

OUTLEADERSHIP



OUT LEADERSHIP 11th ANNUAL

EUROPE SUMMIT

2023



TODD SEARS, Founder & CEO, Out Leadership

Welcome to Out Leadership's 11th annual Europe Summit! This year's Summit is made possible with the generous support of our Global Sponsors HSBC and Ropes & Gray and our hosts Reed Smith, Blackstone, Unilever, Nexus, Hogan Lovells, and HSBC.

Over the next three days, we'll lift up the vital pieces of our talent acceleration portfolio, provide space for robust dialogue among C-Suite executives, and hear from business leaders and other luminaries about the landscape of business-driven LGBTQ+ equality across Europe.

We kick off the Summit with the Reed Smith-hosted Q2 NEXUS Breakfast. NEXUS brings together LGBTQ+ network and ERG leaders from across 150 companies to share best practices. Later, at our exclusive VIP Dinner, we'll turn to a much deserved celebration of a decade of HSBC global sponsorship and support across all of Out Leadership's work. The evening will feature a special guest performance and our signature fireside chat with Jake and Hannah Graf, trans parents and advocates.

On Wednesday, we look to the future of LGBTQ+ business leadership at the OutNEXT Europe interactive session, hosted for the first time by Out Leadership member company Blackstone (welcome and thank you!). Designed for and by young LGBTQ+ professionals, the event will once again bring our celebrated curriculum to emerging LGBTQ+ talent. Moments after OutNEXT concludes, we'll be leading a vibrant conversation among Europe's top CEOs at our legendary CEO Dinner, which this year features remarks from HSBC Luxembourg CEO, Emanuele Vignole.

We conclude the Summit on Thursday with three exciting events. First, our OutWOMEN+ breakfast — sponsored by Hogan Lovells — will feature a discussion on what it means to be a modern woman in business. Then, we'll bring together

senior marketing and DEI leaders from all over Europe for the Diversity & Marketing Lunch: The Power of Inclusive Marketing for Employees and Brand. Sponsored by new Out Leadership member Unilever, the lunch will be anchored by a conversation on how CMOs, marketing, and DEI leaders can work together to influence change. Our last event, also hosted by Reed Smith, will gather business, ESG, sustainability, and DEI leaders from all of Out Leadership's member firms and partner organizations for an evening of discussion and networking.

I couldn't be more excited to be here in London with you this week. As the world's premier global LGBTQ+ business network, we have worked — with many of you at our side — to make LGBTQ+ equality a priority in C-Suites around the world. I hope that each of you will take a moment (or more) during one of our many events this week to grasp how far we've come, to acknowledge the forward-thinking commitment you've demonstrated to growing business through inclusion, and — importantly — how much further we can go together.

Then go back to work and make it happen — implement the tools you're about to discover, call on us and the dozens of LGBTQ+ professionals you're about to meet for guidance, and leverage the power of your business for equality.

Todd Sears
Founder and CEO
Out Leadership

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





Founding sponsor and investor
in Out Leadership since 2010

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 10-year anniversary of our partnership.

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.

That's why I'm proud that HSBC is continuing to expand our support for our LGBTQ+ colleagues, with the recent introduction of Gender Dysphoria benefits in the UK, changes to HR policy for adoption leave and surrogacy coming in Luxembourg and equally through unlocking the power of active allyship at a senior level at events like this.

However, the progress that has been made in just ten years is not guaranteed. During this week of events we will be discussing some of the challenges LGBTQ+ colleagues and their allies still face, and I would ask you to only strengthen your resolve as we continue into at times an uncertain future.

I hope you enjoy the discussions this week. I welcome and encourage you to challenge yourselves and others to continue the conversation beyond the summit, and I know Out Leadership will continue to play an important role in helping to drive the positive change that we want to see. My thanks to Todd and the team for what I'm sure will be a fantastic week.

All the best,
Colin Bell

“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
Summit host and speaker.
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“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 impede us, be they gender, religion, race, mental health, generational shift, and the interesectionality of a lot of these issues.”

Sharon Lewis

Partner, Sector Group Leader of Finance, Insurance and Investment, Hogan Lovells
Summit host and speaker.

