



OUT LEADERSHIP

# OutNEXT

10TH ANNUAL GLOBAL SUMMIT

DEVELOPING THE NEXT GENERATION OF OUTLEADERS



PROUD SPONSOR



OutNEXT GLOBAL SPONSOR



Capital Markets



# TODD SEARS, Founder & CEO, Out Leadership

**Greetings and welcome to Out Leadership's OutNEXT 2023 Summit, the first and only global talent accelerator program for LGBTQ+ emerging leaders.**

This is our **10th annual OutNEXT Summit**, our 49th Global Summit, and — though I'm proud of all of our Summits — my favorite global Out Leadership gathering. And that's entirely because of the hundreds of young LGBTQ+ professionals — like you — that travel from around the world to learn from each other, challenge each other, and grow.

First, I want to thank our longtime OutNEXT proud sponsor **Citi**, without whom none of what we're about to share together here in New York City would be possible. I also want to thank **City National Bank** and **RBC** for their sponsorship of our first-ever Los Angeles OutNEXT Salon. Their investments have helped us build the entirety of the OutNEXT talent accelerator portfolio, which includes proprietary curriculum, networking, social impact challenges, world-class speakers, and peer mentoring opportunities.

Our collective commitment to nurturing young LGBTQ+ professionals is motivated by two things. First, the undeniable value-add that LGBTQ+ talent brings to business outcomes. This is born out of real data: anecdotal (just stop by the Out Leadership offices any day of the week and you'll see LGBTQ+ talent in action), qualitative (the resilience of young LGBTQ+ people leads to extraordinary innovation), and quantitative (output and consumer satisfaction increases when LGBTQ+ employees are recruited, retained, and supported).

Second, the undeniable value-add that it brings to the personal and professional lives of young LGBTQ+ people. For example,

my personal and professional success is directly related to the challenges and opportunities that I encountered as a young, newly out gay professional — and to the mentors who helped me meet each moment with guidance, experience, and compassion. My mentors — and those I've come to mentor — are foundational to who I am, where I am, and what I do. As a result, there's never been a question that part of my mission in life - one I share with Out Leadership — is to pay those experiences forward.

Which is why I'm proud to say that since OutNEXT launched, **we've convened 6,000+ leaders, 400+ speakers, and 200+ businesses from 30+ countries and 5 continents.** And this OutNEXT Summit, on both coasts, is our most ambitious yet. Over two days in NYC and one day in LA, we'll be hosting a series of panels on topics that include the impact of mentorship, the power (and challenges) of telling your story, and using activism to find your personal and professional voice.

To the emerging LGBTQ+ professionals joining us at the Summit and/or the Salon, you represent the future of business-driven equality. To the business leaders eager to share their experience and expertise from the stage and one-on-one, we need you to activate the talent we're about to accelerate.

**I welcome all of you and I look forward to what lies ahead!**

**Todd G. Sears**  
Founder & CEO  
Out Leadership



The OutNEXT Summit 2023  
is proudly sponsored by:

OutNEXT Global Sponsor:

Global Sponsors:



Capital  
Markets



ROPES & GRAY

OUTLEADERSHIP





“ Having out and visible LGBTQ+ role models is essential to not only ensuring that we have a robust potential pipeline of diverse talent, but also an inclusive culture where all feel empowered to take ownership of their careers.”

**Erika Irish Brown**

Chief Diversity, Equity, and Inclusion  
Officer and Global Head of Talent, Citi  
OutNEXT Speaker  
**#OUTLEADER**





# Erika Irish Brown

## Chief Diversity, Equity, and Inclusion Officer and Global Head of Talent, Citi

**Hello everyone,**

This year marks the second year in a row that Citi has the privilege of hosting the **OutNext Summit**, and I cannot be more ecstatic to welcome you all to Citi and the Summit! The OutNext Summit is the premier global LGBTQ+ talent accelerator focused on elevating and shaping the next generation of LGBTQ+ talent into out and visible leaders. And as many of our communities continue to face geopolitical, social, and environmental challenges, now more than ever, it's important we continue our commitment to fostering a more equitable and inclusive workplace where people of all backgrounds can thrive.

As Chief Diversity, Equity, and Inclusion Officer and Global Head of Talent at Citi, my team and I are focused on investing in the development of all our future talent and ensuring that the diversity of our talent reflects the clients and communities we serve. Therefore, when we were approached to host this year's OutNext summit again, we did not hesitate to accept. Citi was one of the six founding sponsors of OutLeadership back in 2011 and we continue to stand strong in our commitment to partnership with organizations dedicated to advancing Diversity, Equity, and Inclusion in the workplace.

At Citi, we also recognize the importance of learning the unique needs of our people and ensuring their development. We also recognize the important role out executives play at our firm – not only for our business but also for current and future LGBTQ+ talent. This year, we co-sponsored the **Seeing is Believing Report**, which provided research-based insights on the impact of visible role models for LGBTQ+ talent.

**Of the LGBTQ+ talent we surveyed globally:**

- **53% said that they would actively not apply for a role if they could not see LGBTQ+ role models at an organization**
- **70% said having visible LGBTQ+ role models at work helps improve their confidence in the workplace**

Having out and visible LGBTQ+ role models is essential to not only ensuring that we have a robust potential pipeline of diverse talent, but also an inclusive culture where all feel empowered to take ownership of their careers and can see themselves reflected in the diversity of their leadership. For many organizations, including Citi, the OutNext summit provides a forum for the next generation of LGBTQ+ talent to connect with current role models, and be developed into future leaders for the next generation of talent.

