

OUTLEADERSHIP



OUT LEADERSHIP 13th ANNUAL

US SUMMIT

2023



TODD SEARS, Founder & CEO, Out Leadership

Welcome to Out Leadership's 13th annual US Summit!

This year's Summit is made possible with the generous support of our hosts: Greenberg Traurig, BlackRock, LinkedIn, Millennium Management, AlixPartners, Selendy Gay Elsberg, and Visa, and global sponsors: HSBC and Ropes & Gray.

Out Leadership's US Summit is always ambitious, striving for - and achieving - the most relevant, engaging, and thought-provoking programming we can provide. This year we're taking it to the next level with a full week of extraordinary content, anchored by a deserving celebration of Lambda Legal - a longtime Out Leadership nonprofit partner - whose work is the bedrock of the LGBTQ+ equality movement.

We'll kick things off with a one-two punch on Tuesday, first with the Leaders in Tech for Positive Social Impact Roundtable followed by the Chief Diversity Officer Dinner, hosted by AlixPartners and BlackRock, respectively. The Leaders in Tech event is a critically important opportunity for LGBTQ+ professionals in this swiftly evolving sector to share insights and perspectives and to network around driving positive change in the industry. The CDO Dinner will feature an intimate conversation dedicated to leveraging the influence that CDOs have in the current corporate climate.

On Thursday we're going three-for-three. Alongside our host Greenberg Traurig, we'll pay tribute to half-a-century of Lambda Legal with an afternoon event that features a signature fireside conversation with model, writer, and transgender activist, Geena Rocero followed by a thrilling #OutLEADER discussion with James Dale, the plaintiff in Dale v Boy Scouts of America, and Jim

Obergefell, lead plaintiff in Obergefell v Hodges. Immediately following the Lambda event, we'll join our host LinkedIn for our legendary CEO Dinner, which consistently proves to be a benchmark networking event at our Summits. Simultaneously, our host Selendy Gay Elsberg will be presenting a networking reception with live music - a perfect backdrop for building community, exchanging ideas, and lifting up the work of our OutWOMEN+ initiative.

Millennium hosts our ESG event on Monday, which includes a presentation by prominent speakers about current ESG strategy as it relates to alternative investments. The Summit concludes on Tuesday with our Visa-sponsored Out Leadership Member Council Meeting.

The US Summit is a banner event for Out Leadership. It not only showcases our deep bench of global LGBTQ+ business leaders and allies, but allows attendees to network with and learn from the world's brightest corporate minds. I am deeply proud of this year's Summit and look forward to seeing you there!

Todd Sears
Founder and CEO
Out Leadership



The Out Leadership US Summit 2023 is hosted by:



Global Sponsors:



Nonprofit Partner:



Sasha Buchert

Director, Non-Binary and Transgender Rights Project, Lambda Legal

Win. Defend. Prepare.

For half a century, Lambda Legal has been at the vanguard of the fight for freedom, equality, and dignity for LGBTQ+ people and everyone living with HIV. Ending criminalization of our relationships with victory in the U.S. Supreme Court. Protecting and celebrating our families through courtroom wins and personal stories that shifted public support for marriage equality from 20% in 1991 to 72% today. With more than a thousand cases litigated, dozens of appearances in the Supreme Court, and its Legal Help Desk having responded to at least a quarter million requests for help, Lambda Legal has changed laws and the course of lives. Safety from abuse in school. Opportunity to pursue careers. Entitlement to needed medical care. Freedom to build our families. Dignity as we age. Lambda Legal has been making this case since its founding in 1973.

But anti-LGBTQ+ organizations are proliferating like never before, advancing dangerous legislation and pitching extremist legal theories. With pride in all it has achieved, Lambda Legal now stands to defend against these attacks. It continues to **win** new rights and protections, **defend** the rights we already have won, and **prepare** for the future we all deserve.

Sasha Buchert



“With more than a thousand cases litigated, dozens of appearances in the Supreme Court, and its Legal Help Desk having responded to at least a quarter million requests for help, Lambda Legal has changed laws and the course of lives.”

Sasha Buchert
Director, Non-Binary and
Transgender Rights Project,
Lambda Legal
Summit Speaker
#OUTLEADER





As a leader, it's important to not only understand how our communities respond but also how they are impacted by the environment at work. Out Leadership has been instrumental in informing and activating not only allies but businesses in understanding the value for customer success, engagement, and trust. We're thankful to Out Leadership for helping us be a more equitable organization for our members, customers, and employees.”

Rosanna Durruthy

Vice President, Global Diversity,
Inclusion & Belonging, LinkedIn
2017 Summit Speaker

#OUTLEADER



Summit Overview

CDO Dinner

Tuesday, May 16th, 6:00-9:00pm

Host: BlackRock

50 Hudson Yards
New York, NY 10001

6:00pm | Cocktails

7:00pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

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

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

7:15-8:20pm | Dinner and Discussion

8:20-9:00pm | Dessert and Networking

BlackRock.

