
13TH ANNUAL US SUMMIT 2023

Playbook



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Key Colors



Title Image



Logos

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




Global Sponsors:



Nonprofit Partners:





OUTLEADERSHIP

US SUMMIT 2023

Home Overview **VIP Celebration** OutWOMEN+ Leaders in Tech CEO Dinner CDO Dinner [Register Now](#)
[ESG Salon](#) [Q2 MCM](#) [Contact Us](#) [Already Registered?](#)

VIP RECEPTION: A CELEBRATION OF 50 YEARS OF LAMBDA LEGAL

Join Out Leadership and Greenberg Traurig for an exciting opportunity to celebrate 50 years of Lambda Legal and hear from individuals who have been vital to the progress of the LGBTQ+ community.

This event will feature thought-provoking discussions and insightful perspectives from industry leaders, followed by a reception to continue the conversation and network with other like-minded professionals. Don't miss this chance to celebrate the achievements of the LGBTQ+ community and gain valuable insights for the future!

Greenberg Traurig has been an Out Leadership Global Sponsor since 2018 and has been a member since 2016. Last year they hired over 18 LGBTQ+ attorneys and ranked 3rd overall for the number of LGBTQ+ partners in the National Law Journal. The GT has hosted numerous U.S. Summits in years past and the firm's CEO, Brian L. Duffy, sits on Out Leadership's Advisory Board.

Lambda Legal is an American civil rights organization that focuses on lesbian, gay, bisexual, and transgender communities as well as people living with HIV/AIDS through impact litigation, societal education, and public policy work. Lambda Legal's lawyers have won precedent-setting civil rights cases on everything from marriage equality to expressions of gender identity to health care discrimination. Out Leadership CEO Todd Sears sits on the Board of Lambda Legal.

Event Details

WHO
This event is for emerging LGBTQ+ leaders, senior executives, and allies. This event is open to all members.

WHEN
Wednesday, May 17, 2023
3:30-8:00 PM ET

[Add to Calendar](#)

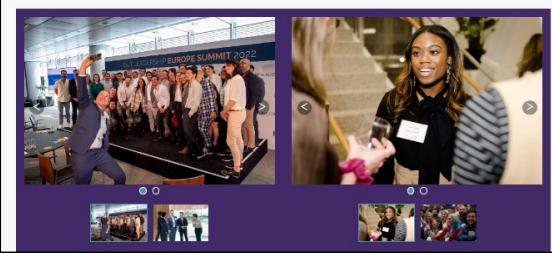
WHERE
Greenberg Traurig
1 Vanderbilt Ave
New York, NY 10017

[Directions](#)

PLANNER
Please email events@outleadership.com with any questions.


[Contact Us](#)

[Register Now](#)




Speakers


Take a look at our speakers scheduled for this event




Todd Sears
Founder & CEO, OutLeadership



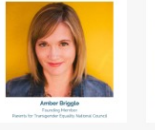
Kevin Jennings
CEO
Lambda Legal




John Richards
Greenhouse, Labor & Employment and Public Industry
Greenberg Traurig



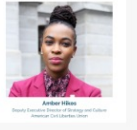
James Dale
Executive Director
Lambda Legal




Ariane Brigghe
Executive Director
Allens & Bergoffen LLP




Jan Changell
Executive Director
Lambda Legal




Ariane Hill
Senior Counsel, Director of Legal and Compliance
Greenberg Traurig



Sasha Buchert
Partner and Transgender Rights Impact Director
Lambda Legal





Brad Sears
Founding Executive Director
Lambda Legal USA




Geena Rocero
Model, TED Speaker & Transgender Activist

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OUTLEADERSHIP

US SUMMIT 2023

Home Overview **VIP Celebration** **OutWOMEN+** Leaders in Tech CEO Dinner CDO Dinner [Register Now](#)
[ESG Salon](#) [Q2 MCM](#) [Contact Us](#) [Already Registered?](#)

About us

Out Leadership is excited to announce our **annual US Summit**, covering senior LGBTQ+ business leaders, allies, activists, and talent for crucial conversations on where we are in the LGBTQ+ movement and how **businesses can best drive sustainable progress** in equality.

As the **world's premier global LGBTQ+ business network**, we help Out Leaders and companies connect with talent, transform their organizations and **compete on social purpose**.

Out Leadership grew out of two industry-specific business initiatives — Out on the Street® and Out in Law — and three cross-industry talent accelerators for LGBTQ+ leaders: **OUTNEXT**, **OUTWOMEN+**, and **OUTCOURUM**. **We began in 2011 with 6 founding firms, and now count nearly 200 of the world's leading companies across 13 industries as members.**

In every global business sector, Out Leadership has been instrumental in making LGBTQ+ equality a priority in global C-Suites. Through executive events, talent initiatives, and periodic communications, **we lead the conversations that inspire Out Leaders, and multinational companies to grow business through inclusion.**

Our mission is to **harness the power of business to drive LGBTQ+ equality** through talent development, advocacy, research, thought leadership and networking, working closely with many of the world's greatest companies.

Event Details

WHEN
May 16, 2023 - May 23, 2023

[Add to Calendar](#)


WHERE
New York, NY

[Get Map](#)

PLANNER
Events Team

[Contact Us](#)


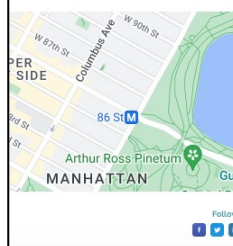
[Register Now](#)




Countdown to the Event

4 DAYS 18 HOURS 1 MINUTES 16 SECONDS

Out Leadership's 2023 US Summit is Sponsored by:

Follow us on:





OUTLEADERSHIP

13th ANNUAL US SUMMIT 2023

SAVE THE DATE
New York, NY | May 16-19, 2023

Todd Sears, Founder & CEO of Out Leadership, invites you to join our 13th Annual New York Summit

Business leaders have tremendous opportunities to advance LGBTQ+ equality in every state where they operate. Join us for powerful conversations on trans rights, out women in the workplace, ESG strategies, and our latest research on LGBTQ+ board diversity. We'll also celebrate the 50th Anniversary of Lambda Legal and the amazing progress we've made as a community thus far!

Events Include:
LGBTQ+ Leaders in Tech Reception 16 May
CDO Dinner 16 May
Lambda Legal: 50 Years of History Panel 17 May
CEO Dinner 18 May
OutWOMEN+ Reception 18 May
ESG Hedgefund Event 19 May

For more details, please contact events@outleadership.com

GLOBAL SPONSORS: HSBC, ROPES & GRAY, AlbPartners, BlackRock, GT, in, millennium, leventy vpp yelberg
HOSTED BY: GT, in, millennium, leventy vpp yelberg



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13th ANNUAL US SUMMIT 2023

OUT LEADERSHIP US SUMMIT
New York, NY | May 16-23, 2023

Todd Sears, Founder & CEO of Out Leadership, invites you to join our 13th Annual New York Summit

Business leaders have tremendous opportunities to advance LGBTQ+ equality in every state where they operate. Join us for powerful conversations on trans rights, out women in the workplace, ESG strategies, and our latest research on LGBTQ+ board diversity. We'll also celebrate the 50th Anniversary of Lambda Legal and the amazing progress we've made as a community thus far!

Events Include:
LGBTQ+ Leaders in Tech Reception | May 16
CDO Dinner | May 16
VIP Reception: 50 Years of Lambda Legal | May 17
CEO Dinner | May 18
OutWOMEN+ Reception | May 18
ESG & LGBTQ+ Hedge Fund Salon | May 22
Q2 Member Council Meeting | May 23

REGISTER

GLOBAL SPONSORS: HSBC, ROPES & GRAY, VISA, AlbPartners, BlackRock, GT, in, millennium, leventy vpp yelberg
HOSTED BY: GT, in, millennium, leventy vpp yelberg



OUTLEADERSHIP

OUTLEADER DUET
WITH MILA JAM & ZACH COHEN

A vibrant discussion between two outstanding LGBTQ+ leaders. Updates on Out Leadership's global initiatives and all of our programming. Delicious food and drink and inspiring conversation. The future of the fight for LGBTQ+ equality.