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Summit Overview

NEXUS Breakfast Tuesday, 25th April, 8am

Host: Reed Smith
Broadgate Tower
20 Primrose St
London EC2A 2RS

ReedSmith



8:20am | Welcome Remarks

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 - 10am | “Next-Level Changemaker” Masterclass for Employee Network Leaders
Justine Lutterodt and Elias Westerdahl, The Centre for Synchronous Leadership

10am - 10:20am | The LGBTQ+ community and alcohol
Dr. David McLaughlan, Chief Medical Officer and Co- Founder | Curb

10:20am - 11am | 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 Spibey, Founder & Director, FreedomToDonate
Alicia Millar, Director, Learning & Development, EMEA, Reed Smith, Practice Director, Brands2Life

VIP Dinner Tuesday, 25th April 2023, 6pm

Hosts: HSBC & Hogan Lovells
Searcys at The Gherkin
30 St Mary Axe
London EC3A 8BF



6pm | Cocktail

7:10pm | 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 Sector, Hogan Lovells

7:30pm | OUTLEADER DUET conversation with Hannah and Jake Graf

Jake Graf, Director, writer, actor, and transgender rights activist
Hannah Graf MBE, Captain of the British Army (retired) & trans advocate
Moderator: Todd Sears, Founder & CEO, Out Leadership

8pm | Closing remarks

Todd Sears, Founder & CEO, Out Leadership

9pm | Event concludes

OutNEXT Wednesday, 26th April, 3pm

Host: Blackstone
40 Berkeley Square, London W1J 5AL

3pm | Welcome Remarks

Todd Sears, 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

Bruna Gil, Manager, Channel Sales, and Out@In Global Co-Chair, LinkedIn
Charlie Beasley, Consultant, Egon Zehnder
Devin Ibañez, the world's first openly gay Major League Rugby player
Moderator: Todd Sears, Founder & CEO, Out Leadership

5pm | Closing Remarks

Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership
Cindi Love, Executive Director, Out for Undergrad

5pm – 7pm | Networking Reception



CEO Dinner Wednesday, 26th April, 6pm

Host: HSBC
Broadgate Tower
20 Primrose St
London EC2A 2RS

6pm | Cocktail

6:30pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership
Emanuele Vignoli, 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
OutNEXT Host and Speaker
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“After I transitioned, I could walk down the street and feel comfortable in my own skin and live in a real, authentic and genuine way as the man I always knew myself to be.”

Jake Graf

Director, writer, actor, and transgender rights activist
Speaker at VIP Dinner 2023
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“I wish I had been told that it's not all about you. Remember that your friends, your family, your colleagues are all transitioning with you too.”

Hannah Graf MBE

Captain of the British Army (retired) & trans advocate
Speaker at VIP Dinner 2023
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OutWOMEN+ Breakfast
Wednesday, 26th April, 3pm

Hogan
Lovells

Host: Hogan Lovells
Atlantic House
Holborn Viaduct, London EC1A 2FG

8:30am | Arrival

9am | Welcome Remarks

Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership
Sian Owles, Partner, Hogan Lovells

9:10m – 10am | Panel Discussion

Claudia Brind-Woody, 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
Moderator: Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership

9:55am | Closing Remarks

Kenya Simon, Director, Member Experience, Out Leadership

10am | Event Concludes

Diversity & Marketing Lunch
Thursday, 27th April, 12noon



Host: Unilever
Unilever House
100 Victoria Embankment, London EC4Y 0DY

12:15pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership
Alex Owens, Vice President, Global Head of Data & Analytics, Unilever

12:15pm | Lunch

1:45pm | Closing Remarks

2pm | Event Concludes

ESG Dinner

Thursday, 27th April, 6:30pm

Host: Reed Smith
Broadgate Tower, 20 Primrose St, London EC2A 2RS

6:30pm | Cocktail

6:40pm | Welcome Remarks
Marco Martinot, Chief Financial & Growth Officer, Out Leadership
Ken Janssens, Former Chief Data Officer, JPMorgan

7:30pm | Dinner

9:15pm | Closing Remarks
Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership
Ken Janssens, Former Chief Data Officer, JPMorgan

9:30pm | Event Concludes

Out Leadership Major Upcoming Events

Member Council meeting | May 4th

US Summit | May 16th-18th

State Climate Index Launch | June 1st

Juneteenth event | June 19th

Pride Reception | June 28th

Member Council meeting | September 7th

Return on Equality™ Summit | September

OutNEXT Global Summit | September 27th-28th

Australia Summit | October

Asia Summit, Hong Kong & Tokyo | November

ReedSmith

“I hope that I will meet others like myself playing a high level of rugby and hoping to inspire the next generation of proud LGBTQ rugby players.”