Leaders in Tech for Positive Social Impact

Tuesday, May 16th, 5:00-7:30pm

Hosts: AlixPartners

909 3rd Ave
New York, NY 10022

5:00pm | Program Begins

5:20pm | Welcome Remarks

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

Edward Wilson Smythe, Director, Digital Innovation, AlixPartners

5:30pm | Roundtable Conversation

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

6:30pm | Networking Reception

7:20pm | Closing Remarks

Marco Martinot, Chief Growth & Financial Officer, Out Leadership

7:30pm | Event Concludes

AlixPartners

VIP Reception: A Celebration of 50 Years of Lambda Legal

Wednesday, May 17th, 3:30-8:00pm

Host: Greenberg Traurig

One Vanderbilt Avenue
New York, NY 10017

 GreenbergTraurig



3:30pm | Guests Arrive

3:50pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership
John Richards, Shareholder, Greenberg Traurig
Kevin Jennings, CEO, Lambda Legal

4:00pm | Fireside Conversation with Geena Rocero

Geena Rocero, Writer, Model, Transgender Activist
Todd Sears, Founder & CEO, Out Leadership

4:40pm | Celebrating Progress

James Dale, Plaintiff in Dale v Boy Scouts Supreme Court Case
Jim Obergefell, Civil rights activist, and lead plaintiff in the 2015 US Supreme Court Case, Obergefell v Hodges
Amber Briggie, Plaintiff, PFLAG v Abbott
Moderator: Todd Sears, Founder & CEO, Out Leadership

5:15pm | Q&A

5:35pm | Looking to the Future

Brad Sears, Founding Director, Williams Institute
Amber Hikes, Deputy Executive Director, Strategy and Culture, ACLU
Sasha Buchert, Director, Non-Binary and Transgender Rights Project, Lambda Legal
Moderator: Jane Barry-Moran, Managing Director, Programs & Research, Out Leadership

6:05pm | Closing Remarks

Todd Sears, Founder & CEO, Out Leadership

6:10pm | Reception, Cocktails, & Music

8:00pm | Event Concludes

CEO Dinner

Thursday, May 18th, 6:00-9:00pm

Host: LinkedIn

Al Coro
85 10th Ave
New York, NY 10011



6:00pm | Cocktails

6:30pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership
Penry Price, Vice President, Marketing Solutions, LinkedIn
James Burnette, Vice President, Head of Global Accounts, LinkedIn Sales Solutions, LinkedIn

7:00pm | Dinner

8:45pm | Closing Remarks

Todd Sears, Founder & CEO, Out Leadership

9:00pm | Event Concludes



“Greenberg Traurig (GT) is proud of its long-standing partnership with Out Leadership and shares its dedication to the idea that inclusion of LGBTQ+ people at all levels of business, and particularly within leadership, creates positive business impact. Indeed, GT is proof-positive that inclusive, authentic work environment translates into personal fulfillment and organizational success globally.”

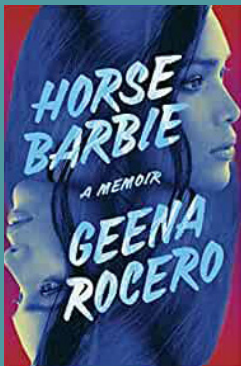
John Richards

Shareholder, Greenberg Traurig
Summit Host and Speaker
#OUTLEADER



“As an artist, as a storyteller, and in this book that I wrote, I dared myself to really unapologetically express who I am, my stories, my hopes, my dreams, my vulnerability, my playfulness, just like any other human being – the sameness of what a trans person is experiencing to what a cis person is experiencing. As it should be. Because we deserve that. We deserve the fullness in our existence.”

Geena Rocero
Writer, Model, Transgender Activist
Summit Speaker
#OUTLEADER



Geena's Memoir
"Horse Barbie" is
available May 30th
on Amazon.com



OutWOMEN+ Reception

Thursday, May 18th, 6:00-8:30pm

Host: Selendy Gay Elsberg

1290 6th Ave
New York, NY 10104



6:00pm | Guests Arrive

6:30pm | Welcome Remarks

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

Kenya Simon, Director, Member Experience, Out Leadership

Faith Gay, Founding Partner, Selendy Gay Elsberg

Lauren Zimmerman, Partner, Selendy Gay Elsberg

6:50pm | Networking Reception

8:20pm | Closing Remarks

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

Kenya Simon, Director, Member Experience, Out Leadership

ESG & LGBTQ+ Hedge Fund Salon

Monday, May 22nd, 2:00-7:00pm

Host: Millennium Management

399 Park Ave
New York, NY 10022

millennium

2:00pm | Guests Arrive

2:20pm | Welcome Remarks

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

Todd Sears, Founder & CEO, Out Leadership

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

2:40pm | Presentation

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

4:00pm | Panel Discussion

Moderator: Todd Sears, Founder & CEO, Out Leadership

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

Regina Cho, Investment Director, Crewcial Partners

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

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

5:00pm | Networking Reception

6:30pm | Closing Remarks

Todd Sears, Founder & CEO, Out Leadership

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

7:00pm | Event Concludes

Out Leadership Member Council Meeting

Tuesday, May 23rd, 5:30-8:0pm

Host: Visa

277 Park Ave
New York, NY 10172

5:30pm | Cocktails & Passed Appetizers

6:05pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership
Darren Parslow, Global Head, Visa Business Solution, Visa

6:10-6:35pm | Out Leadership Presentation

Todd Sears, Founder & CEO, Out Leadership

6:35-7:15pm | OutLEADER DUET Conversation

Mila Jam, Recording Artist & Senior Advisor for Trans Initiatives, Out Leadership
Zach Cohen, Director Of Development, The Ali Forney Center

7:15pm | Closing Remarks

7:20-8:45pm | Drinks & Networking



Out Leadership Major Upcoming Events

US Summit | May 16th – 23rd

State Climate Index Launch | June 1st

Pride Reception | June 28th

Member Council Meeting | September 7th

Return on Equality™ Summit | September

OutNEXT Global Summit | September 26th – 28th

Australia Summit | October 24th – 26th

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

“ At Selendy Gay Elsberg, we believe clients want to hire teams of lawyers that include more women, BIPOC, and LGBTQ+ people. We’re building a firm that reflects the makeup of our country and the communities our clients serve as consumers and face as juries. We want to show clients that creative legal solutions come from hiring lawyers with diverse perspectives.”