This curriculum was made with you and your development in mind! So, ask questions, stay engaged, and take advantage of this opportunity to meet and network with young OutLEADERS from all over the world. Be sure to use the connections and lessons that you leave this summit with to propel your career to the next level, because that's what this summit has been designed to do!

I'd like to extend a huge thanks to my friend Todd and the entire Out Leadership team for their continued partnership and guidance. We cannot do this work alone. Progress takes cross-collaboration between subject matter experts like our partners at Out Leadership who help lead the way towards a more diverse, equitable and inclusive workplace for all.

**Best,**

**Erika Irish Brown**



“ You get to learn from a group of people that you don't get to see every day. That has really skyrocketed my progression as a leader.”

**Megan Schippman,**  
MBA Candidate, Harvard Business School  
Former VP, Global Commodity Strategy &  
MENA Research, RBC  
OutNEXT Alum  
**#OUTLEADER**



“ I led my first protest in high school... Very quickly I learned not just what it meant to try to drive change but to invite people into seeing themselves as powerful and being part of something.”

**Rashad Robinson,**  
President, Color of Change  
OutNEXT 2022 Speaker  
**#OUTLEADER**



# OutNEXT Global Summit...

## Day 1: Wednesday, September 27th

Host: Citi, 45 Hubert St, New York, NY 10013

### Breakfast

8:30 – 10:00 am ET | Riverview

#### Unpacking Identity

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

### Opening & Panel Discussion

10:00 am – 11:40 pm ET | Auditorium: In-Person & Recording

#### Welcome

Todd Sears, Founder & CEO, Out Leadership

Mila Jam, Recording "Artist" and Sr. Advisor, Global Transgender Initiatives, Out Leadership

Erika Irish Brown, Chief Diversity, Equity, and Inclusion Officer and Global Head of Talent, Citi

Howard Sacarob, Head of U.S. Tax, VP and Managing Director, RBC Capital Markets

#### OutVANTAGE™

Todd Sears, Founder & CEO, Out Leadership

#### Using Your Identity to Build a Meaningful Career

Eugene Smith II, Diversity Project Manager & Chief of Staff to The Global Head of Diversity and Talent, Citi, **Moderator**

Victor Jeffreys II, Artist & Activist

Nina Kennedy, Concert Pianist, Conductor, and Award-Winning Filmmaker

Anna Parisi, Artist, Writer, and Educator

Griff Lipson, Photographer

### Keynote Speaker

11:40 – 12:00 pm ET | Auditorium: In-Person & Recording

#### The Power of Telling Your Story

Dr. Cindi Love, Executive Director, Out For Undergrad

### Mentor Lunch & Panel Discussion

12:00 – 1:30 pm ET | Riverview

#### Mentorship and Sponsorship

Erika Irish Brown, Chief Diversity, Equity, and Inclusion Officer and Global Head of Talent, Citi

Karen Carter, Mexico Transformation Head TTS Technology – LATAM, Citi

John Heppollette, Managing Director, Head of NAM Markets, Citi

Alyssa Nitchun, Executive Director, Leslie-Lohman Museum of Art

Edward "Ted" Ackerman, Partner, Paul Weiss

### Panel Discussions & Activity

1:45 – 3:45 pm ET | Auditorium: In-Person & Recording

#### Advocacy and Impact

Brian Sims, Managing Director, Government Affairs & Public Policy, Out Leadership, **Moderator**

Jeffrey Trachtman, Partner, Kramer Levin Naftalis & Frankel LLP

Sarah McBride, Delaware State Senator, Chair of the Senate Health & Social Services Committee

“ It’s so important that we have people who are in this world who are individuals who really live their authentic life and inspire other people to want to do the same.”