OUT LEADERSHIP
SPRING MEMBER COUNCIL MEETING,
HOSTED BY VISA
TUESDAY, MAY 23RD 5:30PM

Mila Jam, Senior Adviser for Trans Initiatives, Out Leadership

Zach Cohen, Director of Development, The All Forney Center

REGISTER IN PERSON

REGISTER VIRTUAL

HOSTED BY: VISA
NON-PROFIT PARTNER: THE ALL FORNEY CENTER
GLOBAL SPONSORS: HSBC, ROPES & GRAY



OUT LEADERSHIP 13TH ANNUAL US SUMMIT

OUTLEADERSHIP

LAMBDA LEGAL'S CASES OVER THE LAST 50 YEARS ARE THE BEDROCK OF THE LGBTQ+ EQUALITY MOVEMENT. WITHOUT THEM OUR HARD WON RIGHTS WOULDN'T EXIST.

LAMBDA LEGAL SINCE 1972

LAMBDA LEGAL HAS FOUGHT 329 CASES SINCE 1972, INCLUDING 27 LANDMARK CASES, ON EVERYTHING FROM SODOMY LAWS AND HIV CRIMINALIZATION TO SAME-SEX MARRIAGE AND TRANSGENDER RIGHTS.

#LOVE #WINS

OUT LEADERSHIP AND GREENBERG TRAUIG INVITE YOU TO CELEBRATE THE PAST, THE PRESENT AND THE FUTURE OF THIS INCREDIBLE ORGANIZATION ON MAY 17TH IN NEW YORK CITY.

WE'LL BE JOINED BY GEENA ROCERO, TRANSGENDER MODEL, WRITER AND ADVOCATE FOR A FIRESIDE CHAT WITH TODD SEARS, ALONG WITH A STELLAR LINE-UP OF SPEAKERS.

GT GreenbergTraurig

For details, please click the registration link below or contact events@outleadership.com

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SPEAKERS INCLUDE:
KEVIN JENNINGS, CEO, LAMBDA LEGAL.
JAMES DALE, PLAINTIFF, DALE VS BOY SCOUTS SUPREME COURT CASE.
JIM OBERGEFELL, CIVIL RIGHTS ACTIVIST, PLAINTIFF, OBERGEFELL VS HODGES SUPREME COURT CASE.
GEENA ROCERO, TRANSGENDER MODEL, WRITER, AND ADVOCATE.
JOHN RICHARDS, SHAREHOLDER, GREENBERG TRAUIG.
BRAD SEARS, FOUNDING DIRECTOR, WILLIAMS INSTITUTE.
AMBER HIKES, DEPUTY EXECUTIVE DIRECTOR, STRATEGY AND CULTURE, ACLU.



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13th ANNUAL US SUMMIT 2023

CDO DINNER

New York, NY | May 16, 2023

Join Out Leadership and BlackRock for a CDO Dinner focused on LGBTQ+ workplace equality and intersections in the community.

This intimate dinner will bring together Chief Diversity Officers and other senior leaders from a range of industries to discuss the latest trends, challenges, and best practices in LGBTQ+ workplace equality. With a focus on intersectionality, attendees will explore how to create inclusive workplaces that embrace and celebrate the diversity of the LGBTQ+ community.

Don't miss this opportunity to connect with like-minded professionals and advance the cause of LGBTQ+ workplace equality!

BlackRock
50 Hudson Yards
New York, NY 10001
5:45 PM for a 6:00 PM Start

[REGISTER](#)

For more details, please check the event website via the registration link or contact events@outleadership.com

HOSTED BY




OUTLEADERSHIP

13th ANNUAL US SUMMIT 2023

CEO DINNER

New York, NY | May 18, 2023, 6pm

Todd Sears, Founder & CEO of Out Leadership, and LinkedIn invite you to an exclusive and intimate salon dinner with fellow leaders of the world's largest companies to forward the cause of LGBTQ+ inclusion across the United States.

In an increasingly complex environment for LGBTQ+ rights in the United States, businesses have an indispensable opportunity to push for progress. Since 2011, Out Leadership has convened over 1,000 CEOs to activate the power of business to drive LGBTQ+ equality globally.

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

For details, please check the event website via the registration link below or contact events@outleadership.com

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OUTLEADERSHIP

13th ANNUAL US SUMMIT 2023

LAMBDA LEGAL

A CELEBRATION OF 50 YEARS OF PROGRESS

New York, NY | May 17, 2023

For five decades, Lambda Legal has been working to change laws, policies, and minds so that LGBTQ+ Americans and people living with HIV can live with full equality under the law.

Join Out Leadership and Greenberg Traurig to celebrate this incredible organization.

Greenberg Traurig
One Vanderbilt Ave.
New York, NY 10017
3:15 PM for a 3:30 PM Start

For details, please check the event website via the registration link below or contact events@outleadership.com

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OUTLEADERSHIP

13th ANNUAL US SUMMIT 2023

LEADERS IN TECH

FOR POSITIVE SOCIAL IMPACT

New York, NY | May 16, 2023, 5pm

Join Out Leadership, AlixPartners, and TechPACT for an exciting LGBTQ+ Leaders in Tech roundtable discussion.

This event will bring together LGBTQ+ leaders in the tech industry to share insights and perspectives on the challenges and opportunities facing LGBTQ+ professionals in this rapidly evolving sector. Attendees will have the opportunity to network with like-minded professionals and engage in a lively and thought-provoking discussion about how to create more inclusive workplaces and drive positive change in the tech industry.

Don't miss this chance to connect with other LGBTQ+ leaders in tech and advance the cause of LGBTQ+ workplace equality!

For details, please check the event website via the registration link below or contact events@outleadership.com

[REGISTER](#)

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OUTLEADERSHIP

13th ANNUAL US SUMMIT 2023

OUTWOMEN+ RECEPTION

New York, NY | May 18, 2023, 6pm

Join Out Leadership and Selendy Gay Elsborg for a spring networking reception on Selendy Gay Elsborg's stunning terrace. This event will feature live music and a growing cohort of OutWOMEN+, creating the perfect setting to connect with other LGBTQ+ professionals.

Whether you're an OutWOMEN+ member or interested in building community, this is the perfect opportunity to meet new people, exchange ideas, and celebrate the start of spring. Don't miss this chance to enjoy a beautiful evening with like-minded professionals!

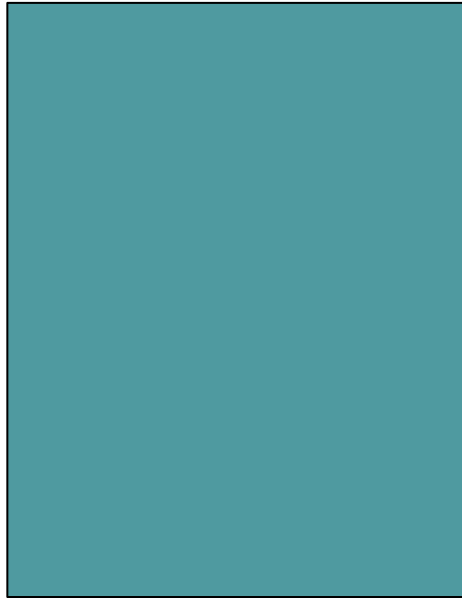
OutWOMEN+ is the first global network of LGBTQ+ women executives, connecting and celebrating the achievements of LGBTQ+ women and non-binary individuals. Our mission is to build a cross-industry and intergenerational network to advance all OutWOMEN+ in the workplace globally.

For details, please check the event website via the registration link below or contact events@outleadership.com

[REGISTER](#)

HOSTED BY





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, AlibiPartners, Seligman, Gay Eshberg 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 award-winning content supported by a dazzling collaboration of Lambda Legal - a longtime Out Leadership nonprofit partner - whose work is the backbone of the LGBTQ+ equality movement.