Lauren Zimmerman
Partner, Selendy Gay Elsberg
Summit Host and Speaker
#OUTLEADER



Speaker Bios



Edward Wilson-Smythe
Director, Digital Innovation Consulting, AlixPartners

Edward Wilson-Smythe (they/them) is a Director in the Digital Innovation consulting practice at AlixPartners, with a vision to increase representativeness in and social impact of the technology community.

They are an entrepreneurial executive with success in defining and leading digitally accelerated innovation for new business models, revenue growth, and operations improvement. Edward focuses on advising large and complex clients on digital innovation strategies, connected ecosystems, analytics for predictive decision-making and automation that enhances the human condition. They are a pioneer in helping clients integrate social impact considerations and outcomes into the core of business strategy and operations. As a result, in addition to helping clients achieve sustained competitiveness and superior business results, Edward's work drives positive socioeconomic impacts on ecosystems at the corporate, institutional, social, community, and individual levels. In their more than 20 years of experience, Edward has worked for leading consulting firms such as PwC and Kearney and led digital consulting practices at Gartner, Avasant, and NTT DATA. They are a passionate advocate for and prolific speaker on harnessing ethical innovation for the common good, co-author of the Amazon bestseller *Digital Singularity: A Case for Humanity*, and widely published in leading publications such as CSQ Magazine, The Street, and Medium.



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 M.A. in Theology and Ministry and a B.A. in History and Educational Psychology from Boston College.



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

As Managing Director & Global Head of Diversity, Equity, and Inclusion at BlackRock, Michelle Gadsden-Williams is responsible for further strengthening and accelerating the company's efforts to foster an inclusive culture. Michelle joins BlackRock with more than 25 years of experience as an advocate for equality within corporate America and a thought leader around diversity and inclusion. Michelle is a seasoned diversity practitioner with experience working in the consumer goods and pharmaceutical industries before transitioning to financial services in 2011.

Michelle is the former Managing Director and Global Head of Diversity & Inclusion at Credit Suisse AG and Accenture. She provided strategic direction, thought leadership, and championed the development of an inclusive environment by integrating diversity practice into all aspects of the business. She has held positions of global responsibility in the diversity management arena with Credit Suisse AG by living in Switzerland for close to 10 years of her corporate career and managed staffing functions for large multinational corporations such as Credit Suisse, Novartis, and Merck & Co, Inc. Prior to her tenure at Merck & Co, Inc, Michelle has also held positions in Human Resources and Product Development at PhilipsVan Heusen Corporation and Wakefern Food Corporation, both headquartered in New Jersey.

Michelle has acquired a multitude of community service awards and accolades for her work as a diversity practitioner. Most recently, she was recognized by the Reverend Al Sharpton as a 2016 honoree at the National Action Network "Woman of Power" Luncheon, an honoree at the Black Institute Awards Gala in NYC, and a 2015 Ebony Magazine Power 100 honoree. Throughout her career, Michelle has been profiled in Black Enterprise Magazine, DiversityInc, Diversity Executive, Ebony, Essence, Fortune, History Makers, Heart & Soul, Jet, New Vision, Science Magazine, Sister to Sister, The New York Times, The Wall Street Journal, Target Market News, and was recognized as one of 40 Outstanding Executives Under 40 in America in 2006 by the Network Journal. Her other notable tributes include: being named the 2010 recipient of the Maya Way Award for Diversity Leadership by the incomparable Dr. Maya Angelou, receiving the 2008 Harvard Black Men's Forum Businesswoman of the Year Award, accepting the Rainbow Push Coalition's Bridge Builder Award by the honorable Reverend Jesse L. Jackson and also being recognized with an honorary Doctorate of Humane Letters degree from Kean University for her outstanding personal and professional accomplishments in the field of diversity and inclusion. In 2013 Michelle was appointed as a member of the Global Advisory Council on Gender Parity for the World Economic Forum in Davos, Switzerland.

Michelle earned a B.S. in Marketing, a B.A. in Communications from Kean College of New Jersey, and an M.S. in Organizational Dynamics from the University of Pennsylvania. She is a proud member of Alpha Kappa Alpha Sorority Incorporated and the Executive Leadership Council. Michelle serves on several boards including the Jackie Robinson Foundation, Black Girls Rock, the SLE Lupus Foundation, and a member of the Women's Leadership Board of the John F. Kennedy School of Government at Harvard University. Michelle and her husband David Jamal Williams, CoFounder and CEO of Ceiling Breakers, LLC, live in New York City.



Marco Martinot
Chief Growth & Financial Officer, Out Leadership

Marco Martinot joined Out Leadership in 2017; as Chief Growth & Financial Officer he is responsible for the overall financial direction at the company, and works closely with the Founder and Principal on Out Leadership's corporate growth 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.