**Ali Krieger**  
Women’s World Cup Soccer Star  
LGBTQ+ Icon  
OutNEXT 2023 Speaker  
**#OUTLEADER**





# OutNEXT Global Summit

## Building a Personal Leadership Brand

**Todd Sears**, Founder & CEO, Out Leadership

**Nikki Darden**, Managing Director of Brand Engagement and Integration, Citi

**Joseph Taiano**, Managing Director & Global Head of Marketing for Assets & Solutions, Accenture

**Lou Aversano**, Chief Brand and Marketing Officer, Cigna group

## Fireside Chat & Closing

4:00 – 5:00 pm ET | Auditorium: In-Person & Recording

**Ali Krieger**, 2016 Olympic Gold Medalist, 2 time World Cup Champion,

Captain of the NY/NJ Women's Soccer Team, Mom, Activist

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

## Closing & Reflection

**Todd Sears**, Founder & CEO, Out Leadership

## Networking Reception

5:00 – 7:00 pm ET | Hudson Lounge

## Day 2: Thursday, September 28th

Host: Citi, 45 Hubert St, New York, NY 10013

## Breakfast & Opening Session

8:30 – 10:00 am ET | Riverview

### Activity: Communicating with Purpose

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

### Keynote: A Vision for the Future of LGBTQ+ Equality

**Stacey Stevenson**, CEO, Family Equality

## Social Impact Challenge & Lunch

10:00 – 1:15 pm ET | Riverview

## Awards & Panel Discussion

1:15 – 2:45 pm ET | Auditorium: In-Person & Recording

### How Driven Leaders Can Find Balance

**Rev. Mark Fowler**, CEO, Tanenbaum Center for Interreligious Understanding, **Moderator**

**Dallas Ducar**, CEO, Transhealth

**Julian Cyr**, Senator, Cape & Islands District

**Raffi Freedman-Gurspan**, Deputy Director of Public Engagement at the Department of Transportation

## Fireside Chat

2:45 – 3:30 pm ET | Auditorium: In-Person & Recording

**Todd Sears**, CEO & Founder, Out Leadership, **Moderator**

**Hannah & Jake Graf**, Trans activists, mentors and parents

## Closing & Reflection

3:30 – 4:00 pm ET | Auditorium

“Diversity is a superpower for everyone so when we feel we can tap into our queerness and use that as something to advance our careers, that’s something so impactful for the firm.”

**Eugene Smith II**

Diversity Project Manager & Chief of Staff to  
The Global Head of Diversity and Talent, Citi  
OutNEXT Alum  
OutNEXT 2023 Speaker  
**#OUTLEADER**



“Being in a room full of people where they really empathize with your experience, it’s incredibly validating to find out exactly how much your experiences resonate.”

**Devin Ibañez**

The First Ever Openly Gay Major  
League Rugby Player  
OutNEXT Europe 2023 Speaker  
**#OUTLEADER**



# Out To Succeed 2.0

## Key Takeaways

**Out to Succeed 2.0: Realizing the Full Potential of LGBTQ+ Talent** is the largest-ever global survey conducted of the LGBTQ+ workforce and was conducted by Out Leadership in partnership with Out for Undergrad.

The research is being launched today in conjunction with Out Leadership's OutNEXT Summit, the first and only global talent program for emerging LGBTQ+ leaders, proudly sponsored by **RBC Capital Markets** and **Citi**. Since its inception, OutNEXT has connected over 9,000 young leaders at events across the globe.

**Out to Succeed 2.0 builds upon 15 years of research on the LGBTQ+ workforce**, including the three versions of **The Power of Out** (pioneered by **Sylvia Ann Hewlett** and featuring contributions from Out Leadership Founder & CEO **Todd Sears**) and **Out To Succeed**, released in 2018 by **Out Leadership** and **PwC**. Here are the top-line findings:

### 80%

80% of LGBTQ+ employees are comfortable being out at work, a stunning improvement on the 36% reported in 2016.

### 70%

70% of 'out' LGBTQ+ talent believe that being out in the workplace has had a positive impact on their career opportunities and advancement.

### 66%

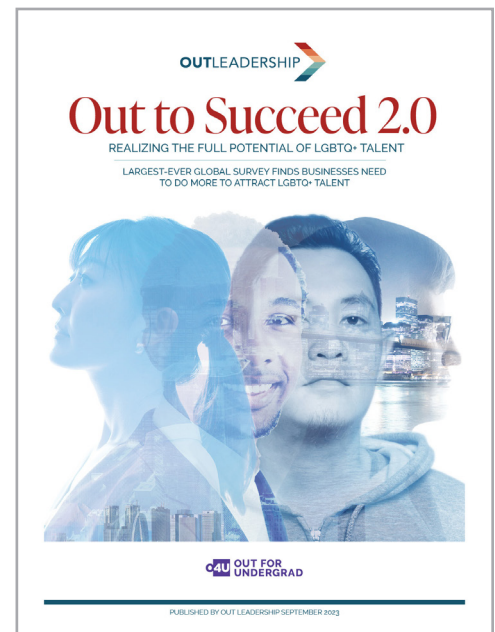
66% say being out has had a positive effect on their ability to do business or engage with clients.

### 78%

78% say that being LGBTQ+ has helped them build their personal and professional networks.

### 57%

57% are deemed high-potential or key talent by their employers and score high on two traits that research shows to be highly correlated with performance and leadership potential: resilience and empathy.





“ Time and time again, we have seen a growing alliance of allies who are willing to stand with trans people, who are educating themselves on trans identity and trans equality, and who understand that our lives are worth celebrating and that our cause matters.”

**Sarah McBride**  
Delaware State Senator  
LGBTQ+ Icon  
OutNEXT 2023 Speaker  
**#OUTLEADER**



# About OutNEXT

**OutNEXT is the first and only global talent program for emerging LGBTQ+ leaders, proudly sponsored by RBC Capital Markets and Citi.** The OutNEXT curriculum has been honed over 10 years to help LGBTQ+ leaders understand their OutVANTAGE™, leadership skills that are unique to the LGBTQ+ experience.

The OutNEXT curriculum was developed in partnership with **McKinsey** and **PwC**, and in the past 10 years has become a world-class global leadership development program, which includes outstanding speakers, a social impact challenge, interactive sessions, and networking opportunities.

It's a unique forum to meet like-minded LGBTQ+ leaders from a range of different companies from all over the world, as well as learn from more seasoned players.

And, every year, we invite our member companies to nominate the best and brightest LGBTQ+ and ally emerging leaders to attend the event.