Devin Ibañez

The world's first openly gay
Major League Rugby player
OutNEXT Speaker
#OUTLEADER



Speaker Bios



Devin Ibañez
Manager, Channel Sales, LinkedIn

Devin Ibañez is the first openly gay Major League Rugby player and is dedicated to LGBTQ+ advocacy in sport. He hopes to inspire the next generation of LGBTQ+ athletes and make sport an inclusive space for them.

Raised in Boston, MA, Devin played for Major League Rugby team, the New England Free Jacks, in their 2019 exhibition season. He won a gold medal while representing Team USA at the 2017 World Maccabiah Games in Israel. He also won the 2018 D1 National Championship with his club team, Mystic River Rugby Club. When not playing, Devin has coached rugby at Westlake Boys High School in New Zealand, his alma mater Brookline High School and most recently, with the Northeast Academy. He holds a degree in sport management and education from the University of Massachusetts-Amherst.

Devin was announced Global Ambassador for International Gay Rugby (IGR) and a Stonewall Sports Champion in 2021. As of December 2023, Devin joined myGwork, one of the largest global business communities for LGBTQ+ professionals and inclusive employers, and is now taking his passion for LGBTQ+ equity beyond the pitch and into the workplace!



Alexander Walsh
Senior Managing Director, Blackstone

Alexander Walsh is a Senior Managing Director in the Private Equity Group in London, where he focuses on the Consumer, Media, and Leisure 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 TowerBrook, where he was involved in leading and executing investments in various sectors. Prior to that, Mr. Walsh was a Principal at CapVest.

Mr. Walsh received an MA in Economics and History at the University of St Andrews. He serves as a Director of Bourne Leisure and the National Exhibition Centre. He is also a trustee of the Terrence Higgins Trust.



Bruna Gil
Manager, Channel Sales, LinkedIn

Bruna Gil joined LinkedIn in 2015 and currently leads the Channel Sales business in EMEA. In this role, she leads LinkedIn's Ad Tech Partnerships in Europe, and also manages LinkedIn Marketing Solutions across growth markets in EMEA through partners.

She is a passionate and vocal advocate for LGBTQI rights in the workplace, holding multiple leadership roles over the past six years at Out@In (LinkedIn's LGBTQ+ Network), and, more recently, stepping up as Global Co-Chair for the network. In doing so, Bruna actively works to create an inclusive and safe workplace environment.

Bruna has been featured in the OUTstanding list of Emerging Leaders for four years running and has twice been shortlisted for the British LGBT Awards under the Diversity Hero and Future Leader categories.

She has a decade of experience in both tech and advertising, having previously worked in tech companies such as Microsoft and Dell. As well as her co-chair role, she also collaborates with a variety of LGBT+ networks and non-profits outside of LinkedIn.

In 2018 she was listed as an LGBT+ Future Leader in the Financial Times in recognition of her impact on LGBT+ inclusion inside and outside the workplace.



Sian Owles
Partner, Hogan Lovells

With a career that has followed the rise of, and trends in, the indirect real estate sector, Sian Owles brings extensive experience in structuring real estate joint ventures, corporate-wrapped real estate transactions and real estate funds.

Much of Sian's work involves advising on joint venture and club deal terms for real estate investment and development, the acquisition and disposal of corporate real estate holding structures, fund structuring, restructuring, investments, and exits.

Increasingly, the real estate sector is international in focus, and Sian's practice reflects this. She advises sovereign wealth funds, international fund managers, overseas pension funds, UK fund managers, and REITs on their UK and pan-European investments.

Hogan Lovells' strength and depth as a global law firm provides the competitive advantage keeping Hogan Lovells at the forefront of the structured real estate market. ted his 15th anniversary and 4th wedding anniversary to his husband Andy.



