNER, TUESDAY, 25TH APRIL 2023, 6pm

Out Leadership, HSBC, and Hogan Lovells invite you to join an #OutLeader Duet discussion with transgender parents and trailblazers Jake & Hannah Graf.

As part of out Leadership's Europe Summit 2023, Todd Sears will be in conversation with two engaging and visible leaders of the trans community in the UK. This is must-see event!

Searcys at The Gherkin, 30 St Mary Axe
London EC3A 8BF, UK

OUTLEADER DUET

WITH JAKE & HANNAH GRAF

HOSTED BY

OUTLEADERSHIP



EUROPE SUMMIT 2023

ESG DINNER

THURSDAY, 27TH APRIL 2023

Out Leadership and Reed Smith cordially invite you to attend the London ESG Dinner as a part of the 13th Annual Out Leadership Europe Summit, an invitation-only event for ESG leaders, LGBTQ+ executives, and allies.

Together we'll review our progress in 2023, discuss our ESG strategies and programming, exchange engagement ideas, and provide an opportunity to connect, brainstorm, and network with colleagues.

Reed Smith
Broadgate Tower
20 Primrose St.
London EC2A 2RS, United Kingdom
6:30 PM | Cocktails
7:30 PM | Dinner

HOSTED BY

ReedSmith

OUTLEADERSHIP



EUROPE SUMMIT 2023

OutNEXT

WEDNESDAY, 26TH APRIL 2023

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

Todd Sears, Founder and CEO, Out Leadership invites you to OutNEXT as a part of Out Leadership's 13th Annual Europe Summit in London.

OutNEXT is the first and only global talent accelerator for LGBTQ+ emerging Leaders. Since our launch in 2014 we've represented 6,000+ leaders, 400+ speakers, and 200+ businesses from 30+ Countries and 5 Continents.


Blackstone
40 Berkeley Square
London W1J 5AL, United Kingdom
2:45 PM for 3:00 PM start

REGISTER

HOSTED BY

Blackstone

OUTLEADERSHIP



EUROPE SUMMIT 2023

NEXUS BREAKFAST

TUESDAY, 25TH APRIL 2023

Todd Sears, Founder and CEO, Out Leadership, and Daniel Ricard, Founder & CEO, NEXUS, invite you to the Out Leadership Talent Breakfast in collaboration for the first time with Nexus, hosted by Reed Smith.

NEXUS has brought over 200 LGBTQ+ networks together since 2018. Join us for a networking breakfast for LGBTQ+ leaders and allies. Together we'll discuss the changing talent landscape for LGBTQ+ professionals and Out Leadership's latest research on the climate for equality in Europe.

Reed Smith
Broadgate Tower
20 Primrose St.
London EC2A 2RS, United Kingdom
7:45 AM for 8:00 AM Start

REGISTER

HOSTED BY

ReedSmith | NEXUS

OUTLEADERSHIP



EUROPE SUMMIT 2023

CEO DINNER

WEDNESDAY, 26TH APRIL 2023

Todd Sears, Founder & CEO, Out Leadership, and Emanuele Vignoli, CEO, HSBC Luxembourg, invite you to a private salon dinner at HSBC London to discuss the state of LGBTQ+ equality.

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

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

HSBC
8 Canada Square
London E14 5HQ, United Kingdom
5:45 PM for 6:00 PM start

HOSTED BY

HSBC

OUTLEADERSHIP



EUROPE SUMMIT 2023

OutWOMEN+ BREAKFAST

THURSDAY, 27TH APRIL 2023

Jane Barry-Moran, Managing Director of Programs & Research and Co-Chair of OutWOMEN+ and Kenya Simon, Director of Membership Experience and Co-Chair of OutWOMEN+, cordially invite you the OutWOMEN+ Breakfast hosted by Hogan Lovells.

OutWOMEN+ connects out women and non-binary individuals in business, celebrates their accomplishments, and taps their strength to help elevate progress for all women in the workplace. Out Leadership has convened more than 500 LGBTQ+ women leaders in business.

Atlantic House
Holborn Viaduct
London EC1A 2FG, United Kingdom
8:45 AM for 9:00 AM start

REGISTER

HOSTED BY

Hogan Lovells



OUT LEADERSHIP 11th ANNUAL

EUROPE SUMMIT

2023

[illegible]

“I learned that I can bring a lot by being an authentic ally and sponsor... For anyone who becomes an ally, it's much easier to think about other areas where our prejudices and bias impact us, be they gender, religion, race, mental health, generational shift, and the intersectionality of a lot of these issues.”

Sharon Lewis
 Partner, Senior Chair of London of Financial Markets Foundation, Hogan Lovells
 Summit host and sponsor
OUTLEADER



Summit Overview

NEXUS Breakfast
 Tuesday, 25th April, 6am

Host: Reed Smith
 Brookline Tower
 20 Princess Rd
 London EC3A 8HS

8:30am | Welcome Remarks
Todd Sears, Founder & CEO, Out Leadership
David Bell, Managing Partner, Europa & Middle East, Reed Smith
Ricard Ardan, Operations Leader, Chief of Staff, PwC, and Founder and Co-Chair, NEXUS

8:30 am - 10am | "Next-Level Change-maker" Masterclass for Employee Network Leaders
Juliane Lohndorf and **Ellen Winkler**, The Center for Synchrotron Leadership

10am - 10:30am | The LGBTQ+ community and alcohol
 Dr **Dave McLoughlin**, Chief Medical Officer and Co-Founder | Curb

10:30am - 11am | Closing Remarks
Joey Barry-Moore, Managing Director, Programs & Research, Out Leadership
Dan Beard, Operations Leader, Chief of Staff, PwC, and Founder and Co-Chair, NEXUS
Ellen Winkler, Founder & Director, Freedom Institute
Alicia Miller, Director, Learning & Development, EMEX, Reed Smith, Practice Director, Brandeis, PE

VIP Dinner
 Tuesday, 25th April 2023, 6pm

Hosts: HSBC & Hogan Lovells
 Secrecy at The Ghent
 20 St Mary Lane
 London EC3A 8BP

6pm | Cocktail

7:00pm | Welcome Remarks
Todd Sears, Founder & CEO, Out Leadership
Colin Bell, CEO, HSBC Bank PLC and HSBC Europe
Sharon Lewis, Global Head of Financial Institutions Insurance and Investment Service, Hogan Lovells

7:30pm | **OUTLEADER DUET** conversation with Hannah and Jake Graf
Jake Graf, Director, writer, actor, and transgender rights activist
Hannah Graf MSB, Co-chair of the British Army's Equality & Zero-accidents
Moderator: Todd Sears, Founder & CEO, Out Leadership

8pm | Closing remarks
Todd Sears, Founder & CEO, Out Leadership

8pm | Event concludes

OUT LEADERSHIP EUROPE SUMMIT April 2023

OUTLEADERSHIP

Colin Bell
Chief Executive Officer,
HSBC Bank plc
and HSBC Europe

Dear all,

I'm delighted to be hosting the Out Leadership Europe summit on behalf of HSBC on the 30-year anniversary of our partnership. At HSBC we possess many cultures, communities and continents, and the future of our banking relies on us continuing to embrace the benefits of a diverse workforce and inclusive culture.

That's why it's natural for HSBC to be willing to extend our support for our CEO's colleagues with the recent introduction of Gender Equality benefits. It's our changes to the policy for adoption leave and emergency caring in Luxembourg and across Europe supporting the career of active clients at a senior level as well as our staff.