**Since 2014, the program has hosted:**  
**9,000+ Leaders**  
**400+ Speakers**  
**200+ Businesses**

**In:**  
**30+ Countries**  
**5 Continents**

OutNEXT'ers have gone on to tremendous success, whether becoming CEOs themselves (we have several so far!) or leading their own businesses, to promotion and success in their own companies – or even running for public office!

But a common thread that connects them all is that they all use their platforms to advocate for and to advance LGBTQ equality.

OutNEXT is a signature Out Leadership event and a must-attend for any emerging OUTLEADER.

Learn more at [outleadership.com/outnext](https://outleadership.com/outnext).



“ Every wall is a door. Do not believe there is anything you’re going through prevents you from being exactly who you want to be. Show up, vote, and help us change the world back to places we want it to be and forward to places we need it to be.”

**Dr. Cindi Love**  
Executive Director, Out For Undergrad  
OutNEXT 2022 Speaker  
**#OUTLEADER**



“ When you’re able to be honest with yourself about who you are and finally can present your authentic true self to the world, you feel so much better about yourself, and it makes it easier for everyone else to feel better about you.”

**Gus Kenworthy**  
Olympic Freestyle Skier, Actor, Activist  
OutNEXT 2022 Speaker  
**#OUTLEADER**





# Speaker Bios



**Edward Ackerman**  
Partner, Paul, Weiss

Edward ("Ted") Ackerman is a partner in Corporate Department, a member of the Mergers & Acquisitions and Private Equity Groups, and serves on the firm's Management Committee. He focuses his practice on advising private equity and strategic clients on their M&A, carve-out, joint venture, equity financing, restructuring and general corporate transactions. Ted is recognized by The Legal 500 as a recommended lawyer for his work in private equity buyouts, and in 2021, he was recognized by MergerLinks as a top 10 M&A lawyer in North America based on deal volume.



**Lou Aversano**  
Chief Brand and Marketing Officer, Cigna

Lou Aversano is the Chief Brand and Marketing Officer at Cigna. In this role, Lou is accountable for the leadership and strategic impact of the Marketing function.

Lou joined Cigna in February 2021 with more than three decades of experience developing successful brand strategies that deliver growth, competitive differentiation, and connection to a company's purpose. Prior to becoming Chief Brand and Marketing Officer, Lou served as SVP and Global Chief Brand Officer overseeing the strategy and governance of Cigna's brand system, including the planning, execution, and measurement of brand experiences, campaigns, and sponsorships. He also led the market insights function and internal creative agency.

Prior to Cigna, Lou spent 26 years at Ogilvy Worldwide, where he held various leadership roles and developed programs for well-known global B2B and B2C brands across different industries. During this time, Lou helped deliver significant growth and market impact by embracing diversity and applying creativity for business advantage.

Lou serves as a board member of the Ad Council, ANA Educational Foundation (AEF), American Red Cross, and Out Leadership. He holds a Bachelor's degree in Finance and Marketing from Boston University and lives in New York City.



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



**Karen Carter**  
Director, Mexico Transformation Head, TTS Technology — LATAM

Karen is a technology professional devoted to leading and driving large-scale, complex initiatives that help global firms transform their businesses. Karen rejoined Citi in 2021 from Unqork, a no-code, application platform startup. She has had a 16-year career at Citi in various roles across EO&T, HR & Citi Ventures and has worked for Citi in Tampa, New York City and Mexico City.

Karen is a member of the TTS Technology team where she is focused on defining & driving a roadmap that drives transformational change for the TTS business in Mexico. She was previously working in the O&T Transformation Office providing oversight to the consent order programs across all of O&T at Citi. Karen previously led Talent Acquisition across Latin America, based out of Mexico City and before that was a leader in EO&T – HR Technology where she led application teams deploying SaaS tools like Udemy, Degreed, Citi Gratitude & Workday globally. At Unqork, Karen was a Sr. Director in their Professional Services group where she partnered with clients to rapidly deploy no-code applications that automated and digitized business processes in both Capital Markets and the Public Sector.

Karen has a dual master's degree in Business Administration and Information Systems. She played Division I women's soccer at the University of South Florida (Tampa, FL). She is originally from Guatemala and is a native Spanish speaker. Karen has served as the co-lead of Citi's NYC Pride network and served on the board of the Brooklyn Community Pride Center. She is married with a stepson and a dog. In her down time, she enjoys drink mixology, kayaking, hiking and watching Formula 1 & Premier League football.



**Julian Cyr**  
Massachusetts State Senator

Julian Cyr (pronouns he/him/his) serves in the Massachusetts Senate representing Cape Cod, Martha's Vineyard, and Nantucket. First elected to the State Senate in November 2016, Julian is now serving in his fourth term and is among the youngest senators in the 40-member body. He serves as the Senate Assistant Majority Whip, Chair of the Joint Committee on Public Health, Vice Chair of the Joint Committee on Mental Health, Substance Use, and Recovery, and on committees with oversight of health care financing, housing, elder affairs, telecommunications, utilities and energy, and racial equity and inclusion.