Our week-long effort will be an eye-opening journey. First with the Leaders in Tech for Positive Social Impact Roundtable followed by the Out Diversity Office Dinner, hosted by AlibiPartners and BlackRock, respectively. The Leaders in Tech event is a critically important opportunity for LGBTQ+ professionals in the rapidly evolving sector to share insights and perspectives, and to network around driving positive change in the industry. The Out Diversity Office Dinner will feature the CEO/Driver of the platform that CEOs have in the C-suite.

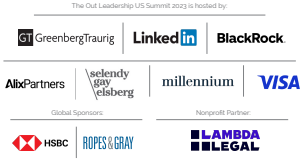
On Thursday we're going three-for-three. Alongside our host Greenberg Traurig, we'll pay tribute to half-a-century of Lambda Legal with an afternoon event that features a spirited fireside conversation with model, writer, and transgender activist, Geena Rocero followed by a thrilling #OUTLEADERS discussion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

Chargeloff, lead plaintiff in *Chargeloff v. Hodges*. Immediately following the Lambda event, we'll join our host Lambda for our quarterly CEO Dinner, which consistently grows to be a benchmark networking event at all Summits. Simultaneously, our host Seligman, Gay Eshberg will be presenting a networking reception with music - a perfect backdrop for building community, exchanging ideas, and lifting up the work of our OUTLEADERS in real life.

Millennium hosts our ESG event on Monday, which includes a presentation by prominent speakers about current ESG strategy and it relates to alternative investments. The Summit concludes on Tuesday with more than 100 award cases argued at our National 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 highest 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



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

We Defend. We 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. Enacting constitutional of our relationships with voters in the US Supreme Court, protecting and celebrating our families through courtroom wins and personal stories that find public support for marriage equality from just in 2015 to 2021. Today, with more than 100 award cases argued, 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. Our work is not done. Opponents will continue to test our tenacity. Endless to medical freedom. Freedom to build our families. Dignity as we age. Lambda Legal will never rest until the case is closed in 2023.

But anti-LGBTQ+ organizations are proliferating like never before, attacking our science, legislation and policies, undermining our freedoms. With more of all 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.



“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 Sponsor
#OUTLEADER



Summit Overview

CDO Dinner
Tuesday, May 16th, 6:00-9:00pm
Host: BlackRock
80 Hudson Yards
New York, NY 10021
6:00pm | Cocktails
7:00pm | Welcome Remarks
Todd Sears, Founder & CEO, Out Leadership
Michelle Godwin-Williams, Managing Director & Global Head of Diversity, Equity and Inclusion, BlackRock
José Abadé Haged, Senior Managing Director & Global Head of Investment Stewardship, BlackRock
7:15-8:20pm | Dinner and Discussion
8:20-9:00pm | Dessert and Networking



Leaders in Tech for Positive Social Impact
Thursday, May 18th, 5:00-7:30pm
Hosts: AlibiPartners
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, AlibiPartners
5:30pm | Roundtable Conversation
Moderator: Jane Barry Moran, Managing Director, Programs & Research, Out Leadership
6:30pm | Networking Reception
7:20pm | Closing Remarks
Nancy MacNeil, Chief Growth & Financial Officer, Out Leadership
7:30pm | Event Concludes



VIP Reception: A Celebration of 50 Years of Lambda Legal
Thursday, May 17th, 3:30-8:00pm
Host: Greenberg Traurig
One Vanderbilt Avenue
New York, NY 10027
3:30pm | Guests Arrive
3:50pm | Welcome Remarks
Todd Sears, Founder & CEO, Out Leadership
John Richards, Chairman, 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
4:20pm | Celebrating Progress
James Dale, Plaintiff in *Dale v. Boy Scouts Supreme Court Case*
Jim Obergeloff, Out rights activist, and lead plaintiff in the 2015 US Supreme Court Case, *Obergeloff v. Hodges*
Amber Briggale, Plaintiff PFLAG v Abbott
Moderator: Todd Sears, Founder & CEO, Out Leadership
5:15pm | O&A
5:30pm | Looking to the Future
Brad Sears, Founding Director, Williams Institute
Amber Ribick, 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
6:00pm | Closing Remarks
Todd Sears, Founder & CEO, Out Leadership
6:20pm | Reception, Cocktails, & Music
8:00pm | Event Concludes



CEO Dinner
Thursday, May 18th, 6:00-9:00pm
Host: LinkedIn
AI Core
85 5th Ave
New York, NY 10021
6:00pm | Cocktails
6:30pm | Welcome Remarks
Todd Sears, Founder & CEO, Out Leadership
Perry Pike, Vice President, Marketing Solutions, LinkedIn
James Barrella, 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 proud-positive that inclusive, authentic work environment translates into personal fulfillment and organizational success globally.”

John Richards
Chairman, Greenberg Traurig
Summit Host and Sponsor
#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.”

Carrie Bloom
Wife, Mother, Transgender Artist
Supporter
#OUTLEADERS



Carrie's Member
Bio: Carrie Bloom is a
mother, wife, and
transgender artist.



OUTWOMEN+ Reception Thursday, May 29th, 6:00-8:30pm

Host: Selendy Gay Eiberg
1400 Ave. of the Americas
New York, NY 10019
6:00pm | Guests Arrive
6:30pm | Welcome Remarks
New Barry Moran, Managing Director, Programs & Research, Out Leadership
Kara Sirota, Director, Member Experience, Out Leadership
Kelli Gray, Executive Director, Safety & Equity, Out Leadership
Laura Zimmerman, Partner, Selendy Gay Eiberg
8:00pm | Networking Reception
8:30pm | Closing Remarks
New Barry Moran, Managing Director, Programs & Research, Out Leadership
Kara Sirota, Director, Member Experience, Out Leadership



ESG & LGBTQ+ Hedge Fund Salon Monday, May 22nd, 2:00-7:00pm

Host: Millennium Management
199 Ave. of the Americas
New York, NY 10013
2:00pm | Guests Arrive
2:30pm | Welcome Remarks
John Neugebauer, Global Head, Capital Development & Investor Relations, Millennium Management
Todd Sears, Founder & CEO, Out Leadership
Ken Aronson, Former Managing Director, J.P. Morgan
3:00pm | Presentation
Ken Aronson, Former Managing Director, J.P. Morgan
3:30pm | Panel Discussion
Moderator: Todd Sears, Founder & CEO, Out Leadership
Panelists: Todd Sears, Founder & CEO, Out Leadership
Wells Fargo & Company
Bryan Cho, Investment Director, Diversified Partners
Taddeo Kuylenstierna, Hedge Fund Director, Aurora Capital, LHS Hedge Fund Solutions
Raghu Mithal, Managing Director, Responsible Investing, Trinity Church World Street
5:00pm | Networking Reception
6:30pm | Closing Remarks
Todd Sears, Founder & CEO, Out Leadership
John Neugebauer, Global Head, Capital Development & Investor Relations, Millennium Management
7:00pm | Event Concludes



OUT LEADERSHIP US SUMMIT May 2023



Out Leadership Member Council Meeting Tuesday, May 23rd, 5:30-8:00pm

Host: Visa
127 Ave. of the Americas
New York, NY 10013
5:30-6:45pm | Cocktails & Passed Appetizers
6:30-6:45pm | Out Leadership Presentation
Mia Allen, Managing Director & Senior Advisor for Trusts Initiatives, Out Leadership
Sach Cohen, Director of Development, The Bill & Melinda Gates Foundation
7:30-8:00pm | Drinks & Networking



Out Leadership Major Upcoming Events

US Summit | May 26th - 29th
State Climate Issue Launch | June 1st
Pride Reception | June 28th
Member Council Meeting | September 7th
Return on Equality™ Summit | September 11-12
OutNEXT Global Summit | September 26th - 28th
Australia Summit | October 24th - 26th
Asia Summit, Hong Kong & Tokyo | October 30th - November 6th

OUT LEADERSHIP US SUMMIT May 2023



“At Selendy Gay Eiberg, 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 jurors. We want to show clients that creative legal solutions come from hiring lawyers with diverse perspectives.”