However, the progress that has been made is just but a sign is not guaranteed. During the course of events we will be discussing all of the challenges LGBT+ colleagues and their allies still face, and would like you to bring throughout your session as we continue into the future as an inclusive future.

I hope you enjoy the discussions this week, I welcome and encourage you to challenge ourselves and others to continue the conversation beyond the summit, and know our leadership will continue to play an important role in making it a place where everyone can be their true self. We will continue to hold the space for what we secure will be a vibrant week.

All the best,
Colin Bell

 **HSBC**
Founding sponsor and investor
in Out Leadership since 2000

“At HSBC our people span many cultures, communities, and continents, and the future of our business relies on us continuing to embrace the benefits of a diverse workforce and inclusive culture.”

Colin Bell,
Chief Executive Officer,
HSBC Bank plc and HSBC Europe
General Board and Executive
OUTLEADER



 **OUTLEADERSHIP**
OUT LEADER OF EUROPE SUMMIT April 2023

OUTNEXT
Wednesday, 26th April, 3pm

Host: Blackstone

30 | Welcoming Remarks
Todd Seavey, Founder & CEO, Out Leadership
Alexander Walsh, Senior Managing Director, Private Equity, Blackstone

3:30pm – 4pm | “Unpacking Identity” with Jane Barry-Moran
Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership

4pm – 5pm | Panel Discussion
Breana GB, Manager, Channel Sales, and OutRight Global Co-Chair, LinkedIn
Charlie Bradley, Consultant, Egon Zehnder
Derek Hughes, the world’s first openly gay Major League Rugby player
Moderator: Todd Seavey, Founder & CEO, Out Leadership

5pm | Closing Remarks
Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership
Chris Lane, Executive Director, Out to Understand

5pm – 7pm | Networking Reception

CEO Dinner
Wednesday, 26th April, 6pm

Host: HSBC
Brussels Tower
20 Prince de St.
Linden C&A, 205


6pm | Cocktail

6:30pm | Welcome Remarks
Todd Seavey, Founder & CEO, Out Leadership
Emmanuel Ngweni, CEO, HSBC Luxembourg

7pm | Dinner


8:45pm | Closing Remarks

9pm | Event Concludes




“When I look at the financial industry, LGBTQ+ visibility has greatly increased, but we still have a long way to go. I feel a responsibility to use the platform I have been given to be a force for good and support those who will one day be our future LGBTQ+ leaders.”

Alexander Walsh
Senior Managing Director,
Private Equity, Blackstone
Global Talent and Inclusion
ROULETTE



OUT LEADERSHIP OF EUROPE SUMMIT April 2023

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VIP DINNER

HOSTED BY HSBC and HOGAN LOVELLS



Event Signage

Holding Slide



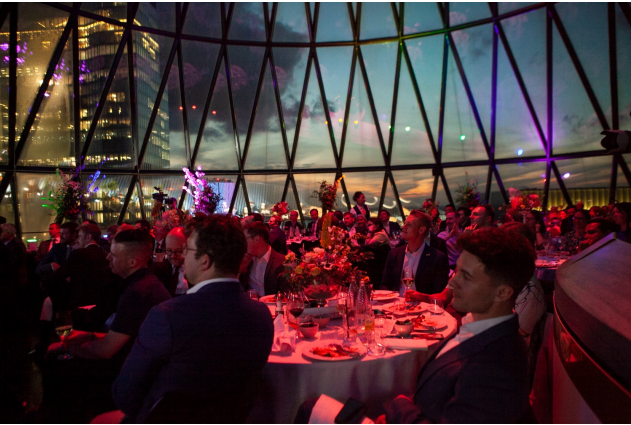
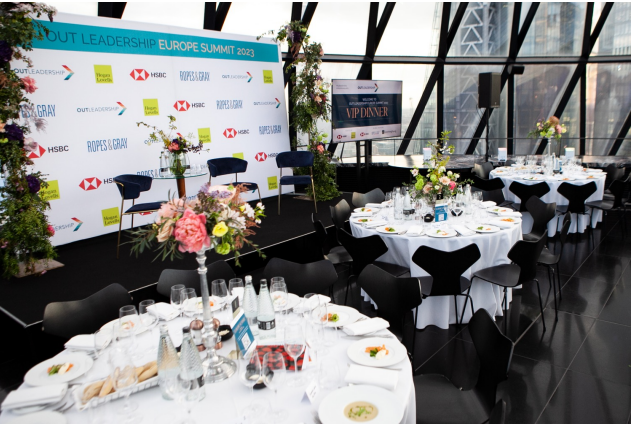
Gobo



Table Cards



Event Photography



NEXUS BREAKFAST

HOSTED BY NEXUS and REED SMITH

Event Signage

Pull Up Banners x2

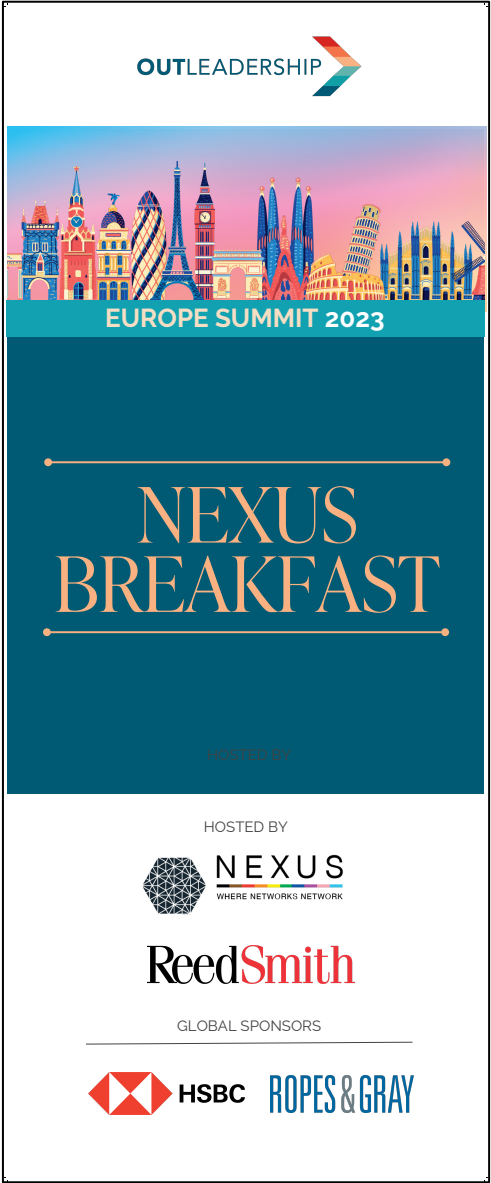


Table Cards



#outleadership
#returnnonequality

OUTLEADERSHIP

WELCOME TO
OUT LEADERSHIP EUROPE SUMMIT 2023

NEXUS BREAKFAST

HOSTED BY

ReedSmith

NEXUS
WHERE NETWORKS NETWORK

Agenda

8:00 – 8:20am:

Networking Breakfast

8:20 – 8:30am:

Welcome from NEXUS, Out Leadership and Reed Smith
Todd Sears, Founder & CEO, Out Leadership
Tamara Box, Managing partner, Europe & Middle East, Reed Smith
Dan Ricard, Operations Leader, Chief of Staff, PwC, and Founder and Co-Chair, NEXUS

8:30 am:

Quarterly News Digest
Geffrye Parsons, Founder & CEO, The Inclusion Imperative

8:35 – 9:20am:

Next-Level Changemaker Masterclass for Employee Network Leaders
Justine Lutterodt and Elias Westerdahl, The Centre for Synchronous Leadership

9:20 am:

Break

9:30 – 10:00am:

Next-Level Changemaker Masterclass for Employee Network Leaders

10:00 – 10:20am:

The LGBTQ+ Community and Alcohol
Elias Westerdahl and Dr David McLaughlan, Chief Medical Officer and Co- Founder | Curb

10:20am:

Closing remarks
Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership
Dan Ricard, Operations Leader, Chief of Staff, PwC, and Founder and Co-Chair, NEXUS
Ethan Spilbey, Founder & Director, FreedomToDonate
Alicia Millar, Director, Learning & Development, EMEA, Reed Smith, Practice Director, Brands2Life

10:25am :

Nexus Survey Launch
Dan Ricard, Operations Leader, Chief of Staff, PwC, and Founder and Co-Chair, NEXUS

ReedSmith

NEXUS
WHERE NETWORKS NETWORK

OUTLEADERSHIP

Making the world a more inclusive place,
one organisation at a time

As Managing Director, and Chair of its LGBTQ+ network for 8+ years, took former employer, [Macquarie Group](#), to #1 in the current [Stonewall](#) rankings

Included in the current version of [The Guardian](#)'s Pride Power List of the 100 most influential LGBTQ+ people in the UK

Twice (2018 and 2022) named as a shortlist nominee for the 'Corporate/Business Role Model' award at the [PinkNews](#) Awards

Three times (in 2018, 2019 and 2021) ranked in OUTstanding's annual list of the 'Top 100 LGBTQ+ Executives' globally (sponsored by the Financial Times/Yahoo Finance)

Won the award of 'LGBT+ Inspirational Leader' of the Year at the [British LGBT Awards](#) in 2019

Services offered by
The Inclusion Imperative:

- speaking engagements
- content generation
- consulting/diagnostics on policies, processes, systems and culture
- training/workshops - on a bespoke, targeted-audience basis
- leadership coaching - mainly for executives and targeted line/people managers
- mentoring - mainly for future leaders
- strategic guidance on matters like:
 - submissions for awards/benchmarks
 - ERCs: optimising uptake, mgmt and impact
 - internal stakeholder engagement

Alcohol & the LGBTQ Workforce

1

More discrimination

2

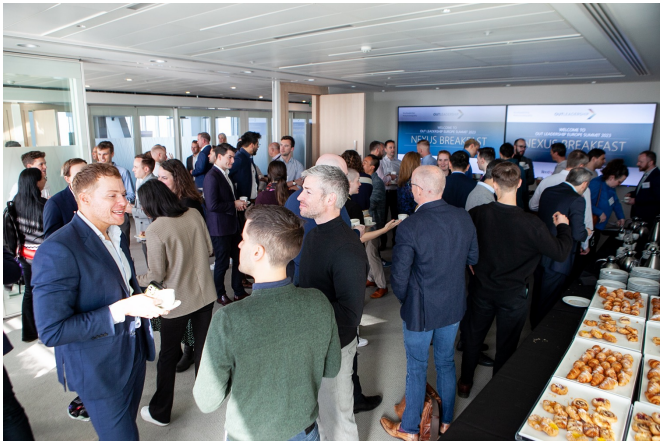
Poorer mental health

3

Greater use of alcohol

CURB

Event Photography



OutNEXT

HOSTED BY BLACKROCK

Event Signage

Pull Up Banners

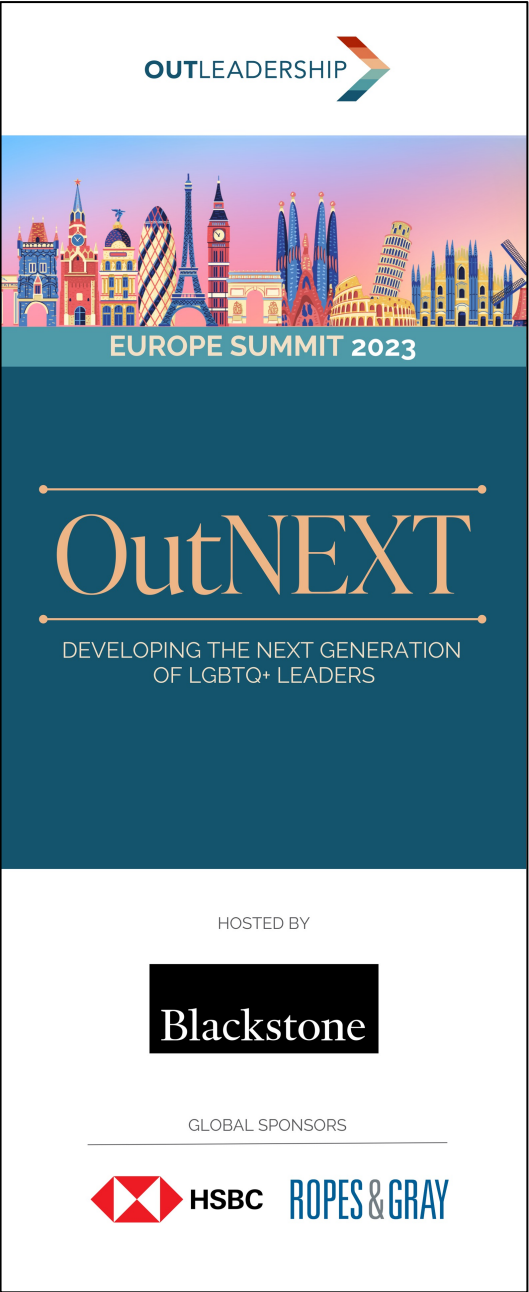


Table Cards



Event Photography



CEO DINNER

HOSTED BY HSBC

Screens 55" Portrait



Screens 55" Landscape



Event Signage

Menus

OUTLEADERSHIP

OUT LEADERSHIP EUROPE SUMMIT 2023

CEO DINNER

WEDNESDAY, APRIL 26TH

MENU

Bread

Warm Rosemary & Sea Salt Focaccia

Starter

Spiced Roasted Duck, Orange, Radish & Chicory Salad

Main

Pan Roasted Stone Bass, Casserole of White Beans, Native Lobster & Sea Herbs

Dessert

Gianduja Hazelnut & Dark Chocolate Tart, Dulce De Leche Ice Cream

HSBC

Table Cards

OUTLEADERSHIP

EUROPE SUMMIT

London
25-27 April, 2023

Scan here for today's agenda and Out Leadership's research and materials

HOSTED BY

NeedSmith | MacLennan | U | NEXUS |

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HSBC | ROPES & GRAY

Name Plates

Access Out Leadership's research here:

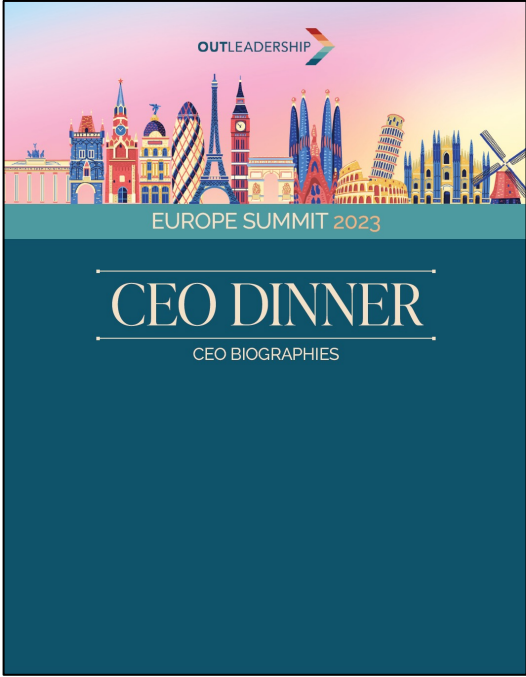
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OUTLEADERSHIP

TODD SEARS

HOSTED BY

HSBC





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 equity forward, and currently counts 50 of the world's most powerful companies as members.