Julian's legislative priorities are primarily informed by the unique needs of the Cape and Islands district and his perspective as a member of the LGBTQ community. He has championed policies related to housing, water quality, the climate crisis, harm reduction, and criminal justice reform. Julian was the lead author of the landmark law, An Act Addressing Barriers to Care for Mental Health, which represents the most comprehensive reform to mental health care in Massachusetts in decades. In the wake of the U.S. Supreme Court's Dobbs decision, Julian ensured that protections for access to gender-affirming care were included in a larger reproductive rights package that was signed into law.

Julian's leadership goes beyond his legislative accomplishments. He convened the Cape Cod Reopening Task Force to create a coordinated response to the COVID-19 pandemic. With the threat of monkeypox, he worked to deploy hundreds of vaccines in a matter of days, and he helped navigate the path forward for Venezuelan migrants flown to Martha's Vineyard in an episode that captured national attention. He was named to Out Magazine's Out100 in 2022.

Julian graduated with a degree in public policy and community health from New York University and from the David Bohnett Leaders Fellowship at Harvard Kennedy School's Senior Executives in State and Local Government program, but he will tell you that he learned many of the skills he uses daily from waiting tables and cooking behind the line for 14 seasons at his family's restaurant in Truro.



**Nikki Darden**  
Managing Director of Brand Engagement and Integration, Citi

Nikki Darden is Managing Director of Brand Engagement and Integration at Citi. In this role, she is responsible for bringing Citi's brand to life for their 200,000+ colleagues; driving diversity, equity, and inclusion throughout Citi's marketing ecosystem; amplifying the company's ESG and Purpose initiatives; and ensuring that Citi's brand experience is consistent across the world. In 2021, Nikki was recognized as a member of Citi's Most Powerful Women in Banking team, as awarded by American Banker.

Prior to joining Citi's Global Marketing organization, Nikki led the company's global loyalty program and held leadership roles in customer engagement strategy, customer experience, and segmentation strategy for Citi Cards in the US, as well as completing an expat assignment with Citi Brazil. Before joining Citi, Nikki spent 12 years at American Express, where she held a variety of roles across its Consumer Cards and Global Commercial Card divisions.

Nikki is a proud graduate of North Carolina A&T State University and is a member of Delta Sigma Theta Sorority, Inc. Nikki originally hails from Portsmouth, Virginia. When she's not traveling the world with friends and family, she can be found discovering new finds in her beloved Clinton Hill neighborhood in Brooklyn, New York.



**Dallas Ducar, MSN, RN, PMHNP-BC, CNL, FAAN**  
CEO, Transhealth

Dallas Ducar, a visionary healthcare leader, serves as the Chief Executive Officer of Transhealth, a pioneering organization committed to transforming healthcare. As a faculty member at the University of Virginia School of Nursing, Columbia University, and the MGH Institute for Health Professions, Dallas brings a wealth of expertise to her role in shaping the future of healthcare. As a Fellow of the American Academy of Nursing, Dallas actively shapes health policy related to equity, ethics, and affirming care. She demonstrates her unwavering commitment as the Co-Chair of the Primary Care Alliance, a member of the LGBTQI Federal Policy Roundtable, and a fervent advocate for affirming care across the nation.

Dallas extends her impact by serving on the Board of Directors for GLBTQ Legal Advocates and Defenders (GLAD), Healing Our Community Collaborative (HOCC), the University of Virginia Inclusion, Diversity, Equity, Access (IDEA) Fund, and the Health Advisory Council for Western Governors University. Embracing her role as a public servant, Dallas is a vital member of the Northampton Board of Health and has proudly served on the Official Transition Team for Attorney General Andrea Campbell.

Dallas has helped advise local, regional, and national elected leaders in best practices and policies for gender-affirming health care, including advocating for protections for providers, and continues to push the needle of justice forward daily.

Dallas finds meaning and passion in her life by spending time hiking with her dogs, exploring the outdoors, and spending time with her loving family and friends. She is actively working to create affirming healthcare by fostering freedom, empowering patients, creating more ethical systems, and restoring a community focus back to clinical care.



**Mark Fowler**  
Chief Executive Officer, Tanenbaum Center for Interreligious Understanding

Mark Fowler is the Deputy Chief Executive Officer at the Tanenbaum Center for Interreligious Understanding, where he oversees all of Tanenbaum's program areas and works with operations, fund development, and communications. Mark is also responsible for program development, project management, and the expansion of Tanenbaum programs nationally and internationally.

Mark is a sought-after facilitator and keynote speaker on equality issues including race, gender, sexual orientation, and religion. In 2018, he served as Navigator at the OutNEXT Global Summit, hosted by Barclays in New York City. Mark began his career in public education and working with at-risk youth.

He earned a B.A. in English and Education at Duke University, is trained as a Mediation and Conflict Resolution Specialist, and is an interfaith/ interspiritual minister and graduate of the One Spirit Interfaith Seminary.



**Raffi Freedman-Gurspan**  
Deputy Director of Public Engagement

Raffi Freedman-Gurspan is the Deputy Director of Public Engagement at the United States Department of Transportation, appointed by President Joe Biden, where she works on behalf of Secretary Pete Buttigieg.

A dedicated champion of human rights as well as an LGBTQ and gender equality policy expert, Raffi has worked in non-profit and government sectors for over a decade.