Lauren Zimmerman
Partner, Selendy Gay Eiberg
Supporter
#OUTLEADERS

OUT LEADERSHIP US SUMMIT May 2023

Speaker Bios



Robert White-Boyle
Executive Director, Diversity, Equity & Inclusion
Selendy Gay Eiberg
Robert White-Boyle is a former corporate executive and a leading expert in diversity, equity and inclusion. He has worked for several major corporations, including IBM, where he served as the Executive Director of Diversity, Equity and Inclusion. He is currently the Executive Director of Diversity, Equity and Inclusion at Selendy Gay Eiberg. He has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. He is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



Melissa Williams
Director of Global Diversity, Equity and Inclusion
Selendy Gay Eiberg
Melissa Williams is the Director of Global Diversity, Equity and Inclusion at Selendy Gay Eiberg. She has over 15 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



Matt Melillo
Chief Diversity & Inclusion Officer, Out Leadership
Matt Melillo is the Chief Diversity & Inclusion Officer at Out Leadership. He has over 10 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where he served as the Director of Global Diversity, Equity and Inclusion. He has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. He is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



Robyn Lippman
CEO, Out Leadership
Robyn Lippman is the CEO of Out Leadership. She has over 20 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



Jane Brennan
Executive Director, Programs & Research, Out Leadership
Jane Brennan is the Executive Director of Programs & Research at Out Leadership. She has over 10 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.

OUT LEADERSHIP US SUMMIT May 2023



Rachel Greenberg
Senior Director, Safety & Equity, Out Leadership
Rachel Greenberg is the Senior Director of Safety & Equity at Out Leadership. She has over 10 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.

OUT LEADERSHIP US SUMMIT May 2023



Alan Aronson
Former Managing Director, J.P. Morgan
Alan Aronson is a former Managing Director at J.P. Morgan. He has over 20 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where he served as the Director of Global Diversity, Equity and Inclusion. He has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. He is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.

OUT LEADERSHIP US SUMMIT May 2023

Speaker Bios



Carrie Bloom
Wife, Mother, Transgender Artist
Supporter
#OUTLEADERS



Todd Sears
Founder & CEO, Out Leadership

Carrie Bloom is a mother, wife, and transgender artist. She is the author of the book "Horse Barbie" and has been featured in various media outlets. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



Anna Torres
Executive Director, Diversity, Equity & Inclusion
Selendy Gay Eiberg
Anna Torres is the Executive Director of Diversity, Equity & Inclusion at Selendy Gay Eiberg. She has over 10 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



John Neugebauer
Global Head, Capital Development & Investor Relations
Millennium Management
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OUT LEADERSHIP US SUMMIT May 2023



Speaker Bios



Kelli Gray
Executive Director, Safety & Equity, Out Leadership
Kelli Gray is the Executive Director of Safety & Equity at Out Leadership. She has over 10 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



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OUT LEADERSHIP US SUMMIT May 2023



Tereza Kuylenstierna
Hedge Fund Director, Aurora Capital
Tereza Kuylenstierna is the Hedge Fund Director at Aurora Capital. She has over 10 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.



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Tereza Kuylenstierna is the Hedge Fund Director at Aurora Capital. She has over 10 years of experience in the field of diversity and inclusion, having worked for several major corporations, including IBM, where she served as the Director of Global Diversity, Equity and Inclusion. She has a Master's degree in Business Administration from the University of Pennsylvania and a Ph.D. in Business Administration from the University of Virginia. She is a frequent speaker at industry conferences and has authored several books on diversity and inclusion.

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OUT LEADERSHIP US SUMMIT May 2023

About Out Leadership

Out Leadership is the world's premier global platform for business to drive LGBTQ+ equality. We work closely with the world's leading corporations to develop and implement targeted, cutting-edge research, advance policy advocacy, and improve business outcomes. [Cutting edge research, advance policy advocacy, and improve business outcomes. www.outleadership.com](http://www.outleadership.com)



Out Leadership Team at the Out Leadership US Summit in New York City

Out Leadership Member Investors



Out Leadership Member Companies



OUT LEADERSHIP US SUMMIT May 2023



Post Summit Report

Dear Leaders,

By the time you read this, Out Leadership will likely be saying goodbye to our week-long summit, **Out Leadership Summit**, in New York. As you know, this summit was one of the most groundbreaking and collaborative, where we brought together the brightest minds in global business and top-tier LGBTQ+ talent to explore, share best practices, and develop a plan to leverage the power of business to drive equality.

The US Summit was no exception. In fact, it was perhaps one of my favorite events, since it featured panels of historic LGBTQ+ and allied leaders changing a stage for the first time. For example, attendees heard **James Dale** and **Jim Obergefell**, Supreme Court plaintiffs in historic LGBTQ+ equality cases. Outside these speakers was **Amber Hiles**, current Lambda Legal lead in our case against Texas. These three brave people had never before taken a stage. Their courage was inspirational and practical as it modeled the successful strategies and tactics that Lambda has been using – with game-changing success – for half a century.

Speaking of Lambda, another highlight was the 50-year celebration of the organization's irreplaceable contribution to LGBTQ+ equality, brought to us by our partner of **Openberg**. **Every single major advancement for LGBTQ+ rights happened through the judiciary. We do not have the votes to win in states like Tennessee. Our last line of defense is the courts. Lambda Legal is the goalie stopping these bullies in the legislature from scoring.**

You'll find more top-line takeaways in the pages that follow from the **Leaders in Tech for Social Impact Roundtable**. We were so grateful to all of our partners who made the Summit happen for the participants who shared and learned, and to all of our member leaders who take the tools and put them into practice every day.



Out Leadership Summit Roundtable. From left to right: **VP Reception** (left), **VP Reception** (middle), **VP Reception** (right), **VP Reception** (far right).

To me, the prevailing theme of the Summit was making history by reflecting on history. It was the threat that connected most of the content, law when order, model, and action **Genes Rezano** and the Deputy Executive Director of Strategy & Culture at the ACLU, **Amber Hiles**, called on us to find strength in how far we've come while acknowledging the roadblocks for some of us in the battle for equality.

With leaders like these – those who have left the foundation for our work and those who are still fighting on the front lines – I have every confidence that in the months to come, and with your presence at the rights we've fought so hard for, but more the old, even closer towards equality.

Have a wonderful summer.
Todd O. Sears
Founder and CEO
Out Leadership



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

GreenbergTraurig **BlackRock** **AlbPartners** **VISA**

LinkedIn **millennium** **Verde Group** **HSBC** **ROPES & GRAY**

Non-profit partner:

LAMBDA LEGAL

OUT LEADERSHIP US SUMMIT May 2023

OUT LEADERSHIP

OUT LEADERSHIP 13th ANNUAL US SUMMIT 2023

POST-SUMMIT REPORT

Key Learnings

4. Play offense.

To quote **Amber Hiles** again: "We must not be so distracted by our opponent's vision for the future that we forget to build our own. That's part of their strategy." Organizations like the ACLU are developing a long-range vision to strategize an intersection of civil rights defense.

5. Support local organizations.

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



VP Reception (left), **VP Reception** (middle), **VP Reception** (right), **VP Reception** (far right).

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

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

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

These things are outpacing capacity at a force one, our economy is shaped by technology and innovations we never before had. That innovation has the potential to do incredible good and incredible harm, and there, it is our responsibility to shepherd in the good.

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

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



Leaders in Tech for Social Impact Roundtable.



Leaders in Tech for Social Impact Roundtable.



Leaders in Tech for Social Impact Roundtable.