To advance economic benefits and talent diversity derived from inclusion, Out Leadership convenes three trailblazing accelerators: OuhEhT, the first global leadership development program for the next generation of LGBTQ+ leaders; OuhDhRUM, which seeks to advance the conversation around LGBTQ+ diversity in corporate governance and OuhWOMEN, which convenes and celebrates LGBTQ+ women in business. Sears has spent over 25 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors in Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ investors and nonprofit organizations. Subsequently, expanding his leadership in diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and later 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 Pfender 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 Smithsonian National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cases, which raised over \$8 million for LGBTQ+ HIV causes over the decade he led it.

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

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Colin Bell
CEO, HSBC Bank plc & HSBC Europe

Colin Bell is Chief Executive Officer (CEO) Bank plc and HSBC Europe. He joined HSBC in July 2010 and was appointed a Group Managing Director in March 2012. He held the role of Group Chief Compliance Officer until February 2015.

Mr. Bell previously worked at UBS, where he was Head of Compliance and Operational Risk Control. He has more than 30 years of experience in managing risk and financial crime, following 25 years in the British Army.


During his time in the Army, Mr. Bell held a variety of command and staff appointments, including operational roles of base and Northern Ireland, time in the Ministry of Defence, a NATO appointment, and completion of the Advanced Command and Staff Course.

He joined UBS Investment Bank in January 2007, becoming the Global Head of Operational Risk Control in 2011. In January 2014, he was appointed the Global Head of Compliance Regulatory and Financial Crime Compliance and Operational Risk Control for UBS.

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OUTLEADERSHIP EUROPE SUMMIT April 2023

2



Michael Ensser
Chair, Egon Zehnder

Michael Ensser, based in Zurich, is the Chair of Egon Zehnder. He was previously Managing Partner of the German and the Swiss organizations. Michael advises leading technology and media companies. In addition to leading and inspiring talented individuals for his executive positions, he supports large scale transformation projects by serving out management appointments, analyzing the potential of organizations, and leading development efforts.


Before joining Egon Zehnder, Michael was at the Treuhandanstalt, the agency that was set up to privatize East German enterprises following reunification, where he steered the pool of chief of staff. He launched his career as a journalist at Münchner Zeitung-Veiling, a leading publishing group.

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

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OUTLEADERSHIP EUROPE SUMMIT April 2023

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Fiona Gallagher
Head of Wells Fargo Bank International UC

In her position as WFTI CEO, Gallagher is responsible for the leadership, management, and governance of Wells Fargo's European Bank, including its branches in the UK and Germany. In addition, she serves as executive director on the WFTI Board and on board and management committees as required.

A 15-year Deutsche Bank veteran, Gallagher most recently was managing director, global head of Securities Services and chief strategy officer for Ireland. Her dual role included responsibility for custody, clearing and settlement, as well as fund administration services across 30 markets globally.

She was also responsible for overseeing local operations across all divisions to further develop Deutsche Bank's Irish business. Previously, she held a number of leadership positions in Dublin and London, UK, such as managing director and global co-head of coverage for Institutional Cash and Securities Services, director and global head of Risk/Compliance Management, Capital Markets, and Treasury Solutions, and director and global head of Private Placements.

Prior to Deutsche Bank, Gallagher worked in New York, USA, for Barclays Capital and Merrill Lynch.


Gallagher holds a Bachelor of Civil Law and a Finance and Marketing Diploma in Business Studies from University College Dublin.

Gallagher has been named as one of the 100 Most Influential Women in Finance 2022.

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OUTLEADERSHIP EUROPE SUMMIT April 2023

7



Hannah Lewis
Country Manager, American Express UK

Hannah is UK Country Manager and leads the International Card Services business for American Express in the UK. She is a member of the board of American Express Services Europe Limited (ASEL), has been a C&A Financial Control Authority Senior Manager since 2010.

It is always a pleasure to be involved at C&A, I have spent over 10 years in my career, in her tenure has held local, regional and international roles across the Consumer, Commercial and Merchant Services organizations.

As a woman in financial services, she's passionate about inspiring equity into the company's work culture and driving diversity initiatives forward.

Hannah is also an active participant in cross industry issues and work, including representing American Express on the Cards and Payments Board, which is committed to evolving the strategic direction of the card payment industry and as a member of UK Finance. Hannah holds an MBA from London Business School and an undergraduate degree from the University of Oxford. She grew up in Hadden, West Yorkshire and now lives in London with her husband and two children.

OUTLEADERSHIP

OUTLEADERSHIP EUROPE SUMMIT April 2023

8



Sharon Lewis
Global Head of the Financial Institutions, Insurance & Investments sectors, Hogan Lovells

Sharon is an English and French dual-qualified capital markets partner, based in Paris and London, and the Sector Group Leader of the Financial Institutions and Investment at Hogan Lovells. Sharon is also the Global Head of the Financial Institutions and Insurance Sector and the co-head of the Digital Assets and Blockchain practice.

Sharon advises on the full range of capital markets transactions, including several award-winning and industry firsts in debt capital markets, derivatives, new fintech, reinsurance, and other financial products, and corporate bonds. She has extensive banking experience, particularly in the fields of structured finance, new and lending, new retail banking, and banking. Sharon also advises clients across several industry sectors, automotive-related financing, insurance-linked securities and energy-related financing.


Sharon co-lead Hogan Lovells Digital Assets and Blockchain practice alongside partner, John Salmon, in 2020. The practice is global, spanning many practices, including capital markets, banking, corporate, data and litigation, but also many sectors beyond finance, including the sciences, energy and consumer.

Sharon is proudly the co-architect award-winning Hogan Lovells LBOR Solution Ltd. Sharon has been recognized by 'The City' Women Leaders for four consecutive years for Capital Markets and Finance, one of the 100 most influential women in France. She has been listed in 'Innovative Women in Finance' 2020 Powerlist under Professional and Finance Services and listed in 'Times London' category as one of the 100 most influential Legal Advisor by 'CIBER TODAY' and was named a leading individual by Chambers for her expertise in English and French law for banking and finance and structured finance. In 2020, Sharon was listed in 'The Global Women Leaders' with the Lifetime achievement award at the EURL Europe Awards and was listed in Forbes 400 of Lawyers in France.

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OUTLEADERSHIP EUROPE SUMMIT April 2023

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Alex Walsh
Senior Managing Director, Blackstone

Alexander Walsh is a Senior Managing Director in the Private Equity Group in London, where he focuses on the Capital Markets, M&A and Litigation sectors. In addition, Mr. Walsh is involved in Blackstone's investment activities in the UK.


Before joining Blackstone, Mr. Walsh was a Managing Director at Towerhill, where he was involved in leading and executing investments in various sectors. Prior to that, Mr. Walsh was a Principal at Cayman.

Mr. Walsh received an MA in Economics and History at the University of St. Andrews. He serves as a Director of Business Europe and the National Exhibition Centre. He is an active member of the LGBTQ+ inclusion taskforce, OUT Blackstone, and also a trustee of the Toronto Higgins Trust.