Kevin Jennings
CEO, Lambda Legal

Kevin Jennings is a longtime leader in the fight for LGBTQ equality. He became a high school history teacher after becoming the first member of his family to earn a college degree in 1985 when he graduated from Harvard (from which he received the Distinguished Alumni Award in 2019) and helped students create the nation's first Gay-Straight Alliance club in 1988 while a teacher in Concord, Massachusetts. He went on to found GLSEN (the Gay, Lesbian, and Straight Education Network) in 1990, the first national organization dedicated to fighting anti-LGBTQ bias in K-12 schools.

In 1994 Kevin was part of the committee which created LGBTQ History Month, now observed every October, and he authored *Becoming Visible*, the first textbook on the subject for young people. In 1996 he helped write and produce *Out of the Past*, the first documentary on LGBTQ history for young people, which won the Sundance Film Festival Audience Award for Best Documentary. In 2009 Kevin became the Assistant Secretary of Education for Safe & Drug-Free Schools, where he led the Obama Administration's national campaign against bullying in schools, earning him the nickname of being the "anti-bullying czar."

Kevin went on from the Obama Administration to run the Arcus Foundation, the world's largest private funder of LGBTQ rights, and the Tenement Museum, the nation's premiere museum dedicated to the immigrant experience. Most recently he served as an Executive Producer of the 2019 PBS documentary *The Lavender Scare*, which details the McCarthy-era witch hunts for LGBTQ people, and the 2020 HBO documentary *Welcome to Chechnya*, which documents the ongoing horrific program against LGBTQ people in the Russian Republic of Chechnya and was short-listed for the 2021 Academy Award for Best Documentary. In 2019 Kevin became the CEO of Lambda Legal, the nation's oldest legal advocacy group fighting for full legal equality for LGBTQ people and everyone living with HIV. Kevin also holds an MA from Columbia University Teachers College (from which he received the Distinguished Alumni Award in 2012) and an MBA from New York University/Stern School of Business (where he now teaches as an adjunct professor) and has authored seven books.



Lauren Zimmerman
Partner, Selendy Gay Elsborg

Lauren Zimmerman is an experienced litigator who has worked on many trial teams, and whose practice includes white-collar criminal defense, complex civil litigation, and class actions.

Formerly a trial lawyer with Brooklyn Defender Services, Lauren has successfully represented clients at arraignments and in a wide range of criminal trials and administrative hearings. She has also conducted successful pretrial suppression hearings challenging searches, witness identifications, and other types of evidence.

Lauren earned her J.D., magna cum laude, from the Benjamin N. Cardozo School of Law, where she served as Notes Editor for the *Cardozo Law Review*, in which her legal note, *Exile Without Process: The New York City Housing Authority's Unconstitutional Trespass Notice Policy*, was published.

Lauren served as a judicial law clerk to the Honorable Ursula Ungaro in the Southern District of Florida. She is an active member of the National LGBTQ+ Bar Association.

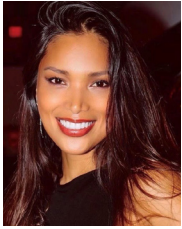


Ken Janssens
Former Chief Data Officer Enterprise Technology, J.P. Morgan Chase

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 J.P. Morgan 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 to helping companies increase their social impact. He lives in London with his husband Thierry and their two dogs.



Speaker Bios



Geena Rocero
Writer, Model, Transgender Activist

Born and raised in the Philippines, Geena Rocero is an award-winning producer, director, model, writer, public speaker, trans rights advocate, and television host, and was named one of Gold House's 2020 #A100 most impactful Asians and Pacific Islanders. Her directorial debut *Caretakers* (PBS), a docuseries about Filipinos in care work, received four Emmy nominations.



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.



Amber Hikes
Deputy Executive Director for Strategy & Culture, ACLU

Amber Hikes (they/she) is a social justice advocate, community organizer, TED Talk Speaker, and unapologetically queer and Black. As Deputy Executive Director for Strategy & Culture, Amber serves as chief counselor and principal partner to the executive director, overseeing the critical functions of organization strategic planning and programmatic priority setting. In this capacity, Amber also provides executive-level senior leadership and management oversight across the ACLU.

Previously, they served as the ACLU's first Chief Equity and Inclusion Officer, providing vision, leadership, and direction for the ACLU's nationwide strategy to support equity, diversity, and inclusion (EDI) across all aspects of the organization's work and efforts. Amber was both the internal and external ambassador on the importance of EDI as a crucial cornerstone of the ACLU's culture of belonging.

In 2017, Amber introduced the world to the More Color, More Pride flag, launching a global conversation around anti-racism in the LGBTQ+ community. On the heels of this monumental work, Amber released a TED Talk helping all of us be better mentors, sponsors, and believers in collective liberation. With two million views, Amber's TED Talk has built a network of intersectional accomplices changing the landscape of equity, inclusion, and belonging in the workplace.

Prior to joining the ACLU, Amber served as the executive director of the Philadelphia Mayor's Office of LGBTQ Affairs where they developed policy and served as the principal advisor to the mayor on issues that affect the LGBTQ+ community. At the mayor's office, Amber set their sights on fighting and advocating for the most impacted populations within the LGBTQ+ community – specifically youth, elders, immigrants, transgender people, and people of color. In their time leading the office, Amber advocated for anti-discrimination legislation at the municipal level, passed one of the nation's most trans-inclusive police policies and added black and brown stripes to the rainbow flag, prompting an international conversation about race and discrimination within the LGBTQ+ community.