OUT LEADERSHIP US SUMMIT May 2023

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WELCOME TO OUT LEADERSHIP US SUMMIT 2023 VIP RECEPTION

CELEBRATING 50 YEARS OF LAMBDA LEGAL

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

Kevin Jennings
CEO, Lambda Legal
VIP Reception Speaker

Kevin Jennings
CEO, Lambda Legal

OUT LEADERSHIP US SUMMIT May 2023

Key Learnings

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

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

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

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

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

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



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OUT LEADERSHIP

Key Learnings

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

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

1. Address misconceptions.

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

2. Promote data availability and reporting.

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

3. Be authentic.

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



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OUT LEADERSHIP

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

Genes Rezano
VP, Access Model
JWVH/CHS/MLP/MLP/MLP

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

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

- Humanize trans people.** Most people, especially politicians and pundits pushing anti-trans bills, have never met a trans person. We can reduce fear and stigmatizing by reducing the empathy gap. **Out Leadership and our partner organizations will continue to amplify trans voices for business and community leaders toward the aim.**
- Counter misinformation.** Hatred depends on ignorance. **We must debunk lies about gender-affirming care** just like we debunked claims that gay couples could not form lasting marriages or competitively raise children. Organizations like the **Williams Institute** are providing the research and data we need to stay informed and confident.
- Litigate.** Sadly, the reality in states like Tennessee is that we do not have the votes to defend our civil rights. Our last line of defense is the courts. **Lambda Legal is the goalie stopping the anti-equality team from scoring.**

OUT LEADERSHIP US SUMMIT May 2023

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

Genes Rezano
VP, Access Model
JWVH/CHS/MLP/MLP/MLP

2. Fierce (Official ML)

Genes Rezano
VP, Access Model
JWVH/CHS/MLP/MLP/MLP

OUT LEADERSHIP US SUMMIT May 2023

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

Edward Wilson-Smythe
Director, Digital Innovation, AlbPartners
Leaders in Tech Speaker

OUT LEADERSHIP US SUMMIT May 2023

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OUT LEADERSHIP US SUMMIT May 2023

Summit Overview & Speakers

LBGT+ Leaders in Tech For Social Impact Roundtable
16th May
Host: AlbPartners

AlbPartners

CDO Dinner
16th May
Host: BlackRock

BlackRock

VIP Reception
17th May
Host: Greenberg Traurig

GreenbergTraurig

Nonprofit Partner Meeting
23rd May
Host: VISA

LAMBDA LEGAL

OutWOMEN+ Reception
28th May
Host: Stefendy Gay & Estberg

Stefendy Gay & Estberg

Summit Overview & Speakers

CEO Dinner
28th April
Host: HSBC

LinkedIn

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

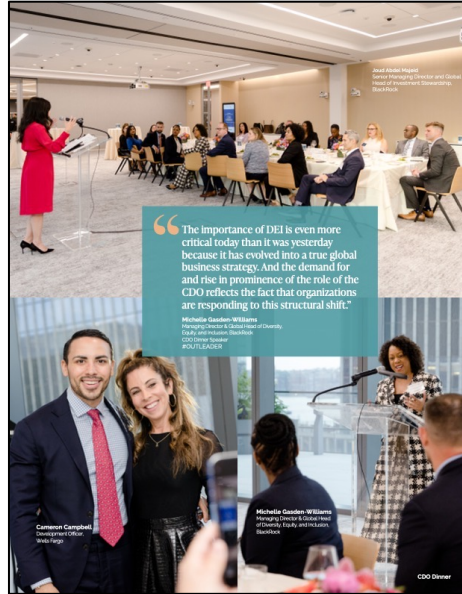
millennium

Out Leadership Member Council Meeting
23rd May
Host: VISA

VISA

Nonprofit Partner: The All Forney Center

REAL FORNEY CENTER



Out Leadership Major Upcoming Events

- Mastercard "Future of Work" Pride Event | June 22nd
- Bank of America Pride Reception | June 29th
- Out Leadership Member Council Meeting | September 7th
- Return on Equality™ Summit | September 14th
- Trans Leadership Summit | September 20th
- OutNEXt Global Summit | September 26th – 28th
- Australia Summit | October
- Asia Summit, Hong Kong & Tokyo | October 30th – November



Out Leadership Member Investors



Out Leadership Member Companies



Out Leadership Nonprofit Partners

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



About Out Leadership

Out Leadership is the world's premier global platform for businesses to drive LGBT+ equality. We work closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes.

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



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

Out Leadership Team

Out Leadership Global Advisory Board




Get involved. info@outleadership.com

Social Media

Regina Cho · 2nd
Investment Director | Investment Committee | Asset Allocation | Mission All...
1mo · 🌐

I had the privilege to join **Millennium** and **Out Leadership** for a discussion on ESG and inclusive diversity as a panelist alongside **Bhakti Mirchandani**, **Tetiana Kyslytsyna**, **CAIA**, and **Genevieve Piché** moderated by founder and CEO of **Out Leadership**, **Todd Sears**. It's great to have **Crewcal Partners LLC** recognized as a leader in demonstrating mission aligned investing and the chance to engage and influence greater change with an eye to LGBTQ+ inclusivity.

Out Leadership connects leaders around the world across industries to drive equality forward. There is an opportunity for the investment community to participate in these conversations by leveraging ESG principles to create more businesses and better companies for employees and clients. Highly encourage everyone to attend one of their many events.



👍 Kenya Simon and 55 others · 1 comment · 2 reposts

Organic impressions: 674 Impressions · Show stats




Ken Janssens (He/Him) · Following
Former data executive at JPMC + Board Chair at Out & Equal now dedicating myself helping organisations in...
2w · 🌐

Very excited to be on my way to New York to speak at **Out Leadership's** US Summit. The topic: can ESG include LGBTQ+?

Spoiler alert: it must.

Todd and team, see you very soon!



👍 with Jane Barry-Moran and 3 others

Katherine Keogh · 1st
Vice President at Goldman Sachs
2w · 🌐

I'm honored to have had the opportunity to attend **Out Leadership's** 13th-annual U.S. Summit OutWomen+ Reception.

The conversations were insightful, and it was a privilege to be surrounded by other professionals who are championing LGBTQ+ inclusion in the workplace.

Thank you for making this possible **Out Leadership**, **Goldman Sachs**, **Jane Barry-Moran**, **Stephanie Sandberg**, **Neela Pal**, **Christina Ottrando**, **Arielle Carter** #leadership #inclusion #opportunity



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Todd Sears (He/Him) · 1st
Founder & CEO, Out Leadership
5h · 🌐

The **Out Leadership** Chief Diversity Officer Dinner (kicking off the 13th annual US Summit series) was literally old home week! Being together with my friends who have been doing this important work for so many years was such a gift, and I'm grateful to my buddy, the legend **Michelle Gadsden-Williams** for making it happen at **BlackRock's** new gorgeous home in Hudson Yards (I'm moving in!!). **Theresa Torres**, who now leads DEI for the **Federal Reserve Bank of New York**, and I reminisced about our days 20 years ago at **Merrill Lynch** and the great progress we made with **Subha Barry's** leadership. **Michael Lopez**, who now leads DEI for **HSBC** US, and I looked back over the companies we've both worked for and with over the last decade, connecting the dots and learnings--and how we're using what we've learned in our current work. **Kenji Yoshino's** book "Say the Right Thing," was mentioned numerous times (I shared that I gave it to all 45 CEOs at my WorldPride CEO Dinner in Sydney)--it's definitely the book of the year!

Despite the challenges that those on the far right are tossing up ("DEI is DEAD", 510 anti-LGBTQ bills in 44 states, healthcare restrictions, the list goes on...), these CDOs, and the companies they represent are not backing down, and are pushing ahead every single day, making their employees feel safe, seen and valued--and by extension showing those who wish to erase progress that it just isn't possible. Thank you to each of you for the work you have done for so many years, and continue to do. It matters now, more than ever.