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

Jane Barry-Moran, Managing Director, Programs & Research, joined Out Leadership in March 2020.

In this role, she works to ensure the engagement of member firms in the development and facilitation of programs, research, and connections to external partners. Previously, Jane worked in the world of higher education. Most recently, she was the Associate Director at the Institute for Social Action at St. John's University where she developed and led programming leadership development for students and employees. Jane holds an M.B.A from St. John's University and a MA in Theology and Ministry and a B.A. in History and Educational Psychology from Boston College.



Todd Sears
Founder & CEO, Out Leadership

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts 90+ of the world's most powerful companies in the world as its members.

To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes three trailblazing accelerators: OutNEXT, the first global leadership development program for the next generation of LGBTQ+ leaders; OutQUORUM, which seeks to advance the conversation around LGBTQ+ diversity in corporate governance; and OutWOMEN, which convenes and celebrates LGBTQ+ women in business.

Sears has spent over 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+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

A Duke University graduate, Sears serves on various nonprofit boards, including the Williams Institute of UCLA, the Palette Fund, the Global Equality Fund of the U.S. Department of State, Lambda Legal Defense & Education Fund, The North Carolina Community Foundation and the National Advisory Council of the Stonewall National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cares, which raised over \$8 million for LGBTQ+/HIV causes over the decade he led it.

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



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

Claudia Brind-Woody is the Vice President & Managing Director for Global Intellectual Property Licensing at IBM.

She's worked at IBM since the 1990s, and she has spent her tenure there emphasizing how fostering an inclusive corporate work environment is good for business – and spurs positive societal change.

"When our employees don't have to think twice about struggling for the same benefits and recognition...then productivity goes up," she told Business Insider in 2016.

Brind-Woody believes successful business units are in many ways similar to winning sports teams and that when leaders create space for each contributor's unique talents, a team can be greater than the sum of its parts. She credits this insight to the time she spent as an assistant to legendary Tennessee women's basketball coach Pat Summitt.

A Virginia native, Brind-Woody lives in England with her wife, Tracie.



Alexandra D'Sa,
Head of Programs, WERKIN

Alex is a British Indian Actress (Chloe, Slow Horses, Eastenders); Head of Programs at WERKIN, a company that runs leadership development programs for underrepresented groups in global organisations; and CEO of House of Pride, a platform for queer women and non-binary people to grow personally, professionally and creatively.

Alex has a background in Financial Services and Technology and is a speaker at corporate events about her journey as an out lesbian, Catholic, South Asian woman. In 2021 she was recognised as one of INvolve's Top 100 LGBT+ Future Leaders and DIVA's Visible 100, Top 10 LGBTQ+ Women in Tech.

Speaker Bios



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

Ken Janssens is a former J.P. Morgan Managing Director where he spent 25 years in different roles based in Tokyo, São Paulo, New York, and London. His background is in tech and data and he is the founder of JPMorgan Chase's LGBTQ+ Executive Council and a former Board Chair at Out & Equal. He was featured as a Top 100 LGBTQ+ Executive in 2017, 2018, 2019, and 2020 by the Financial Times, Yahoo Finance, and Involve. Now dedicating himself helping companies increase their social impact. He lives in London with his husband Thierry and their two dogs.



Charlie Beasley
Consultant, Egon Zehnder

Based in London, Charlie Beasley is a consultant at the global executive search and leadership advisory firm Egon Zehnder – he is one of the c.600 consultants globally who work with leaders of the world's most complex and significant organisations on their most critical human and business challenges. This involves partnering with them to find great talent around the world and also supporting and guiding leaders and their teams to unleash their potential.

Charlie's work focuses largely around the areas of Reputation, Governance, and Regulation. At a sector level, he works closely with some of the world's largest consumer-facing and highly-regulated organisations, major private equity funds, and founder-led businesses. At a functional level, he focuses on the hiring and development of General Counsel, Corporate Affairs leaders, and Executives with responsibility for safeguarding the long-term reputations of their organization.