A community organizer from an early age, Amber's full-time career began in education access advocacy — as the youngest Upward Bound director in the country — at the University of Pennsylvania. The moral compass of Amber's work, intersectional inclusion, can be traced throughout her organizing and her work supporting and facilitating the pursuit of postsecondary education for youth of color experiencing poverty and homelessness.

Amber has been recognized nationally by OUT Magazine as "Community Organizer of the Year" in the 2018 OUT 100 and by Business Equality Pride as one of the 40 LGBTQ Leaders Under 40. Hikes earned a Master's Degree in Social Work from the University of Pennsylvania and Psychology and English degrees from the University of Delaware.

Amber believes in employing an intersectional lens in all aspects of community work and leans daily on the words of sister Audre Lorde: "There is no such thing as a single-issue struggle, because we do not live single-issue lives."



James Dale
Civil Rights Activist

James Dale is a civil rights activist best known for his pivotal role in the Boy Scouts of America v. Dale, 530 U.S. 640 (2000). This landmark US Supreme Court case challenged the organization’s policy of excluding gay youth and adults, resulting in a significant backlash against the Boy Scouts and igniting a grassroots movement across the United States.

James joined the Scouts at age 8 and earned his Eagle Scout Award at 17. While attending Rutgers University, he spoke at a conference addressing the needs of gay teenagers and strategies for reducing their disproportionately high suicide rates. The Newark Star-Ledger, a regional newspaper, covered the conference and interviewed James. Eleven days later, he was expelled from his volunteer position as Assistant Scoutmaster due to the Boy Scouts’ policy prohibiting membership for homosexuals.

Undeterred by his expulsion, 19-year-old James embarked on a decade-long series of legal battles. In 1995, a New Jersey Superior Court ruled in favor of the Scouts, labeling James an “active sodomite” and citing Biblical scripture to justify the expulsion. However, in 1999, the Supreme Court of New Jersey unanimously overturned the decision, deeming the Boy Scouts’ actions in violation of the state’s recent non-discrimination law based on sexual orientation.

In 2000, the US Supreme Court reversed the New Jersey decision in a narrow 5-4 ruling, asserting that the Boy Scouts of America had a First Amendment right to exclude gay members. Despite winning the legal battle, the organization faced a substantial public outcry, eventually leading them to adopt an inclusive policy, welcoming youth and adult Scout leaders of all genders, orientations, and identities.

James has received numerous accolades from governments and civil rights groups throughout his fight for equality, including the ACLU, HRC, Garden State Equality, and the City of New York. He serves on the board of Lambda Legal, the organization that represented him during his decade-long battle. James has written for publications including the New York Times, Washington Post, and Time magazine.

He currently lives in New York City with his partner David and is in the process of writing a memoir that aims to inspire young people and share his story.



Kenya Simon
Director of Member Experience, Out Leadership

Kenya Simon is Out Leadership’s Director of Member Experience and has been with the company since 2018. In her role, Kenya is the primary point of contact for Out Leadership’s roughly 100 member companies globally, facilitating engagement opportunities to maximize members’ return on investment. Kenya has specialized in client relations for her entire career across various industries, including music, fashion, and business, but it was her passion for — and leadership in — diversity and inclusion work that brought her to her current role.

She also serves as the co-chair for OutWOMEN+, Out Leadership’s networking and talent development program dedicated to meeting the specific needs of LGBTQ+ women and nonbinary people in the workplace. Kenya is originally from Central New Jersey but has lived in New York City for over a decade. She holds a B.A. in Music Industry and Public Relations from Monmouth University.



Darren Parslow
Global Head, Visa Business Solutions

Darren Parslow leads Visa Business Solutions, a global team that brings to life innovative products and solutions to Visa’s clients and partners who support businesses of all sizes — from SMBs to large multi-national corporations — and governments around the world.

Since joining Visa in 2003, Mr. Parslow has held various leadership positions across the company’s global processing businesses, global commercial solutions, and sales organizations.

Prior to Visa, Mr. Parslow served as senior engagement manager for Financial Institutions Consulting (FIC), a management consulting practice focused on developing strategies for financial institutions in the commercial banking, finance and card payments business segments. Prior to FIC, he was at Citibank in commercial business banking management.

Mr. Parslow holds a degree in multinational management from the Wharton School of Business, as well as a degree in international relations from the University of Pennsylvania.

Speaker Bios



Faith Gay
Founding Partner, Selendy Gay Elsberg

Faith Gay is a founding partner at Selendy Gay Elsberg.

In a nationally recognized career spanning more than three decades, Faith has been lead counsel in over 35 jury trials and has successfully navigated bet-the-company crises and investigations for scores of Fortune 500 companies. Before founding Selendy Gay Elsberg, Faith was co-chair of the national trial practice at one of the country's top litigation firms and a highly respected federal prosecutor.

Faith is a former chief of the Civil Rights Unit (Criminal Division) and deputy chief of the Special Prosecutions Unit in the United States Attorney's Office for the Eastern District of New York. With deep experience in plaintiff and defense matters, she divides her time between complex civil litigation, corporate governance, and white-collar and regulatory investigations.