#returnequality #diversityequityinclusion #outleader

Apolo Global Management, Inc. BlackRock KKR Wells Fargo Barclays BBH Capital Partners HSBC Cushman & Wakefield TD Securities Cowen Inc. Federal Reserve Bank of New York Nomura KPMG



👍 136 · 8 comments · 5 reposts

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outleadership · 23h

And onto a panel moderated by **Brad Sears**, **Founding Executive Director of the Williams Institute**

WELCOME TO OUT LEADERSHIP US SUMMIT 2023 VIP RECEPTION

CELEBRATING 50 YEARS OF LAMBDA LEGAL

The @williamsinstitute generates the research, data, and knowledge on LGBTQ+ issues to make the case for equality, making them an essential partner to @lambdalgal



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Brian Sims (He/Him) · 1st
Managing Director, Government Affairs & Public Policy - Civil Rights & Equality - Advocate & Activist - Five...
1h · 🌐

OUTLEADERSHIP & LAMBDA LEGAL: So proud to spend the day at **Out Leadership's** 13th U.S. Summit celebrating **Lambda Legal** & their half century of advocacy for LGBTQ+ Americans.

Thank you to **Jim Obergefell**, **Kevin Jennings**, **Amber Briggie**, **Amber Hikes** & **Greenberg Traurig**, LLP for hosting us.



👍 with Mila Jam and 5 others

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Randall Lacayo · 2nd
Capital Markets, Head of Diverse Segments / CIB Head of Hispanic and...
4h · 🌐


Such an unbelievable evening at **Out Leadership's** U.S. Summit celebrating **Lambda Legal** & their 50th year of advocacy for LGBTQ+ Americans. It was truly inspiring to listen from champions of LGBTQ+ rights **Jim Obergefell**, **Amber Briggie**, **James Dale** and many others to commemorate the progress that has been made and the many challenges that are still ahead to ensure full equality for LGBTQ+ people.

The impact of **Jim Obergefell's** advocacy extends far beyond the landmark Supreme Court ruling. His efforts with the support of **Lambda Legal** and many others paved the way for further progress in LGBTQ+ rights globally. The recognition of same-sex marriage has become a catalyst for change in numerous countries, encouraging other jurisdictions to revisit and revise their own laws regarding marriage equality and LGBTQ+ rights. **Jim's** courage and determination have ignited a global movement, leading to increased #acceptance, #visibility, and #rights for LGBTQ+ individuals worldwide.

Many thanks to my friend **John R. Richards** and **Greenberg Traurig, LLP** for hosting and the entire **Out Leadership** team for a great evening.

Todd Sears **Jeff Englar** **Jane Barry-Moran** **Amber Hikes** **Sasha Buchert** **Kenya Simon** **Mila Jam** **Marco Martinot** **Kevin Jennings** **Peri Lund** **Megan Stretton** **Cameron Campbell** **Brian Sims**

#leadership #lgbtrights #equalityandinclusion



👍 36 · 2 comments · 2 reposts

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Zoe Touloupis · Following
ESG Client Coverage Associate @ MSCI Inc. | Artist | Yogi | & Transwoman
2w · 🌐

It was great representing MSCI at the 13th Annual **US Out Leadership!** I had the opportunity to attend a panel reception celebrating 50 Years of **Lambda Legal** – a team of lawyers representing LGBTQ+ people across the United States in the court of law.

It was inspiring to hear writer, model, & transgender activist **Geena Rocero** tell her story of growing up in the Philippines and moving to the United States. Her stories of navigating the early 21st century modeling scene in "stealth" mode before finally coming out in 2014 is really powerful.

The legal stories of **Jim Obergefell**, **James Dale** and **Amber Briggie** document the highs and lows of navigating the courts system to protect LGBTQ+ rights. The wins. The losses. The appeals. With the increasing anti-LGBTQ bills across the country, sometimes we forget the human to human element. I love this speech **Amber** shared with me after the panel: **Texas Mom Amber Briggie** calls on media to tell trans stories at the **GLAAD Media Awards** - YouTube

It was a solemn reminder that courts are where rights are won and lost – from gay marriage, access to healthcare, to reproductive rights & so much more, the list goes on. It was great to meet the people on the front lines doing the work, and thankful to hear these stories in person! #returnequality #diversityequityinclusion #outleader #lgbtqia



👍 38 · 2 comments · 1 repost

Social Media

Rebecca Dowsett · 2nd
Director, Strategic Merchant Services
3w · 🌐

Proud to have been involved and host the **Out Leadership 13th Annual US Summit** at the Visa New York office last night, along with respected leaders, **Darren Parslow, Greg Sottolano and Carlyn Zuckert (She/Her), Laura Ragone** who continue to drive diversity and equality within Visa.

Todd Sears and team, **Mila Jam, Zachary Cohen** at **The Ali Forney Center**, thank you for your incredible work creating a better world and impacting lives, truly inspiring! And it was a pleasure to meet all the members who support and attended such an important event! **#diversity #leadershipmatters #team #equalityforall #love**

THE 13TH ANNUAL US SUMMIT
MAY 16-23, 2023

👍 You and 58 others
1 comment · 4 reposts

👍 Like 💬 Comment 🔄 Repost

Organic impressions: 683 Impressions Show stats

Out Leadership
17,638 followers
1mo · 🌐

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

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

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

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

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

We are so thankful to **AlxPartners** for hosting this roundtable and look forward to future events like this one!

#ai #innovation #digital #future #lgbt #lgbtq #returntoequality #outleadership #outleadershipsummit

👍 Camille Witt and 52 others
1 comment · 1 repost

👍 Like 💬 Comment 🔄 Repost

Organic impressions: 2,760 Impressions Show stats

Timothy Shepard (He/Him) · 2nd
I help my clients protect their two greatest assets – their life and future inc...
10m · 🌐

As an esteemed **#OutNext** alum, I can't help but shout from the rooftops about the transformative experience that awaits all ambitious LGBTQ+ individuals and allies striving to foster equality by channeling corporate power for good. Brace yourself for an enriching journey that doesn't merely equip you with the most exceptional skills but stirs a powerful fire within you to effect real change.

Feel the camaraderie permeating every interaction, providing a safe space to learn, grow, and inspire each other. Experience the surge of inspiration that will keep you motivated long after the program ends. Our world needs more brave voices standing up to champion genuine equality, **Out Leadership** is an amazing platform to elevate yours.

It isn't just an opportunity - it's a catalyst for personal and professional transformation. So, are you ready for the **Out Leadership U.S. Summit**?

#leadership #opportunity #inspiration

Out Leadership
16,958 followers
2h · 🌐

Our US Summit begins next week in New York!

Out Leadership's US Summit is always ambitious, striving for - and achieving - the most relevant, engaging, and thought-provoking programming we can provide. Our summit 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.

This year we're taking it to the next level with a full week of extraordinary content, including a VIP Reception to celebrate 50 years of **Lambda Legal** (a longtime Out Leadership nonprofit partner), our legendary CEO dinner, a **Leaders in Tech** event, our **OutWOMEN+** reception, a CDD dinner, an **ESG & LGBTQ+ Hedge Fund Salon** and concluding with our **Member Council Meeting** where we'll reveal all the amazing work we're doing and have planned for the rest of the year!

We're so excited for our hosts and sponsors: **Greenberg Traurig, LinkedIn, Selendy Gay Eisberg, AlxPartners, Millennium Management, BlackRock and Visa**, along with **Global Sponsors HSBC and Ropes & Gray**.

We have an amazing line-up of speakers including:

Jim Obergefell, landmark Supreme Court case plaintiff
Geena Rocero, writer, and transgender Activist
Amber Briggie, trans rights activist in Texas and plaintiff in PFLAG v. Abbott
Sasha Buchert, Director, Non-Binary and Transgender Rights Project, **Lambda Legal**
Zach Cohen, Director Of Development, **The Ali Forney Center**
Amber Hikes, Deputy Executive Director, Strategy and Culture, **ACLU**
Brad Sears, Founding Director, **Williams Institute**
James Dale, plaintiff in the United States Supreme Court Case **Boy Scouts of America v. Dale**

Along with many more incredible business leaders, activists, community organizers, and trailblazing changemakers.