Charlie is a founding member of Egon Zehnder's LGBTQ+ and allies community ez+ and is playing a key role in driving Egon Zehnder's efforts to embed a market-leading global approach to diversity, equity, and inclusion across its global business. He has spearheaded Egon Zehnder's research into LGBTQ+ leadership and identity and its strategic relationships with organisations such as Out Leadership. He regularly consults organisations and leaders on how to unlock the potential of LGBTQ+ and diverse talent across their organization.

Prior to joining Egon Zehnder, Charlie was the Chief of Staff supporting the CEO of the global law firm Linklaters. Before that, he worked for several years as an antitrust and regulatory lawyer and as the Public Policy Manager in the Corporate and Public Affairs Team of the retail conglomerate Woolworths Limited.

He is the youngest of 3 boys, grew up in country Australia, and earlier this year celebrated his 15th anniversary and 4th wedding anniversary to his husband Andy.



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

Pronounced: 'lila el-mehtwee'
Pronouns: she/ her / hers

Laila is an award-winning Equity Educator with over 30 years of experience in Education and Inclusion in both the public and private sectors.

Laila is a dynamic and engaging facilitator who delivers impactful training sessions that are not only practical and thought-provoking but also infused with her passion for social justice. Her insightful contributions to panel discussions are highly regarded and respected.

As the Founder of Pride in Education and Educating Out Racism, Laila is a trailblazer in creating inclusive spaces for all. Her dedication to creating safe spaces for the LGBTQ+ community is evident through her work as the founder and chair of Proud London Councils, the pan London LGBTQ+ Staff network for local authorities in London, UK.

In 2021, Laila co-founded UK Queer Arabs, demonstrating her unwavering commitment to amplifying diverse voices and promoting inclusion across all communities. This year, she has been shortlisted for the International Rainbow Honours, a testament to her significant impact on the LGBTQIA+ community and beyond.

Laila's impact on the LGBTQIA+ community and beyond has been recognized through her numerous accolades, including being honoured as Stonewall Lesbian Role Model of the Year (2020) and named on the Guardian Pride Power List 2021.



Emanuele Vignoli
CEO, HSBC Luxembourg

HSBC appointed Emanuele Vignoli as Chief Executive Officer (CEO) of HSBC Luxembourg in March of 2022 and is responsible for HSBC's local operations covering Private Banking and Wealth Management, Securities Services, Wholesale Banking, Asset Management.

Emanuele joined HSBC in 2005 and worked in a variety of roles, including Managing Director, Regional Head of Global Liquidity & Cash Management for UK & Europe International.

Prior to joining HSBC, he worked for two other global banks, ABN AMRO and Citibank, in the areas of transaction banking front office, and strategy and change management. He has a strong international background and an excellent track record of driving growth and client focus.

After his post graduate degree in Economics and Banking at the University of Siena (Italy) and Antwerp (Belgium), Emanuele moved to London in 1998 for a graduate placement at Citibank. He has worked at HSBC for the past 17 years.



Dr. Cindi Love
Executive Director, Out for Undergrad

Dr. Cindi Love is the Executive Director of Out for Undergrad (O4U) in New York And former Executive Director of the American College Personnel Association (ACPA).

Love is one of the 125 Expert panelists for the Global Diversity, Equity, And Inclusion Benchmarks (GDEIB), editor of the ACPA-sponsored GDIB Higher Education 2017 Edition and the upcoming edition for nonprofit organizations. Love is one of the six international business leaders featured in John Dugan's recent textbook Leadership Theory: Cultivating Critical Perspectives and a contributing author to Contested Issues in Troubled Times: Student Affairs Dialogues on Equity, Civility, and Safety, Edited by Peter M. Magolda and Marcia B. Baxter Magolda.

(Continued) Love is the developer of a DEI-facilitated program for corporations entitled Diversity is Achievable, Inclusion is Believable. From 2010 to 2018, Love was a member of the Working Advisory Group to the US Secretary of State On Religion & Foreign Policy and served as a plenary speaker at the final session of the United Nations UJO Compass Coalition for LGBT Human Rights.

Love was co-author of Navigating Conflicts Related to Religious and Non-Religious Identity on Campus In the Journal of College and Character In 2016. She was the invited guest of two US Presidents in recognition of her human rights work, and in 2018, Stetson Law named Dr. Love to the Facilitator Award for 2016 for her contributions to the field of campus safety.