In her commercial practice, she focuses on complex contractual and financial instrument disputes, securities, antitrust and bankruptcy litigation, intellectual property disputes, and consumer class actions. She also has extensive experience in Board and Special Committee assignments, representation of C-Suite executives and high net worth individuals in corporate and family law matters, and, first and foremost, in resolving litigation that is seriously compromised and requires emergency re-shaping. Faith was recently named a "Litigation Trailblazer" by the National Law Journal, is a two-time recipient of Crain's "100 Notable Women in Law" award, and the Office of the Appellate Defender presented Faith with the prestigious Gould Award for Outstanding Appellate Advocacy in 2019.

Faith has also devoted significant time and energy to public interest litigation. She recently obtained a complete reversal of Marissa Alexander's conviction and mandatory 20-year sentence for allegedly firing a warning shot at her serially abusive spouse. She co-founded the American Immigration Representation Project to provide lawyers to immigrant detainees in response to new federal immigration and deportation policies. Faith also represented New York Governor David Patterson in a victory the New York Times called "stunning" in upholding the appointment of Richard Ravitch as Lieutenant Governor. She has litigated numerous other civil rights, criminal, immigration and voting rights matters on a pro bono basis.

Faith earned her J.D. from the Northwestern University School of Law, where she serves on the Law Board Executive Committee and the Law Dean Search Committee. She is a Trustee of the Public Theater, a Member of the American Law Institute, serves as a board member of the American Constitution Society, Campaign Legal Center, the Clark Foundation, and Union Theological Seminary.



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

Tetiana Kyslytsyna, CAIA, is a Hedge Fund and Sustainable Investment Officer for UBS Hedge Fund Solutions (HFS). Tetiana is responsible for shaping and evolution of the HFS' ESG investment assessment framework across strategies, as well as working on dedicated hedge fund portfolios that incorporate sustainable investment considerations. Tetiana is also responsible for investment due diligence of Fundamental Relative Value, Event Driven, and Multi-Strategy hedge funds.

Previously, she was a Hedge Fund Advisory Specialist (2016-2019) within UBS Wealth Management Investment Platforms and Solutions in Switzerland, advising on customized hedge fund portfolios for UHNW and HNW clients.

Prior to that, Tetiana completed a Graduate Talent Program at UBS with a focus on hedge funds and investment funds distribution (2014-2016), and worked as a hedge fund accountant at HedgeServ in Dublin, Ireland (2013-2014).

Tetiana has 10 years of investment industry experience, holds an MSc in Finance from the UCD Michael Smurfit Graduate Business School in Dublin, Ireland, and is a CAIA charterholder.



Regina Cho
Investment Director, Crewcial Partners

Regina Cho is an Investment Director at Crewcial Partners. She's also on the Investment Committee and co-leads the investment team. She has been with Crewcial since May 2011.

Regina travels globally and is an integral member of the investment team, sourcing and conducting investment manager research across asset classes. Regina has a core focus on US and international public equities alongside experience investing in multi-strategy, credit, and private equity. She also plays a significant role in the firm's diversity initiative and identifying emerging managers. Regina directly supports seven clients, which are all not-for-profit organizations.

Regina works with clients to provide insights into asset allocation, manager selection, and performance. Prior to joining Crewcial, Regina was a Senior Research Analyst for Deerfield Partner's internal research firm and a Research Analyst for Gerson Lehrman Group on the healthcare primary research team. Regina has a BA in Biology from George Washington University.



Jim Obergefell
Civil Rights Activist

Jim Obergefell is an LGBTQ+ and civil rights activist, public speaker, and board member of several non-profit organizations, including Board of Advisors of Mattachine Society of Washington, DC and the National Advisory Council of the GLBT Historical Society. Jim co-founded Equality Vines, the world's first cause-based wine label, to support organizations fighting for equal rights.



John Richards
Shareholder, Labor & Employment and Retail Industry,
Greenberg Traurig

John Richards is a Shareholder in Greenberg Traurig's Labor & Employment and Retail Industry Practices. John is GT's Global Co-Chair of the firm's Retail Industry practice — ranked Band 1 by Chambers USA Nationwide for 15 consecutive years.

John is an established player in the Retail Industry and represents the full range of companies in the retail supply chain. From manufacturers and wholesalers to sellers of everyday consumer products and fashion apparel, companies turn to John and his industry knowledge to efficiently and seamlessly manage their legal needs leveraging GT's wide-ranging industry experience and platform.

Within GT's Labor & Employment Practice, John Co-Chairs the Diversity, Equity & Inclusion (DE&I) group and the Workplace Compliance & Counseling group. He drives partnerships with clients to audit employment/HR compliance and the strength of DE&I practices through virtually every aspect of the employment relationship. John then helps design, strengthen, and implement workplace compliance and DE&I programs and policy to practice job-aides and resources.

He delivers highly-tailored, dynamic training sessions to virtually every type of employer audience. From the executive and leadership level to rank and file employees, John's DE&I and workplace compliance trainings consistently receive outstanding reviews.

John also plays an invaluable leadership role in furthering the visibility, voice, and advancement of LGBTQ+ lawyers within GT and the LGBTQ+ business community, including serving on the Out Leadership Council and for six years on the National Board of Directors for Lambda Legal. As a recognized thought leader, John is often entrusted to handle highly sensitive internal complaints and investigations involving LGBTQ+ issues. Companies and/or LGBTQ+ national and global organizations regularly enlist John as a panelist to make the legal and economic case for LGBTQ+ equity and inclusion at every level of the business community.