Prior to joining USDOT, she was a Deputy States Director for the All On The Line campaign of the National Redistricting Action Fund, an affiliate of the National Democratic Redistricting Committee chaired by former US Attorney General Eric Holder, where she oversaw community organizing work in the Midwest and East Coast.

Between 2017 and 2019, Raffi was the Director of External Relations at the National Center for Transgender Equality, where she managed public education and field organizing operations.

Raffi also served in President Barack Obama's administration between 2015 and 2017, working at the White House as a Senior Associate Director for Public Engagement responsible for LGBTQ community affairs, and as an Outreach and Recruitment Director for Presidential Personnel recruiting talent to work in the executive branch of government. Raffi was the first openly transgender staffer to work at the White House in history and, before leaving office, President Obama appointed Raffi to the United States Holocaust Memorial Council, which she served on between 2017-2022.

Before moving to Washington, DC, Raffi's experience included working in the Massachusetts House of Representatives as a Legislative Director; for the City of Somerville, Massachusetts as the Mayor's LGBTQ Liaison; at the Massachusetts Transgender Political Coalition as a Legislative and Policy Staffer; and as a Course and Research Assistant at Boston University's Women's, Gender & Sexuality Studies Program. A graduate of St. Olaf College in Minnesota, Raffi was adopted from Honduras and grew up in Brookline, Massachusetts.



**Captain Hannah Graf, MBE**  
Former Officer, British Army and Trans Rights Activist

Hannah is a retired Captain of the British Army. She commissioned in 2010 and since that time has commanded soldiers across the world including in Germany, Canada, Kenya and Afghanistan. Currently she works for HSBC, combatting financial crime.

Hannah's personal story of transitioning while serving in the military captured the hearts of the nation in 2015 when she was outed on the front page of The Sun, and she has since used her platform to raise awareness and understanding of the trans experience.

Hannah is an ambassador for LGBT Sport in Wales. Her work in diversity has won her several accolades including Cosmopolitan Woman of the Year, an honorary fellowship from Cardiff University and in June 2019, an MBE for her work updating LGBTQ policy in the British Army.



**Jake Graf**  
Actor, Director, Screenwriter, Trans Rights Activist

Jake Graf is a multi award winning director, writer and actor based in London known for his roles in 'The Danish Girl' and 'Colette' and for viral hit 'Headspace'. Through his work he aims to elicit acceptance and understanding via the medium of cinema and his first 9 films have screened at over 100 festivals worldwide. All are used as educational tools in universities, schools, prisons and media events internationally.

Recent roles include BBC Doctors, ITV's Butterfly and opposite Keira Knightley in feature film 'Colette'.

First feature film 'Lavender' is in development with Ardimages ('God's Own Country'). He and wife Hannah are currently consulting on several projects including the musical version of 'The Danish Girl'. In 2020, the Graf's were the subject of hit Channel 4 documentary 'Our Baby: A Modern Miracle' and their autobiography, 'Becoming Us' has just been published by Hachette.





**John Heppolette**  
CEO, Citigroup Global Markets Inc, U.S. broker-dealer, and Head of Markets for North America

John Heppolette is CEO of Citigroup Global Markets Inc, our U.S. broker-dealer, and Head of Markets for North America. In this capacity, he provides regional oversight for Citi's Sales and Trading of Rates, Equities, Commodities, Foreign Exchange, Credit Products, Mortgages, and related functions as well as financing and securitization. In addition, John provides oversight to our Citi Community Capital U.S. affordable housing business, municipal banking franchise, municipal investment portfolio and Citi's firm-wide Diverse Financial Institutions Group that focuses on reducing disparities in the financial markets by partnering with Minority Depository Institutions (banks) and minority-women, and veteran-owned broker dealers and asset managers. John leads Citi's North American Markets Leadership Forum and is a member of our North America Operating Committee and Fair Lending and Community Reinvest Act Committee. He sponsors Citi's Markets recruiting programs and affinity networks including RISE (women), Pride (LGBTQ+), FORWARD (Black), LEAD (Hispanic/Latino) and AAPI (Asian American and Pacific Islander).

John has 30 years of experience in financing, trading, structuring and distributing financial assets. He began his career with Lazard Freres in New York as an investment banker focused primarily on financial modeling. He then worked on municipal derivatives and structured financings for TMG Financial Products in Connecticut and JP Morgan in New York before arriving at Citi (then Salomon Smith Barney) in 1998.

Since that time, John has held a variety of positions within Citi, including responsibility for bond and derivative trading, affordable housing, structured financings, municipal banking, credit products and portfolio management. His most recent responsibility was Global Co-Head of Cross-Asset Financing and Securitization. This business includes structuring, banking, financing and securitization across global credit markets including consumer loans for asset backed securitizations (ABS), corporate loans for collateralized loan obligations (CLOs), residential loans for residential mortgage-backed securities (RMBS), municipal bonds, project and infrastructure finance, transportation, community development and U.S. affordable housing.

John holds a BSc in Electrical Engineering and a BA in Economics from Queen's University in Canada, as well as a MEng in Operations Research and a MBA in Finance from Cornell University.



**Erika Irish Brown**  
Chief Diversity, Equity and Inclusion Officer and Global Head of Talent, Citi

Erika is Citi's Chief Diversity, Equity and Inclusion Officer and Global Head of Talent, responsible for developing global diversity, equity and inclusion strategy and driving Citi's agenda on talent planning, succession planning and leadership development.