Love also served as a thematic country specialist for LGBT human rights with Amnesty International. From 1981 to 2001, Love was a founder and/or CEO/Chair of tech-related firms and developer of strategic alliances with Apple, Motorola, and the TORO Company. One of her firms was the largest Apple Education Sales Agency in the United States. Love was an inaugural member of MIT's Birthing of Giants Program for the top 50 Entrepreneurs in North America and received the David Boehnett Fellowship to the Harvard Kennedy School Executive Education Program for State & Local Officials.

Love holds an Ed.D. from Texas Tech and lives with her spouse of 40 years, Sue, on South Padre Island in Texas, where Love serves on the South Padre Island Development Standards Task Force. Cindi and Sue have two adult children, Joshua and Hannah, and one grandchild, Sophia.



Justine Lutterodt
Founder & Managing Director, Centre for Synchronous Leadership

Justine Lutterodt is the Founder and Managing Director of CSL. She brings to her C-suite coaching practice twenty years of experience working with senior executives and has led numerous senior teams and entire divisions through cultural transformation. Justine is the author of the Mindful Exclusion Governance Report and serves as NED for the Chartered Institute of Taxation's nominations committee. She is also a Patron of Bright Stars, a charity supporting young people with autism, and has been listed as one of Brummell Magazine's 30 Most Influential Female Industry Changemakers.



Marco Martinot
Chief Growth & Financial Officer

Marco Martinot joined Out Leadership in 2017; as Chief Growth and Financial Officer he is responsible for driving membership, partnership, and impact growth globally; for the overall financial direction at the company; and works closely with the Founder and CEO of Out Leadership's corporate and strategic plans.

Within finance, he leads the financial planning and projections process, as well as controller, treasury, accounting, tax, and internal audit functions.

Marco has over 20 years of experience in corporate and investment banking and in his prior roles he was Managing Director at Centerview Partners and Investment Banking Director at Barclays. Marco holds an MBA from the Wharton School, University of Pennsylvania. An avid sports and traveling enthusiast, Marco is also passionate about diversity, inclusion, and equality.



Alex Owens
CMI Vice President, Global Head of People, Data Centres, AI & Data Governance, Unilever

Alex is currently CMI Vice President, Global Head of People, Data Centres, AI & Data Governance at Unilever based in London.

Prior to joining Unilever, he was Head of Insight & Analytics at Sainsbury's and had joint accountability for the Nectar relationship. Previous to this, Alex had numerous Insight/Strategy and Analytics roles in Banking and Media.

He started his career over 20 years ago at Millward Brown as Research Manager working across a range of large international FMCG clients e.g. Guinness Africa. After Millward Brown, Alex moved to the BBC where he formed part of the team that developed BBCi Player back in 2000 before moving to support the launch of Freeview. He then moved to BskyB during James Murdoch's first reign before spending 5 years in banking, first with Capital One and then as Head of Strategy at Lloyds Banking Group. Alex earned a first class honours Bachelor of Arts Degree in Business & Economics from Aberdeen Business School, Robert Gordons University.

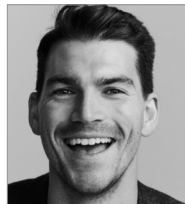
Speaker Bios



Elias Westerdahl
Sr. Consultant, Centre for Synchronous Leadership

Elias Westerdahl is a Senior Consultant at CSL and Principal Coach for Walk the Tightrope - CSL's transformational leadership program. He has ten years of experience helping mid-to-senior level managers take their leadership and career development to the next level, with tangible results.

Elias co-led the interview process for the Mindful Exclusion Belonging Study and serves as a judge for the PRECIOUS Awards, celebrating the professional achievements of women of color in the UK.



Dr. David McLaughlan
Co-Founder, Curb

Dr. David McLaughlan is a consultant psychiatrist and co-founder of Curb, a health technology company on a mission to curb cravings for harmful habits to avoid ill health and make world-class behavioural science affordable and accessible for everyone.

David's work has been published in academic journals such as The European Journal of Neuropsychopharmacology in addition to providing regular expert opinion for media outlets such as channel 4 news, ITV, Elle Magazine, The Times and The Independent.