Mila Jam
Recording Artist and Senior Advisor,
Global Transgender Initiatives, Out Leadership

Mila Jam is Out Leadership's new Senior Advisor for Global Transgender Initiatives. In her role, Mila will drive Out Leadership's latest initiative by bringing content, resources and information, convening dialogue, and increasing visibility for the trans women of color community.

Mila is an American transgender singer, songwriter, dancer, actress, and LGBTQ activist. Mila has toured internationally with the Broadway musical RENT, has performed with Chaka Kahn, Todrick Hall, Mark Ronson, Bob The Dragqueen, Anthony Rapp, Laverne Cox, MJ Rodriguez, Angelica Ross, Ultra Naté, Tom Ellis, and more. She has appeared on the BBC's The Lilly Allen Show, MTV and MTV NEWS, and featured in special articles in The Huffington Post, Billboard, BOSSIP, MTV.com, OUT.com, and Perez Hilton.com.

Mila has also been a frequent host of the original YouTube talk show series titled I'm From Driftwood. She is creator of the viral "Stop Killing Us" Instagram series. Mila was awarded Best Video and Dance Artist at the 2013 GLAM Nightlife Awards and she was named Odyssey Nightlife Awards Breakthrough Artist in 2015.



Sasha Buchert
Director, Non-Binary and Transgender Rights Project,
Lambda Legal

Sasha Buchert is the Nonbinary and Transgender Rights Project Director in the Washington D.C. office of Lambda Legal, the oldest and largest organization dedicated to advancing the civil rights of LGBTQ people and people living with HIV. During her time at Lambda Legal, Sasha has worked on numerous litigation teams challenging policies that discriminate against LGBTQ people in a wide array of issue areas, including access to health care, access to identity documents, improper rulemaking, and the ban against transgender people serving openly in the military. Sasha serves as point on much of Lambda Legal's public policy work.

Speaker Bios



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

Bhakti Mirchandani is Managing Director, Responsible Investing at Trinity Church Wall Street, a thriving Episcopal congregation in lower Manhattan. Mirchandani is also a contributing writer at the Milken Institute and Forbes.com; teaches an award-winning impact finance class that she pioneered in Columbia University's Masters in Sustainability Management Program, as well as an impact investing course in Columbia Business School's Executive Education Program; is a co-founder and steering committee member of Institutional Allocators for Diversity, Equity, and Inclusion; serves as an independent director of Live Oak Crestview Climate Acquisition Corp.; serves on the Board of Commissioners for the New York State Insurance Fund; and is a life member at the Council on Foreign Relations.

Previously, Mirchandani was managing director at FCLTGlobal, ESG advisor to Corbin Capital, an investment management strategist at One William Street Capital Management and Lehman Brothers, and a sustainable finance banker at Barclays Capital and Unitus Capital. She also spent 10 years pioneering microinsurance, microfinance securitization, and micropension. Her work has been featured in The New York Times, the Financial Times, Institutional Investor, CNBC, and at the G-20 and Davos.

She holds a BA, MBA, and MPA from Harvard University and received the Dean's Award from Harvard Business School. Most importantly, she is a proud mother of a spirited 4.5-year-old (#girlmom).



Brad Sears
Founding Executive Director, Williams Institute, UCLA

Brad Sears, J.D., is the Founding Executive Director and David Sanders Distinguished Scholar of Law & Policy at the Williams Institute. In addition, he is the Associate Dean of Public Interest Law at UCLA Law. Sears has published a number of research studies, primarily on discrimination against LGBT people and people living with HIV. He has taught courses on LGBT and disability law at UCLA, Harvard, and Whittier law schools. He has testified before Congress and state legislatures, authored amicus briefs in key court cases, helped to draft state and federal legislation, and been cited frequently by national media. A graduate of Yale College and Harvard Law School, he has received several awards, including the Co-Presidents Award from the LGBT Bar LA (2019) and the Earl Warren Outstanding Public Service Award from the American Society of Public Administration (2018).



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

John Novogratz is the Global Head of Capital Development & Investor Relations and is responsible for building and developing new and current investor relationships.

Prior to joining Millennium in 2009, John worked at Fortress Investment Group for almost six years as Managing Director and Head of Capital Formation International in London. He was successful in building out Fortress' presence and establishing strong partnerships in Europe, the Middle East, and Asia, as well as in North America. Prior to joining Fortress, he held various positions at Applied Development, Scient, and Goldman Sachs Asset Management.

John received a BA in Economics from the College of William & Mary.

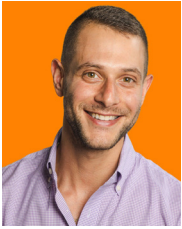


Amber Briggie
Founding Member, Parents for Transgender Equality National Council

Briggie began her activist career in April 2016, using Facebook to protest bathroom regulations targeting transgender children and statements made on Facebook by the Denton County Republican-elect Sheriff. She then spoke to news media to promote rights for transgender children, and during a press conference on May 31, invited Lt. Gov. Dan Patrick and Texas Attorney General Ken Paxton to dinner at her home. On September 1, Paxton and his wife had dinner with Briggie and her family, including her trans son, who had begun his transition when he was in first grade. After the dinner, the Human Rights Campaign invited Briggie to become a founding member of the Parents for Transgender Equality National Council, and she eventually became the national co-chair of the council.