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OUTLEADERSHIP EUROPE SUMMIT April 2023

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George Roberts
Head of UK & Ireland, Cushman & Wakefield

George Roberts is the Head of Cushman & Wakefield in the UK & Ireland. He leads a team of 1,200 committed individuals who support investors, developers, and occupiers in delivering real estate solutions across multiple sectors and services throughout the UK & Ireland.

Roberts is one of the UK's leading figures in providing strategic leadership to the business, ensuring that the firm delivers highly tailored solutions to its clients in what is the most challenging and volatile world.

Roberts is a member of the EMEA Strategic Leadership Team whose purpose is to set the strategy for the EMEA business in line with its global business and ESG landscape.

His background has been in supporting occupier clients in the development and implementation of real estate strategies across London. Over the years he has been privileged to support clients across multiple sectors in some of the Capital's significant real estate assignments.

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Event Photography



OutWOMEN+ BREAKFAST

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Event Signage

Holding Slide

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London
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Leadership's research and materials



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JANE BARRY-MORAN
MANAGING DIRECTOR, PROGRAMS & RESEARCH, OUT LEADERSHIP

SIAN OWLES
PARTNER, HOGAL LOVELLS

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CLAUDIA BRIND WOODY
MANAGING DIRECTOR, MANAGING DIRECTOR/DIVERSITY & INCLUSION CHAMPION, IBM UK

LAILA EL-MÉTOUI
FOUNDER, PRIDE IN EDUCATION, UK QUEER ARABS, PROUD LONDON COUNCILS, AND EDUCATING OUT RACISM

ALEXANDRA D'SA
CO-FOUNDER, HOUSE OF PRIDE, SHADES & HEAD OF PROGRAMS, WERKIN

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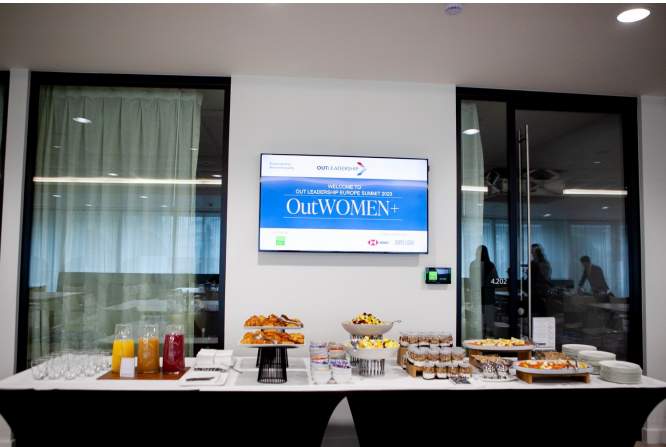
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MORRISON FOERSTER MSCI nab NOMURA Paul Weiss Perpetual PPG PwC

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ESG DINNER

HOSTED BY REED SMITH

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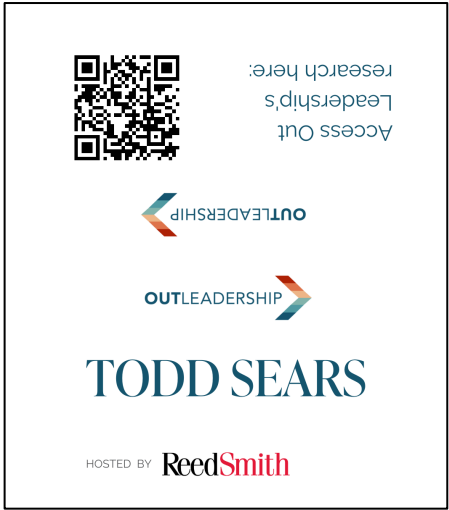
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Table Cards



Name Plates



Event Photography





Executive Summary



Out Leadership is a global platform for business, nonprofit organizations, and governments to drive equality.

OutQUORUM has three key areas: We want to change the structure of board diversity, we want to create the demand for LGBTQ+ board members, and we want to fill the demand with a supply from our OutQUORUM database.

Through this report, we are helping companies change their policies and structures. Next, we want the investor community to demand diversity on the boards of the companies of which they invest. Out Leadership worked with some of the largest pension funds in the United States to implement these requirements, and we are now seeking to replicate our success with Australian superannuation funds as well.

When the investor community, representing trillions of dollars of assets, says that LGBTQ+ inclusive boards matter, companies will listen. Once companies start to listen, they will need LGBTQ+ board members – and that's what we have built with the OutQUORUM database of over 3,000 board-ready leaders.

We want to help this process every step of the way. We're writing the policy, educating the investor community, and adding LGBTQ+ talent to boards so that our companies can do better business.

The Opportunity

- The opportunity to learn about your company's policies - and others in your industry - has never been greater. In this report, we have mapped nearly 6,000 board diversity statements and policies from all Fortune 500 and Fortune 1000 companies, as well as all listed companies from the Nasdaq

FTSE 350, ASX 200, and Hang Seng exchanges.

Our mapping clearly shows that progress is happening. Since the launch of OutQUORUM in 2014, the number of multinational companies with LGBTQ+ inclusive board diversity policies has skyrocketed.

The number of seated LGBTQ+ board members, however, globally remains incredibly low in absolute terms. Out Leadership aims to augment this number through policy, advocacy, and board placement.

In 2022, only 14 out of 414 vacant Fortune 500 board seats were filled by openly LGBTQ+ business leaders.

As of March 2023, only 39 out of over 5,400 Fortune 500 board seats are occupied by LGBTQ+ directors, just 0.7%.

When we expand to the Fortune 1000, only 58 seats are held by LGBTQ+ board members, out of over 7,600 board seats (0.8%).

Just **0.7%** of over **5,400** board seats in the Fortune 500 are occupied by LGBTQ+ directors.

Of the Fortune 1000, it's only **58** of **7,600**.

That's just 0.8%.



Company Name	Performance		Growth	Innovation	Sustainability	Market Origin	Age
	Rank	LSATG+					
IBM	113	Yes	Yes	Yes	Yes	Yes	No
Amazon Precinct/Media	105	No	No	No	No	No	No
Airbnb	750	No	Yes	Yes	No	No	No
Air	683	No	Yes	Yes	No	No	Yes
Airbnb's	944	No	Yes	Yes	Yes	No	Yes
Alphabet Laboratories	114	No	Yes	No	Yes	Yes	No
Alibaba	93	No	Yes	Yes	Yes	Yes	No
Alphabet/Google/YouTube	103	No	Yes	Yes	Yes	No	Yes
Alphabet Inc.	432	No	Yes	Yes	Yes	Yes	Yes
Alibaba HealthCare	780	No	Yes	No	No	No	No
Alibaba Group	413	Yes	Yes	Yes	Yes	Yes	No
Alibaba Group	451	No	Yes	Yes	Yes	Yes	Yes
Alibaba	146	Yes	Yes	Yes	Yes	Yes	Yes
Alibaba	543	No	No	No	No	No	No
Alibaba Group	331	No	Yes	Yes	Yes	No	No
Advanced Micro Devices	443	Yes	Yes	Yes	Yes	Yes	No
Alibaba	183	Yes	Yes	Yes	Yes	No	Yes
Aes	310	No	Yes	Yes	Yes	No	No
Alibaba Group	103	No	Yes	No	Yes	No	No
Alibaba	148	No	Yes	Yes	Yes	No	No
Alibaba	303	No	Yes	Yes	Yes	Yes	Yes
Alibaba Technologies	137	No	No	No	No	No	No
Alibaba Investment	794	Yes	Yes	Yes	Yes	Yes	Yes
Alibaba	81	Yes	Yes	Yes	Yes	Yes	No
Air Lease	109	No	Yes	Yes	Yes	No	No
Air Products & Chemicals	165	No	No	No	No	No	No
Airbnb Holdings	432	No	No	No	No	No	No
Airbnb Technologies	614	Yes	Yes	Yes	Yes	Yes	Yes
Airbnb Air Group	361	No	Yes	Yes	Yes	Yes	Yes
Alibaba	683	No	Yes	Yes	Yes	No	No
Alibaba	81	No	Yes	Yes	Yes	No	No
Alibaba	310	No	Yes	Yes	Yes	No	No
Airbnb	715	No	No	No	No	No	No
Alibaba Pharmaceuticals	147	No	No	No	No	No	No
Alibaba Technology	688	Yes	Yes	Yes	Yes	Yes	Yes
Alibaba	331	No	Yes	No	Yes	No	Yes
Alibaba Technologies	103	No	Yes	No	No	No	No
Alibaba Energy	101	No	Yes	No	Yes	No	Yes
Alibaba Transportation Holdings	139	No	Yes	Yes	Yes	No	Yes
Alibaba	72	No	Yes	Yes	Yes	No	No