He is a proud member of the LGBTQ community and has seen firsthand how the community is disproportionately affected by alcohol and other substances. In this session David will open up a discussion about the relationship the professional LGBTQ community has with alcohol as well as showcasing innovative technology designed with experts from the University of Oxford and The Institute of Psychiatry, Psychology, and Neuroscience.



Ethan Spibey
Practice Director, Brands2Life

Ethan Spibey is a Practice Director at global communications agency, Brands2Life. With a background in ESG advisory and communications, Ethan also leads an LGBTQ campaign and advises a number of charities on their international human rights work. Ethan also founded and runs PROUD Beer, the original queer beer for good.



Tamara Box
Managing Partner, EME

Tamara Box is a market-leading structured finance lawyer, the Managing Partner, EME, and a member of the Senior management and global board at Reed Smith LLP. Tamara is a founding member of the Steering Committee of the 30% Club, an influential group seeking to enlist Chairs and CEOs to bring more women into senior management and onto boards.

Tamara is also a non-executive director on the Boards of Interpath Advisory and Hanover Capital, a member of the Board of the Chartered Management Institute, a trustee of gynecological cancer charity Eve Appeal, a member of the Advisory Board of a children's charity, Theirworld, and an Emeritus Governor of the London School of Economics.

Tamara has been included in the Global Yahoo Finance HERoes Women Role Model List every year since its inception and was named Law Firm Leader of the Year – Large Law Firm at the Women and Diversity in Law Awards, 2023.



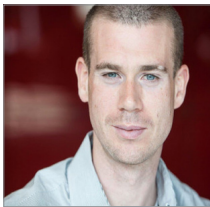
Colin Bell
CEO, HSBC Bank plc & HSBC Europe

Colin Bell is Chief Executive Officer, HSBC Bank plc and HSBC Europe. He joined HSBC in July 2016 and was appointed a Group Managing Director in March 2017. He held the role of Group Chief Compliance Officer until February 2021.

Mr Bell previously worked at UBS, where he was Head of Compliance and Operational Risk Control. He has more than 10 years of experience in managing risk and financial crime, following 16 years in the British Army.

During his time in the Army, Mr Bell held a variety of command and staff appointments, including operational tours of Iraq 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.



Dan Ricard
Operations Leader & Cheif of Staff, PwC

Dan Ricard is the Operations Leader and Chief of Staff for PwC UK's Financial Services Consulting business. He has previously led PwC's Shine network and sponsorship of Pride in London. Within the firm, Dan is a visible role model participating in numerous panel events and is a member of the Staff Diversity Council.

Outside PwC, he is the founder and co-lead of NEXUS LGBTQ which brings together LGBTQ network leaders across companies to share best practices.

He is also a Trustee for Opening Doors, the largest UK charity providing activities and services LGBTQ+ people over 50. Dan has been included in the 2016 and 2017 Outstanding Top 50 LGBTQ+ Future Leaders lists and in the 2022 PwC Shine Inspirational 50.



Jake and Hannah Graf
LGBTQ+ Activists

Hannah is a Captain in the British Army. She was commissioned in 2010 and, since that time, has commanded soldiers across the world, including in Germany, Canada, Kenya, and Afghanistan. Hannah is also a transgender woman, and her personal story of transition captured the imagination of the nation in 2015. A true advocate for equality, she used her public profile to promote a realistic portrayal of transgender individuals in the UK, becoming an inspiration to many. Outside the Army, she acts as Patron for the charity Mermaids and is an ambassador for LGBT Sports in Wales.

Her work in diversity has won her several accolades, including Cosmopolitan Woman of the Year, an honorary fellowship from Cardiff University, and in June 2019, an MBE for her work updating LGBTQ policy in the British Army. Inspiring, compelling, and engaging speakers, Hannah and her Partner Jake share passionate talks on gender, equality, and diversity.

They have presented keynote speeches, fireside chats, and Q&As both in person and virtually and are best known for their documentary 'Our Baby: A Modern Miracle', which was on Channel 4 following their journey on starting a family through surrogacy.