Prior to joining Citi, Erika was Chief Diversity Officer at Goldman Sachs from 2018 to 2021 and Global Head of Diversity and Inclusion at Bloomberg from 2015 to 2018. Prior to this, she led executive and diversity hiring efforts at Bank of America and Lehman Brothers.

Erika's background includes a range of banking and finance roles, including Head of Business Development for Black Entertainment Television, Senior Associate in High Yield Capital Markets at Morgan Stanley and Senior Policy Analyst for Domestic Finance for the United States Department of the Treasury. She began her career as an Analyst in Public Finance at Lehman Brothers.

Erika is Vice Chair of the Bedford Stuyvesant Restoration Corporation and serves on the Boards of Columbia Business School and the Riverside Hawks.

Erika earned a BS in Economics from the State University of New York at Albany and an MBA from Columbia Business School.



**Mila Jam**  
Recording Artist & 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 alongside James Brown, Mark Ronson, Laverne Cox, Travis Wall, Jody Watley, Lady Kier (Deee-Lite) & Natasha Bedingfield.

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.



**Victor Jeffrey II**  
Artist and Activist

Victor G. Jeffrey II is a New York City based artist, producer, thinker, and doer. Since graduating from Duke University, Victor has written policy for a member of The United States Congress, helped manage a \$100M long-short biotechnology/medical devices hedge fund, helped launch a startup that leveraged fine art as collateral for loans and he was a Polymath at Gawker Media Group.

Victor recently produced Elementals, an opera by NYC based artist MUR, collaborated with Alexander Ekman on Hammer an evening length ballet at Göteborg Opera, and he is currently working on a project with The Metropolitan Opera and their premier of Anthony Davis' X: The Life and Times of Malcolm X.

He is a co-founder of the Black and Brown Equity Coalition of Fire Island and currently sits on its board.



**Nina Kennedy**  
Concert Pianist, Conductor, Award-Winning Filmmaker

Nina Kennedy is a world-renowned concert pianist, orchestral conductor, and award-winning filmmaker and TV talk show host. She gave her first complete piano recital at nine years old, and appeared as piano soloist with the Nashville Symphony playing Gershwin's Rhapsody in Blue at age 13. She holds a master's degree from the Juilliard School where she studied with Leonard Bernstein. Kurt Masur acted as her conducting mentor during his tenure as music director with the New York Philharmonic and L'Orchestre National de France. For 12 years she lived and performed in Europe, residing in Amsterdam, Vienna, Cologne, and Paris.

Nina was the subject of the short film Verbal Sex produced by Alberto Ferreras of HBO that was selected for screenings at the Berlin International Film Festival, New York's New Fest, as well as international film festivals in Frankfurt, Jerusalem, London, Los Angeles, Munich, Oslo, Philadelphia, and Sydney.

Nina Kennedy also produced and directed the documentary film about her father, former director of the Fisk Jubilee Singers, titled Matthew Kennedy: One Man's Journey, which was selected and screened at international film festivals including the African Diaspora Film Festival in New York, the Pan African Film Festival in Los Angeles, and Nashville's International Film Festival (NaFF) as well as the International Black Film Festival of Nashville. For this film, she was awarded the Rosetta Miller Perry prize for "Best Film by a Black Filmmaker."

She is the host of The Noshing with Nina Show, an award-winning cable television talk show produced at Manhattan Neighborhood Network.

Nina's first book of memoirs, Practicing for Love: A Memoir, is a 2021 Lambda Literary Award Finalist. Her second book of memoirs, Practice What You Preach, was published in 2022. This year she was selected and interviewed for the Lesbian Herstory Archives' "Lesbian Elders Oral History Project." She was also selected by Crain's New York Business as one of the 2023 Notable LGBTQIA+ Leaders.



**Ali Krieger**  
American Soccer Player for NJ/NY Gotham FC, Women's World Cup Champion

Women's World Cup Champion, Ali Krieger is a strong, smart, tenacious player and is one of the best defenders in women's soccer.

Ali graduated from Pennsylvania State University in 2007 with a degree in communications. A two-time All-American, Ali started 87 matches, scoring 11 goals with 19 assists. After college, Ali moved to Frankfurt, Germany to play with one of the top clubs in the world: FFC Frankfurt. She helped lead her team to two German Cup Championships in 2008 and 2011.

Ali has found success everywhere she's played, including the Gatorade Virginia Girls Soccer Player of the Year (2003), Big Team Freshman of the Year with Penn State (2003), UEFA Champions League Champion with FFC Frankfurt (2008), Fox Soccer's Best Eleven of FIFA Women's World Cup (2011), two-time Algarve Cup Champion (2013, 2015), SheBelives Cup Champion (2016, 2020), 2016 Olympian and the 2015 and 2019 Women's World Cup Championships. Ali was also named to the 2016 FIFPro World IX. In August 2020 she joined the Orlando City SC broadcasting team to provide analysis and sideline reporting for the team. Ali was elected to the US Soccer Athlete Council in 2017 and has been an active member ever since.

Throughout her career Ali has battled injuries but time and time again has come back better than before and continues to improve as her career advances. She was a key part of the defense that held opponents scoreless for 539 consecutive minutes during the 2015 World Cup.