UK Board Diversity Guidelines

UK Guidelines
Splash Page

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Driving Equality / April 27, 2023

UK BOARD DIVERSITY GUIDELINES

Out Leadership launches first-ever LGBTQ+ inclusive UK Board Diversity Guidelines.

Back in 2014, only 2 companies in the Fortune 500 included LGBTQ+ people in their definition of diversity, not because they were anti-gay, but for one simple reason: No one had thought to update the policies since they were written. So Out Leadership took up the challenge.

In 2015, Out Leadership published the first-ever LGBTQ+ Inclusive Board Diversity Guidelines for the United States so that any company that wanted to, could change its policy in ten minutes.

Since then, hundreds of companies have changed their policies.

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OutQUORUM

LGBTQ+ Board Diversity Guidelines: UK

The momentum ultimately led to Out Leadership helping the entire Nasdaq with its board diversity requirement in 2021 – they even used Out Leadership’s data, research, and board mapping in their SEC filing. The proposal was fully approved in December 2021 and now requires all 3,300 Nasdaq-listed companies to have LGBTQ+ inclusive board diversity.

And now we’re going to bring LGBTQ+ board diversity to the UK. Because by our count, only 29 FTSE 350 companies include LGBTQ+ identity in their board diversity guidelines. That’s only 8.3% of companies in the FTSE 350. Which means 321 companies are missing out.

OutQUORUM Sponsors

UK Board Diversity Guidelines Sponsor

Out Leadership Global Sponsors

Please Share our message using the social assets below:

Sample Social Copy

Assets:

The first ever LGBTQ+ Board Diversity Guidelines for the United Kingdom.

Just 8.3% of companies in the FTSE 350 have LGBTQ+ inclusive board diversity policies.

LGBTQ+ inclusion for every single British company.

[Download Here](#)

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LGBTQ+ Board Diversity Guidelines: UK

PUBLISHED BY OUT LEADERSHIP APRIL 2023

Board Matrix

Note: in preparing the below proposed matrix have been guided by the new (Jan 2023) Nasdaq Board Diversity Matrix and the FCA's current numerical template (below)

	Number of directors who identify as any of the categories below	Percentage of the board	Number of all new positions on the board (CEO, CFO, MD and Chair)	Number of executive management	Percentage of executive management
BOARD SIZE					
Total number of directors					
GENDER IDENTITY					
Director Male					
Director Female					
Non-Ident					
Transgender Male					
Transgender Female					
Prefer not to say					
SEXUAL ORIENTATION					
Gay					
Lesb					
Bi					
Trans					
Other					
Prefer not to say					
ETHNIC & CULTURAL BACKGROUND					
White British or other White (including minority white groups)					
Asian or Asian British					
Black or African Caribbean or Black British					
Other ethnic group, including Arab					
Not specified/prefer not to say					
DISABILITY					
Identify as a person with a disability or the equivalent of these terms					

PUBLISHED BY OUT LEADERSHIP APRIL 2023

Board Demographics Reporting: The Business Case

For 13 years, Out Leadership has been helping companies identify and uplift LGBTQ+ leaders at every level of their company by building the tools companies need to advance equality. Through our work, companies across the United States have changed their policies to include LGBTQ+ leaders at the board level and support a pipeline of emerging talent to fill those senior leadership roles. And now we want to bring those best practices and successes to the UK so that we can change the face of the boardrooms across the UK as well.

Diversity on corporate boards is good for business, and stakeholders are increasingly seeking transparency and engagement with regard to the demographic composition of the board. Global and US investors such as BlackRock, CalPERS, CalSTRS, New York City Retirement Systems, and State Street Global Advisors actively encourage portfolio companies to improve board diversity and use their proxy voting power to engage with companies on the topic. Ernst & Young partnered up with a number of other organizations recently to form the Partnership for Global LGBTQ+ Equality which focuses on social and economic inclusion alongside the World Economic Forum. UK-based Stewart Investors has set firm DEI commitments for itself by only allocating capital to companies that continuously improve their approach to diversity. Stewart Investors also uses its influence to encourage companies to take positive action for diversity through proxy voting and policy advocacy.

The UK has introduced numerous obligatory diversity reporting guidelines for certain employers over the last few years. As a result, DEI now forms a core part of environmental, social & governance (ESG) initiatives within UK companies in November 2022, Sheldon Mills, Executive Director of Consumers and Competition at the Financial Conduct Authority (FCA), delivered a speech titled "Diversity and inclusion: Driving change in our industry." Mills remarked that there was an increased need to improve the diversity and inclusion of the financial industry, and that the FCA had carried out work to understand how firms were approaching the collection of DEI data, strategies and the inclusivity of workplace cultures. Mills stated that the FCA was committed to taking action on DEI as a regulator and is noted as having said progress on the issues has remained "at best uneven, and at worst, stagnant." Accordingly, the FCA set out new objectives for its Business Plan for 2022 to 2025 in which it would promote greater diversity and inclusion within financial services to further its statutory objectives in protecting consumers and the market.

"This decision is rooted first and foremost in our conviction that companies with diverse leadership perform better. Consider this: since 2015, US companies that have gone public with at least one female board director outperformed companies that do not, one year post-ipo. But in addition to the real commercial benefits, it's clear that changing the stereotypes associated with corporate decision-making will have many positive effects for society as a whole." David Solomon, CEO of Goldman Sachs, February 2020

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FAQs

Will board members be uncomfortable if asked to provide their demographic data?

Publicly listed companies may from time to time ask directors to provide certain information for compliance, corporate governance and other purposes. In addition, since companies routinely collect demographic data from their employees, many directors will be familiar with this data collection from their executive roles. Nevertheless, some board members might be uncomfortable self-identifying, and for this reason, companies might wish to consider inviting board members to provide the data on a voluntary and anonymous basis, and/or including options to certain questions such as "prefer not to say".

Will expanded disclosure of board demographics add litigation risk for companies?