Whether you'd like to book them together or individually, they share their personal accounts and unique perspective, demonstrating the importance of supporting trans and LGBTQ colleagues within the workplace and beyond. Hannah's experience as a decorated Officer who transitioned within the Army perfectly places her to speak with confidence on all aspects of the military, diversity, and inclusive leadership.

Jake and Hannah Graf have spoken at events for companies including Warner Brothers, Herbert Smith Freehills, Stonewall Workplace Conference, Army LGBT Conference, NBC Universal, InterComms, InterMedia, InterBank, InterLaw, Pride in London Gala, BNP Paribas, Barclay's , Lloyds, Citi Bank, Allen and Overy, HSBC, BP, PWC, P&G, and TTG.



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

Sharon is a partner, based in Paris and London and the Sector Group Leader of the Finance, Insurance, and Investment at Hogan Lovells. Sharon is also the Global Head of Financial Institutions and Insurance Sector, and she co-head 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, securitization, repackaging, and other structured products, and corporate bonds. She has extensive banking experience, particularly in the fields of structured finance, secured lending, loan restructuring, and debt trading. Sharon also advises clients across digital assets, automotive-related financing, insurance-linked securities, energy-related lending, and debt restructuring.

Sharon is proudly the co-architect of Hogan Lovells LIBOR Solution, awarded 'Innovation in Collaboration' by the Financial Times Innovative Lawyers in North America. Sharon has been recognized by 'IFLR1000 Women Leaders' for four consecutive years for Capital Markets and France; named one of the 2021 Best Lawyer Award for France; been listed in Innovate Finance's Women in FinTech 2020 Powerlist under 'Professional and Finance Services' and listed in 'Senior Leaders' category since 2019; Listed as '2021's Leading Legal Advisor' by CORPTODAY; and was named a leading individual by Chambers for her expertise in English and French law for banking and finance and structured finance. Sharon was recently listed in 'IFLR1000 Women Leaders 2022', won the 'Lifetime Achievement award at the IFLR Europe Awards 2022, and was listed in Forbes 40 of 40 Lawyers 2022.

Her interests include jewelry design, and as part of a social enterprise project, she set up www.thepearlladies.com. Sharon is also a supporter of the French AFM-Téléthon, organized by the French association against the neuromuscular disease, which raises funds for research projects into rare genetic diseases.



Alicia Miller
Director of Learning & Development EMEA, Reed Smith

Alicia Millar is Reed Smith's Director of Learning and Development for the EMEA region. She has spent more than two decades, in her words, "growing the human being within all legal professionals." Alicia is an award-winning learning and development professional, an acclaimed coach, and is passionately dedicated to furthering the professional and career development for aspiring and high-potential LGBTQ+ professionals. Outside of Reed Smith, Alicia has co-led NEXUS since its inception and is widely recognised as an inspirational leader in the world of diversity and inclusion.

Out Leadership Member Investors



Out Leadership Member Companies



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.

Get involved: info@outleadership.com



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

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Lan Kwai Fong Group

Claudia Brind-Woody
Managing Director,
IBM

*Emeritus

Out Leadership Non-Profit Partners

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



Out Leadership Team



Todd Sears,
Founder & CEO, Out Leadership

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts 90+ of the world's most powerful companies as its members.

To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes three trailblazing accelerators: OutNEXT, the first global leadership development program for the next generation of LGBTQ+ leaders; OutQUORUM, which seeks to advance the conversation around LGBTQ+ diversity in corporate governance; and OutWOMEN, which convenes and celebrates LGBTQ+ women in business.

Sears has spent over 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+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

A Duke University graduate, Sears serves on various nonprofit boards, including the Williams Institute of UCLA, the Palette Fund, the Global Equality Fund of the U.S. Department of State, Lambda Legal Defense & Education Fund, The North Carolina Community Foundation and the National Advisory Council of the Stonewall National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cares, which raised over \$8 million for LGBTQ+/HIV causes over the decade he led it.

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



Todd Sears,
Founder & CEO



Marco Martinot
Chief Growth & Financial Officer



Michael Paterson
Managing Director, Marketing,
Communications & Creative



Jane Barry-Moran,
Managing Director,
Programs & Research



Brian Sims
Managing Director, Public Policy
& Government Affairs



Kenya Simon,
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