Don't miss any of these iconic leaders and register:
<https://lnkd.in/e9rumrj>

#OutLeadership #ReturnOnEquality #OutLeadershipUSSummit #OLUSummit #OutLEADER #Obergefell #ObergefellvHodges #JamesDale #ACLU #ACLUdragDefense

OUTLEADERSHIP

13th ANNUAL US SUMMIT 2023

HOSTED BY: **GreenbergTraurig, Selendy Eisberg, AlxPartners, millennium, VISA, LinkedIn, ROPES & GRAY**

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👍 Todd Sears and 72 others
3 reposts

Out Leadership
17,638 followers
3w · 🌐

How can ESG promote LGBTQ+ equality? Here's what we learned from our panelists at the **ESG Hedge Fund Salon** hosted by **Millennium**, as part of our **13th Annual US Summit**:

- 1 - Address misconceptions
- 2 - Promote data availability and reporting.
- 3- Be authentic.

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

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

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

We'd like to extend our utmost gratitude to our speakers:

John Novogratz, Global Head of Capital Development & Investor Relations, **Millennium**
Ken Janssens, Former Chief Data Officer Enterprise Technology, **J.P. Morgan**
Bhakti Mirchandani, Managing Director, Responsible Investing, **Trinity Church Wall Street**
Geneviève Piché, Head of Sustainable Finance and Advisory, **Wells Fargo**
Regina Cho, Investment Director, **Crewcial Partners LLC** @
Tetiana Kyslytsyna, CAIA, Director, Hedge Fund & Sustainable Investment Officer, **UBS**

And once again, thank you to the entire team at **Millennium** for hosting us!

👍 Todd Sears and 72 others
3 reposts

outleadership
Original audio
3w · 🌐

outleadership "America sold me the promise of freedom. I was out and proud in Asia but had to go back into the closet in America."

In the Philippines, trans people were revered as pageant queens but had little protection under the law. In the United States, you could access gender-affirming care and change your gender on your ID – but being openly trans could spell the end of your career.

"In 2005, I moved to New York and I made the strategic decision to go stealth. It was a different time. No one knew I was trans. I was always worried my agent would call and say, "Page Six saying that you're a man – is it true?" They were outed by a whisper and the moment they were outed they were done. Careers in the trash. I was in an industry that was all about being an image but I wasn't being seen."

Out Leadership caught up with **@geenarocero** at our **13th Annual US Summit**, where she spoke at our **VIP reception** honoring 50 years of **@lambdalegal's** fight for **LGBTQ+ equality**, to discuss her new memoir, **Horse Barbie – a dazzling**

View insights Boost post

👍 Liked by **toddsears** and others
MAY 18

Add a comment... Post

Mila Jam (She/Her) · 1st
Recording Artist/Senior Advisor
3w · Edited · 🌐

What a week! Had a blast building connections during our **13th annual Out Leadership US Summit**. From our **OutWOMEN+ Reception** to our **Celebration of 50 Years of Lambda Legal**.

Speaking with **Zachary Cohen**, Director of **The Ali Forney Center** on the climate of **Trans & Queer Youth Homelessness** at our **Q2 Member Council Meeting** was the highlight of my week. We **NEED** active allyship and consistent advocacy for our diverse community. Staunch support against **Trans erasure** and anti-lgbtq+ legislation!!!! **SPEAK UP & SPEAK OUT!!!** Pride is not the only season! 🌈🏳️‍🌈

Thank you to our hosts—**AlxPartners, Blar** ...see more
👍 Todd Sears and 20 others 1 repost

👍 Like 💬 Comment 🔄 Repost

Comment as **Out Leadership...**

Out Leadership Retweeted
Brian Sims @BrianSims-PA · May 17

OUTLEADERSHIP & LAMBDA LEGAL: So proud to spend the day at **@OutLeadership's** 13th U.S. Summit celebrating **@LambdaLegal** & their half century of advocacy for **LGBTQ+ Americans**. Thank you to **Jim Obergefell, Kevin Jennings, Amber Briggie, Amber Hikes & Greenberg Traurig** for hosting us.

👍 1 🔄 6 ❤️ 93 📊 5,671


LEADERS IN TECH FOR SOCIAL IMPACT

HOSTED BY ALIXPARTNERS

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THE 13TH ANNUAL
OUT LEADERSHIP


US
SUMMIT


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New York | May 16-23, 2023

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TODAY'S EVENT:
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FOR POSITIVE SOCIAL IMPACT

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13TH ANNUAL
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LAMBDA LEGAL
A CELEBRATION OF 50 YEARS OF HISTORY

HOSTED BY GREENBERG TRAURIG

OUT LEADERSHIP 13th ANNUAL US SUMMIT 2023



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VIP RECEPTION

CELEBRATING 50 YEARS OF LAMBDA LEGAL

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US SUMMIT 2023 VIP RECEPTION

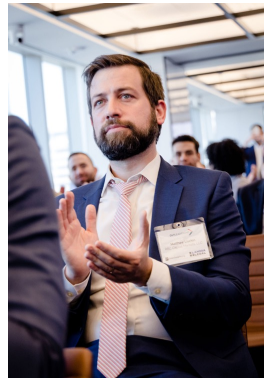
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OutWOMEN+

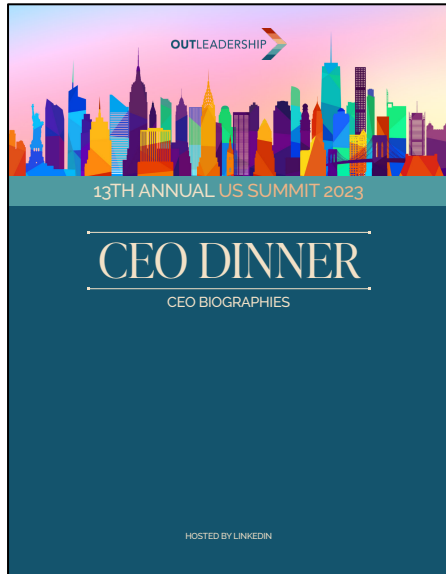
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CEO DINNER

HOSTED BY LINKEDIN



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Vice President, Marketing Solutions, LinkedIn
- 9. **Todd Sears**
Founder & CEO, Out Leadership




Ken Ohashi
CEO, Brooks Brothers

Ken Ohashi is a highly-regarded industry executive with more than 25 years of experience in fashion, consumer products, retail and business development. Ohashi is Chief Executive Officer of Brooks Brothers, the iconic 200-year-old brand with \$100M in global sales across 600-plus retail store workweeks. Ohashi has led Brooks Brothers' highly publicized acquisition, and transformed and repositioned the company to profitability in less than two years.

Ohashi's work has been recognized by some of the nation's most prestigious institutions. In 2020, Ohashi was named first in traditional Investor's Business magazine's annual Wall Street survey in the Best Investor Relations Officer category, and was named to the publication's 2020, 2021 and 2022 All-American Executive lists. In 2021, Ohashi was named Best CEO in the Mid-Size 400 by Bloomberg and Investor Relations Magazine. In 2023, Ohashi was included in one of 20 Outstanding Senior Executives (ranked) by the Asian American Business Development Center. In 2022, Ohashi was listed No. 1 in the LGBTQ+ Executive 100 list presented by Outstanding and supported by Varco Finance UK.

An advocate for equity and the right to education, Ohashi formed a partnership between Brooks Brothers and Strive, an organization that helps first-generation and underrepresented students gain college readiness skills, and a solid and job. Brooks Brothers participates in study grants, mentoring, and funding new clothing for students. Brooks Brothers also supports GLSEN, an organization that ensures that LGBTQ+ students can learn and grow in a school environment free from bullying and harassment.

Ohashi serves on the board of Delivering Good, a non-profit that connects fashion and consumer product companies with victims of poverty and natural disasters. Ohashi is a member of YPO, the worldwide organization for CEOs, under 40, and an active member of the group's LGBTQ+ CEO network. He lives in Brooklyn with his husband, Adam Finkel, and their two children.



James Burnette
Head of Global Accounts, LinkedIn Sales Solutions

James Burnette has built teams and customer relationships at some of the most successful technology companies in the world. He joined LinkedIn in 2009, and has held various leadership roles over 15 years, helping the company scale from gold members to over 800M+ today.