On February 24, 2022, Briggie spoke out against the efforts of Texas Governor Greg Abbott and Texas Attorney General Ken Paxton to describe gender-affirming medical treatments for children as child abuse and the directive from Abbott for the Texas Department of Family and Protective Services (DFPS) to investigate families with transgender children who were reported to be receiving such medical treatment.

According to her attorney, DFPS began an investigation into the Briggie family on February 24, the day after Paxton wrote a legal opinion that characterized gender-affirming treatments as child abuse. On March 11, a Texas District Court issued a temporary injunction, which temporarily stopped the state investigations into families who provide gender-affirming medical care for their children, and scheduled a trial for July 11, 2022. On May 13, 2022, the Texas Supreme Court removed the broad injunction and applied it only to the family that led the lawsuit.



Zachary Cohen
Director of Development, The Ali Forney Center

Zachary Cohen is the Director of Development for the Ali Forney Center. The Ali Forney Center is the largest organization protecting LGBTQ youth from the harms of homelessness. Mr. Cohen couples passion for change with the greatest needs on the ground.

Zachary has built his career in growing LGBTQ and human rights organizations. This includes leading the fundraising and communication teams at grassroots organizations like the LGBT Center in Jerusalem, to multi-national organizations like Amnesty International. Most recently Zachary was the Deputy Director of Development at the LGBT Center in New York.



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

Ms. Abdel Majeid (she/her), Senior Managing Director, is the Global Head of Investment Stewardship for BlackRock and a member of the firm's Global Executive Committee. She is responsible for leading the stewardship team and all its activities as it engages with companies to promote effective governance and create long-term value for clients.

Prior to stewardship, Ms. Abdel Majeid was Deputy Chief Financial Officer for BlackRock where she led the Investor Relations, Corporate Development, Financial Planning and Analysis, and Management Information Initiatives functions within BlackRock's Finance Department.

She previously served as Chief of Staff to the CEO and was responsible for oversight of the Executive Office of the Chairman and Chief Executive Officer and oversaw engagements with clients, policymakers, public officials, and BlackRock's Board of Directors.

Ms. Abdel Majeid joined BlackRock in September 2017 as Chief Operating Officer of BlackRock Solutions, which delivers the firm's Aladdin technology. In this role, she was responsible for the commercial strategy and day-to-day operations of the business.

Prior to joining Blackrock, Ms. Abdel Majeid was Head of Strategy and Corporate Development at E*TRADE Financial. In this role, she was responsible for corporate strategy, performance management, M&A, and integration activities.

Ms. Abdel Majeid holds an MBA from the Kellogg School of Management at Northwestern University and a bachelor's degree, summa cum laude, in finance and economics from Elmhurst College.



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

Geneviève Piché is the head of Sustainable Finance and Advisory in Wells Fargo's Corporate & Investment Banking (CIB). CIB delivers a comprehensive suite of advisory, capital markets, banking, and financial products and services to corporate, institutional, and government clients around the globe.

Geneviève oversees a team responsible for delivering thought leadership and a full suite of products aimed at helping clients achieve their sustainability objectives across Wells Fargo's Commercial Real Estate, Banking, Markets, and International lines of business. She also leads CIB's implementation of Wells Fargo's "net zero," sustainable finance and climate risk integration goals. She collaborates with teams across Wells Fargo and external partners to drive a holistic ESG and climate change strategy, and advance the company's commitment to environmental sustainability and positive social change.

Previously, Geneviève was the head of Asset Management for Corporate & Investment Banking, where she led a team responsible for building and managing relationships with asset management clients and provided sectoral expertise, global growth strategies, and segment-appropriate product solutions. Before that, she was a managing director and relationship manager in the Corporate Banking group where she led a team focused on alternative asset management clients and managed relationships with large European insurance companies. She has relationship management and banking experience supporting a range of other industry segments, including broker-dealers, financial technology, specialty finance, and banks. She has also led origination efforts in Emerging Europe, Africa, India, and the Middle East for financial institutions clients.

Geneviève chaired Corporate Banking's Diversity & Inclusion (D&I) Council and served as a member of the Wholesale Banking's D&I Council. Originally from Montréal, Canada, Geneviève earned her dual bachelor of arts degree in economics and international studies from Macalester College in St. Paul, Minnesota.

She is an avid musician and outdoor enthusiast, and lives in Charlotte, North Carolina, with her husband and son.

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.

Out Leadership Member Investors



Out Leadership Member Companies



Nonprofit Partners

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



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Managing Director,
IBM

*Emeritus

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.

Out Leadership Team



Marco Martinot
Chief Growth & Financial Officer



Jane Barry-Moran,
Managing Director,
Programs & Research



Michael Paterson
Managing Director, Marketing,
Communications & Creative



Brian Sims
Managing Director,
Public Policy &
Government Affairs



Kenya Simon,
Director, Member Experience



Leo Scheck
Manager, Digital Media
& Communications



Megan Stretton
Manager, Global Events



Michael Juranek
Chief of Staff



Cameron Wu
Associate, Programs
& Research



Eliana Jacobsen
Junior Associate, Marketing,
Communications & Creative



Camille Witt
Junior Associate,
Member Experience



Peri Lund
Junior Associate,
Programs & Research



Kalyn Jahansouz
HR Director



Mila Jam
Senior Advisor,
Trans Initiatives



Rishika Advani
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Matt Fust
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Get involved: info@outleadership.com