We encourage companies to consult with their corporate secretary and external counsel in connection with market and other disclosures. Companies should consider, for example:

- How any gaps identified in the demographics of the board will be dealt with, for instance by including a narrative alongside any demographic matrix explaining why the board is of the view that the current composition of the board is suitable to the needs of the company.
- How it will report the data where certain board members decline to self-report their demographic data in relation to one or more categories.
- The applicability of UK's Equality Act 2010. Information collected about a person's sexual orientation or in respect of other demographic categories might be considered as relating to a "protected characteristic" for the purposes of that legislation. Further, the individuals whose information has been collected must not be treated unfairly, or less favorably, because of the information provided. To mitigate the risk that the information is used for a discriminatory purpose, it is best practice to collect the data anonymously notwithstanding the absence of a requirement to do so.
- How it will comply with the UK GDPR (the related General Data Protection Regulation (EU 2016/679)) and the Data Protection Act 2018 in its collection and retention of the demographic information, given information as to a person's sexual orientation and gender may under some circumstances be considered "special category data", to which certain requirements apply.

PUBLISHED BY OUT LEADERSHIP APRIL 2023



Sample Copy



OutQUORUM Board Diversity Guidelines Language

V1

Out Leadership is launching the first-ever LGBTQ+ Board Diversity Guidelines for the United Kingdom.

The adoption of LGBTQ+ Board Diversity Guidelines has proven results. In the United States, Out Leadership's data showed a correlation between the rising adoption of board diversity policies and the increased placement of LGBTQ+ corporate directors. It's time for British companies to do the same.

The Board Diversity Guidelines are an out-of-box solution. All your company has to do is adopt them.

Learn more at: outleadership.com/developing-talent/outquorum/

#OutQUORUM #UKBoardDiversity #BoardDiversityGuidelines

V2

Out Leadership is making LGBTQ+ inclusion in the boardroom easier than ever for British companies. Their brand new LGBTQ+ Board Diversity Guidelines for the United Kingdom are a turnkey solution to advance LGBTQ+ equality today. All your company has to do is adopt the guidelines.

Learn more at: outleadership.com/developing-talent/outquorum/

#OutQUORUM #UKBoardDiversity #BoardDiversityGuidelines

V3

Just 8.3% of companies in the FTSE 350 have LGBTQ+ inclusive board diversity policies. It's time for that to change.


I'm proud to join Out Leadership in calling for LGBTQ+ inclusive corporate boards for every company on the FTSE 350 by this time next year. With the United Kingdom as a global leader in LGBTQ+ rights, British companies must also lead the way for LGBTQ+ Board Diversity.

Out Leadership's first-ever LGBTQ+ Board Diversity Guidelines for the United Kingdom are the blueprint.

Learn more at: outleadership.com/developing-talent/outquorum/

#OutQUORUM #UKBoardDiversity #BoardDiversityGuidelines

Social Media



Philippe De Brouwer · 2nd

Senior Vice President (SVP) Model Risk Management and Head of Diversity a...
4d · 🌐

+ Follow

Is it normal to be proud of your employer? Well it happened to me this week. Colin Bell hosted a dinner to celebrate the milestones for LGBT+ rights and create awareness.


In his opening speech Todd Sears mentioned the unwavering support from #HSBC for #OutLeadership and thanked our CEO Noel Quinn and CEO Europe Colin Bell. Collin reciprocated with a warm welcome address followed by the hart-warming story of Hannah and Jake.

Special thanks to all the HSBC colleagues who support equal rights regardless preferences or who you are. Some of them were there: Terecina Kwong, Olfert de Wit, Niccolo Polli, Łukasz Kupiec (he/him), Emanuele Vignoli, Andreas Kyriakos, etc.



Todd Sears and 126 others

2 comments





Alex Owens · 2nd

VP, Global Head of People Data Centres (PDC's) & Exec Sponsor of U...
5d · Edited · 🌐

+ Follow

I would like to say a massive thank you to **Todd Sears** and his team at **Out Leadership** for a hugely humbling and inspiring dinner last night. Hearing Jake and Hannah Graf's story, came with a mix of emotions, heart-warming to see them happy together with three kids, but also a stark reminder of the adversity they have faced not only in the past, but may still in the future. While events like this reaffirm we have so much more to do, they also inspire and energise me to go faster and harder to drive change to ensure everyone has the same human rights. Free from judgement and persecution just because of who they are. If you are interested in seeing their video, you can find it here <https://lnkd.in/g8zFdxv>. Finally, thanks to my two buddies for the evening **Tracy Walker Julian Gomez** #outleardship #unilever #pride





Elias Westerdahl FRSA · 2nd

Leadership Consultant & Executive Coach
11h · 🌐

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Last Tuesday, we had the privilege of running a Next-Level Changemaker Masterclass for Nexus.

This session was extra special since it was also the kickoff event for **Out Leadership's** 2023 Europe Summit: <https://lnkd.in/je-52VQ58>

First of all - big shout out to the leadership team at Nexus - **Alicia Millar, Daniel Ricard and Ethan Spibey** - for packing the room and pulling together another great event! We've had the privilege of attending since the very first TNON (as it was previously known), and it is amazing to witness the sense of community and positive momentum that it has generated.

We were pleased to hear that Nexus will be collaborating with Out Leadership as they enter a new phase of their growth. It was great to meet you **Todd Sears, Megan Stretton, Jane Barry-Moran** and **Michael Juranek**!

Thank you also **Reed Smith** for providing such a beautiful space, and to **Tamara Box** for being an outstanding host.


To kick things off, **Geffrye Parsons** walked us through a summary of headlines directly affecting the LGBTQ+ community, including a number of alarming policy developments occurring in different regions of the world.

Justine Lutterodt then took us through a thought-provoking exercise which helped us to reflect on the different aspects of our identity, how we prioritise them, and the impact of this on our ability to influence systemic change.

Following this, **Justine** shared relevant findings from two insightful studies on 'Mindful Exclusion': Both studies examine the impact of existing in a bubble - with the first study focussing on organisational belonging and second one focussing on governance. The belonging study (which has not yet been fully published) investigated what it takes for an employee network leader to be an effective agent of change, and explored the positive role that bubbles can play in this context. The governance study showed the tangible benefits of boards and executive teams going beyond their bubbles. The latter study can be freely downloaded on the **The Chartered Governance Institute UK & Ireland's** website: <https://lnkd.in/dFNG7aYR>

Finally, **Dr David McLaughlan** (he/him) shared fascinating research on mindful drinking, highlighting the link between mental health and the LGBTQ+ community. He also showcased technology that can be used to effectively change habits in order to create a healthier relationship with alcohol.

@redefiningpower



20

3 comments · 1 repost



Birgit Neu · 2nd

Senior DEI Advisor | LinkedIn Top Voice 2022
3d · 🌐

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An ESG Roundtable was the final event of the **Out Leadership** Europe summit last night, looking at the current position of LGBTQ+ within ESG reporting - or lack thereof as the case may be. **Ken Janssens** shared data from his research about what the few companies who are reporting on LGBTQ+ are saying, and moderated a thoughtful discussion about what the impacts are for different stakeholders from the lack of reported information about LGBTQ+ and a number of other diversity strands that companies are actually working on within their DEI strategies. Big takeaways were that it's not just what gets measured that gets managed but also now what gets reported gets managed, and we should not forget that many smaller companies who don't report look to the FTSE 100 and its equivalents worldwide for best practices in this space. If it looks like nothing is happening for LGBTQ+ and other strands, that sends a significant message much more broadly about what companies should be paying attention to for true inclusion.