Currently, Burnette leads LinkedIn Sales Solutions Global Accounts Business. He also is the founder of LinkedIn's LEAD program focused on the advancement of Black & Latino talent in the technology sector and a member of U.S. Black Leadership Council.

Originally from Massachusetts he lives in New Jersey and earned a degree in Political Science & Black Studies from Providence College. Burnette serves on the board of O'Connell High School, an innovative college persistence program working to make college graduation possible for all students.

He is married and has two children.




Katya Justin
Co-Managing Partner, Jenner & Block LLP

As Jenner & Block's Co-Managing Partner, Katya Justin provides clear leadership and direction for the firm, with an unwavering commitment to its core values, including its commitment to diversity, equity and inclusion. Katya's experience and strategic guidance fosters a sense of calm and order for articles or individuals facing a major crisis. A former Assistant United States Attorney, she serves as co-chair of the firm's Investigations, Compliance and Defense Practice where she represents clients in high-stakes criminal, regulatory, and congressional investigations.

In addition, Katya helps companies, executives and boards conduct sensitive internal investigations on matters ranging from global compliance to culture risk. Katya represents clients before the U.S. Department of Justice, the Securities and Exchange Commission, the New York State Attorney General's Office, and the Senate Permanent Subcommittee on Investigations. Known as a diligent and honest fact-finder, she brings credibility to her clients' dealings with government investigators and prosecutors.

Outside the investigative context, clients rely on her insight when building efficient and sustainable compliance programs. As an Assistant U.S. Attorney and supervisor in the Criminal Division of the Eastern District of New York, Katya investigated and prosecuted fraud, money laundering, and other white-collar offenses. She presided over three of the five Mafia organized crime families and served as co-counsel in the DOJ prosecution of Gambino boss Peter Gotti and six co-defendants.



Jason Henderson
Head of Markets and Securities Services, Americas, HSBC Securities


Jason Henderson is Head of Markets and Securities Services for the Americas. He is Chair and Chief Executive for HSBC Securities USA, as well as the Executive Sponsor of HSBC USA Trade ESG.

With over 25 years in Capital Markets and Banking, he brings a broad range of skills and experience in both international and domestic markets.

Previously, Jason was responsible for the management of the Global Banking and Markets business in Canada. He also oversaw operations for Global Liquidity and Cash Management. He was an Executive Director for HSBC Bank Canada from Feb. 2019 until his current appointment in New York in Jan. 2020.

Jason joined HSBC in 2008 in New York, where he was Head of Currency and Commodity Derivatives for the Americas. Before joining HSBC, he spent 13 years at BGC Capital Markets and held jobs in Canada and the UK.

He holds a Bachelor of Commerce with honors from Queen's University and is a Chartered Financial Analyst.



Denar Islam
Interim CEO, Genesis Global Trading

Denar Islam, PhD brings a wealth of experience in his role as Interim Chief Executive Officer of Genesis. He leads Genesis with a people-first approach in its core mission to build the world's premier digital assets financial services firm.

Denar formerly held the role of CEO at Genesis and prior to that the position of Head of Risk at large firm and has an established track record of leading at the forefront of modern financial markets.

Early in his career, he served as Vice President at Bank of America Merrill Lynch, where he co-managed the Funding Valuation Adjustment (FVA) trading desk.

Denar holds a Ph.D. in Financial Mathematics from Florida State University with a focus on financial derivatives.




Penry Price
Vice President, Marketing Solutions, LinkedIn

Penry Price is the vice president for LinkedIn Marketing Solutions business. In this role he oversees the entire global team responsible for building the partnerships necessary to raise awareness of and drive revenue for the business. He uses his deep knowledge and passion for the marketing, advertising, and media ecosystems, have played a significant role in the transformation of LinkedIn's advertising business as it becomes the leading B2B marketing platform for companies around the world.

Penry joined LinkedIn from Ogilvy, where as President, he provided direction for the ad tech firm's partnerships and managed day-to-day revenue and marketing operations. Prior to his time at Ogilvy, he held many top-level and sales management positions at Google. There, he led the North American Sales and Account Management teams before leading business strategy and global partnerships with advertising agencies - a part of Google's business that represented 25% of its global revenue. He ended his career over tenure at Google as Vice President of Global Agency Sales and Partnerships.

Penry holds a Bachelor of Arts from Hobart College in 2008. He was named to the AAF Advertising Hall of Achievement, which includes people who have demonstrated great leadership in the industry in conjunction with this achievement, he received the Jack Award Volunteer Spirit Award which recognizes an industry who has demonstrated an exceptional high commitment to public service and the betterment of both the advertising industry and the larger community.

He is currently a member of the Board of Directors of Church & Dwight (NYSE:CHD), chairing the Compensation and Human Capital Committee, as well as the Audit Committee. He recently stepped down from the Board of Directors of the Internet Advertising Bureau, Inc. and the Board of Advisors of Oakland Board USA. He is a past member of the Global Advisory Board for the Wharton School's Future of Advertising Program, the Board of Directors of OutLoud, and the Board of Governors of dmjMedia.



Todd Sears
Founder & CEO, Out Leadership

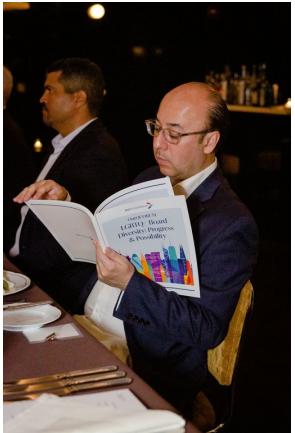
Todd Sears is the Founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts 60 of the world's most powerful companies as its members.

To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes three tailoring accelerators: OUTCEO, the first global leadership development program for the next generation of LGBTQ+ leaders; OUTLUM, which seeks to advance the conversation around LGBTQ+ equality in corporate governance and Board/D&O, 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 earned the first term of Brook's list in the Wall Street Journal as the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ leaders 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 at UVA, the Pacific Fund, the Global Equity 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 Padden Clinic, which raised over \$8 million for LGBTQ+ HIV causes over the decade he led it.

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

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ESG & LGBTQ+
HEDGE FUND SALON

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JOHN NOVOGRATZ

GLOBAL HEAD, CAPITAL DEVELOPMENT & INVESTOR RELATIONS, MILLENNIUM MANAGEMENT

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KEN JANSSENS

FORMER MANAGING DIRECTOR, J.P. MORGAN

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Q2 MEMBER COUNCIL MEETING

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MEMBER COUNCIL MEETING

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FOUNDER & CEO, OUT LEADERSHIP

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Today's Agenda

A LOOK BACK: Q1 achievements

- WorldPride
- OutQUORUM board diversity progress
- Europe and US Summit highlights

A LOOK FORWARD: Fall Preview

- LGBTQ+ Climate Index Launch, June 1st
- Pride
- ESG Summit
- OutNEXT
- Trans Leadership Summit
- Australia & Asia Summits

OUTLEADER DUET:

- Zach Cohen, Director of Development, The Ali Forney Center
- Mila Jam, recording Artist, Out Leadership Senior Adviser for Trans Initiatives

RECEPTION & MUSIC



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MILA JAM

RECORDING ARTIST, SENIOR ADVISER FOR TRANSGENDER INITIATIVES, OUT LEADERSHIP

ZACH COHEN

DIRECTOR OF DEVELOPMENT, THE ALI FORNEY CENTER.

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Fortune 500: Findings

112 Fortune 500 companies have LGBTQ+ inclusive board diversity policies (**22.4%**). That's over **4x** the number from last year.

And **56x** the number since Out Leadership started OutQUORUM.

LGBTQ+ inclusive board diversity policies have skyrocketed in the last three years.



FORTUNE 500 2022

OUTLEADERSHIP

Board Diversity Guidelines

Q1 2023
Out Leadership published the first-ever, LGBTQ+ inclusive board diversity guidelines for UK & Australia

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OutQUORUM
LGBTQ+ Board Diversity Guidelines: Australia



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LGBTQ+ Board Diversity Guidelines: UK



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