Lots more to pick up on here about what the corporate LGBTQ+ community, DEI teams, investors, regulators and so many other leaders in the mix are going to need to do to address this. Looking forward to hearing more about the **Out Leadership** ESG conference coming up in the autumn.

Thanks again to **Tamara Box** and **Reed Smith LLP** for hosting (love the Skyfall vibes there in the evening!), **Jane Barry-Moran** and **Marco Martinot** from OL for having me, and great to reconnect with **Daisy Shone** and hear her views on the opportunities moving forward around this too!

#LGBTQ #ESG #corporatereporting #data #targets #evidence #inclusion



20

2 reposts



Olfert de Wit · 2nd

Chief Operating Officer, HSBC Continental Europe
5d · 🌐

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Inspiring evening with **Todd Sears' Out Leadership** Europe Summit in London. I was especially moved by his fireside chat with **Hannah Graf MBE** and **Jake Graf**, whose personal stories are a strong reminder that we need to continue to fight for a world where everyone can be their authentic selves.

Thanks **HSBC** and **Colin Bell** for co-hosting this evening. And great to see so many colleagues in the audience.

Terecina Kwong , **Emanuele Vignoli** , **Camille Dupuy Olleon** , **Niccolo Polli** , **Karim NIRAOU** , **Rachel Montgomerie** , **Steve John**

#lgbtq #hsbcpride #transrights



175

6 comments · 1 repost

Stephanie Silverston · ...

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...

Senior Associate, Civil Fraud & Business Disputes, at Greenb...


6d ·

What a week! [Madalena Andrade](#), [Andrés Jaramillo-Mejía](#)., [Claire Broadbelt](#), [Gavin Costelloe](#) and I have attended brilliant events as part of the [Out Leadership](#) Europe Summit 2023, listening to fantastic speakers and taking part in thought provoking discussions. It was great to see familiar faces and meet new friends, and invigorating to be part of a firm that creates opportunities like this.

Special shout out to the OutWOMEN+ event chaired by [Jane Barry-Moran](#) at [Hogan Lovells](#) which was an honest, empowering conversation on identity, equality, mentorship, and how we can all be better allies to our colleagues and friends no matter how we identify.

This is effectively my coming out post on LinkedIn as Co-Chair of [Greenberg Traurig, LLP](#) London's Allied Pride Network 🌟, which, if you know me, you'll know is so far out of my comfort zone. If Lesbian Visibility Week isn't the right time to do it, I don't know when will be!

[#Outleadership](#) [#OutWOMEN+](#) [#Lesbianvisibilityweek](#)



68

8 comments · 1 repost

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GT DRIVES

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GT attorneys and business staff were proud to recently attend a series of events hosted by [Out Leadership](#) in London as part of the 11th Annual Out Summit Europe 2023. [#GTAtlanta](#) Shareholder [John R. Richards](#) (Labor & Employment and Retail) joined [#GTLondon](#) Shareholder [Claire Broadbelt](#) (UK Civil Fraud & Business Disputes) and Senior Associates [Gavin Costelloe](#) (UK White Collar Defense & Investigations) and [Stephanie Silverston](#) (UK Civil Fraud & Business Disputes); and staff members [Madalena Andrade](#) (Marketing Specialist) and [Andrés Jaramillo-Mejía](#). (Senior Business Development and Marketing Manager). The programming included:

- Out Leadership's Europe Summit VIP Dinner: Hosted by Todd Sears, Founder & CEO of Out Leadership, Colin Bell, CEO of HSBC Bank PLC and HSBC Europe, and Sharon Lewis, Partner at Hogan Lovells.
- NEXUS x Out Leadership Breakfast: An event bringing together LGBTQ Networks and ERG Leaders to network, learn and share best practices across 150+ companies.
- OutWOMEN+ BREAKFAST: A discussion on what it means to be a modern woman in business, for folks who identify as women, non-binary, and gender non-conforming.
- ESG Dinner: Businesses, ESG, sustainability, and DEI Leaders from Out Leadership's member firms and partner organizations gathered for an evening of thoughtful discussion and networking.

Pictured: John Richards, Claire Broadbelt, Gavin Costelloe, Stephanie Silverston, Madalena Andrade and Andrés Jaramillo-Mejía from GT. From outside of GT [Evan Jacobs](#), Head of Legal Operations and Liquid Product, The Man Group.

[#GTEquality](#) [#OutLeadership](#) [#DiversebyDesign](#) [#GTDRIVES](#) [#LGBTQ+](#)



46

1 comment · 2 reposts

Todd Sears (He/Him) · 1st

Founder & CEO, Out Leadership

6d · Edited ·


The 11th annual [Out Leadership](#) Europe CEO Dinner on Wednesday night at [HSBC](#)'s global headquarters in London was a smash success! [Emanuele Vignoli](#), CEO of [HSBC](#) Luxembourg was the most gracias (and fun!) host, and the 17 other CEOs who joined, as well as the UK Ambassador to Luxembourg, were so incredibly engaged, switched on and committed to action.

I shared OL's new 3rd annual board research that we launched last week, [Visibility Counts: The LGBTQ Board Opportunity](#) ([https://lnkd.in/eF564-9T](#)), which maps the board diversity policies of the Fortune1000, the [Nasdaq](#), the FTSE, the ASX and the HangSeng. They immediately checked to see if their companies were LGBTQ inclusive at the board level--and were generally shocked to find that they weren't. I'm told conversations are already happening with corporate secretaries, and several of the CEOs have reached out to ask us to discuss with their board! Several leaders promised to keep the research in their office, so that every client coming in could check to see their LGBTQ board inclusivity....

I also shared Out Leadership's Uganda brief, that we built in concert with the US State Department, detailing just how awful the law would be for their companies, their employees and their customers--not to mention humanity--and what they could DO to stop it. The conversation was still going an hour past our end time, and I had to duck out to catch a flight--which tells you how committed the CEOs and businesses of the global Out Leadership platform truly are.

To date, through our 110 global summits, and 65 CEO Dinners, we've engaged over 1,100 CEOs around the world, through hundreds of companies. The member companies of OL currently employ over 10 million leaders around the world. Mobilization of the economic power that these leaders and their companies represent has driven so much progress globally--and their unwavering commitment will drive equality in the years to come. I'm so grateful for their support, their allyship--and their friendship. [#returnequality](#) [#ceoleadership](#) [#moreworktodo](#) [#leadership](#) [#lgbtq](#) [#outleader](#)

Colin Bell, Charlotte Crosswell OBE, Justin D'Agostino MH, Serge Dumont, Michael Ensser, Fiona Gallagher, Sharon Lewis, Hugh Milward, Paul Quain, George Roberts, Demetrio Salorio, Fleur Thomas, Rick van Aerssen, Alexander Walsh, Sam McBride-Wright, D.Phil., Hannah Lewis
Cushman & Wakefield, Microsoft, Hogan Lovells, Blackstone, American Express, DLA Piper, Societe Generale, Egon Zehnder, Wells Fargo, Herbert Smith Freehills,



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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 at our clients.

LGBTQ+ leaders excel in ways that are exclusive to our particular experience. And when emerging LGBTQ+ leaders learn to harness their Outvantage™ –we excel, thrive, and lead.

At our 11th Annual Europe Summit in London, emerging LGBTQ+ leaders learned to unleash their Outvantage™ at our OutNEXT program. Our leaders heard from inspiring speakers including [Devin Ibanez](#) (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) and [Jane Barry-Moran](#) (Managing Director, Out Leadership).

We'd like to extend our thanks to our gracious hosts at Blackstone for making this incredible event possible!

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