Everywhere Ali plays, she is has set top class examples for hard work, determination, and excellence on and off the field and continues to be an excellent role model for young women all over the world. Recently, Ali was named #7 Most Marketable Athletes in the World.

Ali currently plays for the NWSL's Gotham FC. In 2019, she married her USWNT teammate, Ashlyn Harris. They now live in New Jersey together, have 2 dogs - Logan and Storm and recently welcomed their two babies: Sloane, in February 2021, and Ocean in August 2022.

In March 2022, Ali announced that the 2023 NWSL Season will be her last, and she hopes that she is leaving the game better than she found it!



**Griff Lipson**  
Photographer

Griffin Lipson is a New York based photographer. In 2016, at age 22, he was first commissioned by The New York Times to exclusively shoot their in-studio entertainment portraiture. By building a strong connection with his subjects, Griffin creates instantly sharable photography for brands and publications including Calvin Klein, HBO, Polaroid, Ralph Lauren, and Vogue.



**Dr. Cindi Love**  
Executive Director, Out For Undergrad

Cynthia H. "Cindi" Love, Ed.D., Executive Director of Out for Undergrad (O4U) is an educator, advocate, executive, entrepreneur, author and activist.

After founding 8 emerging tech companies between 1981-1993 and selling the last to the Toro Company, she returned to her first love of education and advocacy. She served on the Working Advisory Group to the US Secretary of State John Kerry on Religion & Foreign Policy, plenary member of the United Nations UJO Compass Coalition for LGBT Human Rights & as a thematic country specialist for LGBT human rights with Amnesty International. President Obama invited her to the White House on two separate occasions in recognition of her work to end discrimination against LGBT people. She was also a guest of President George Bush, Sr., Honorary Chair in behalf of Tiger Wood's First Tee Foundation. Her work was recognized by late Senator Edward Kennedy as the leader of a first responder organization to Hurricane Katrina victims.

She is a former executive of the New York Stock Exchange listed TORO Company (NYSE:TTC) and was inaugural class of MIT's Birthing of Giants program and received the David Boehnett Fellowship to the Harvard Kennedy School Executive Education Program for State & Local Officials. She served as a Visiting Investigator for NASA.

In March 2014, she was asked to co-lead the closing benediction at the DOMA rally on the steps of the Supreme Court. Her favorite quote is by Ralph Waldo Emerson is "Every Wall is a Door."

Her favorite people on earth are her spouse/partner of 43 years, Sue Jennings and their children, Joshua and Hannah and her beloved grandchild, Sophia. Her favorite places are the Laguna Madre at South Padre Island, the face of Blanca Peak in Colorado.



**Sarah McBride**  
Delaware State Senator

Sarah grew up in Wilmington and has been advocating for her community for decades. She worked for former Governor Jack Markell, the late Attorney General Beau Biden, and served in the Obama-Biden White House. Most recently, she served as the national spokesperson for the Human Rights Campaign, the nation's largest LGBTQ equal rights organization.

Before she was elected to the State Senate, Sarah worked as an advocate to deliver critical wins across Delaware, leading the successful effort to pass landmark non-discrimination protections in Delaware and championing legislation that protects vulnerable youth from child abuse.

For her work and advocacy, former Gov. Markell awarded McBride the Order of the First State, the state's highest civilian honor.

As a state senator, McBride has passed legislation expanding access to health care, requiring mental health and media literacy education in public schools, promoting green technologies, preventing lead poisoning in youth, and protecting workers and families. In just her first term, McBride passed the landmark Healthy Delaware Families Act, providing paid family and medical leave to workers throughout the First State and marking the largest expansion of Delaware's social safety net in decades.

She currently serves as chair of the Senate Health & Social Services Committee and is a member of the Senate's Judiciary Committee, Education Committee, Banking, Business, Insurance, and Technology Committee, and Executive Committee.

Sarah married her late husband Andrew Cray in 2014 and is the proud aunt of seven. She is a graduate of Cab Calloway School of the Arts and American University. McBride has taught public policy at the University of Delaware and is the author of the 2018 memoir, "Tomorrow Will Be Different," which includes a foreword from President Joe Biden.





**Alyssa Nitchun**  
Executive Director, Leslie-Lohman Museum of Art

Alyssa Nitchun is Executive Director of The Leslie-Lohman Museum of Art (LLMA), where she oversees the Museum's many initiatives and long-term growth. Alyssa was the first queer woman to be selected by the Board to lead LLMA and in her two years as Director, she is already ushering the Museum into the future, building a queer, revelatory, radically affirming art Museum, that centers people and collective meaning making.

Prior to her appointment at LLMA, Alyssa had a career in cultural consulting and nonprofits, spending time advising artists and cultural institutions on realizing thought-provoking projects in the Middle East and Europe. She also served as Acting Executive Director at the public art organization Creative Time, where she spent nearly seven years working in development, communications, and team management. Alyssa previously oversaw Institutional Giving for the public media organization, StoryCorps and was the Director of Development for the CUNY Graduate Center's Center for Lesbian and Gay Studies.

Alyssa has held multiple creative positions in the worlds of art, fashion, and music, and received an MA in Gender Politics with a focus in Queer theory from New York University. In her current role at The Leslie-Lohman Museum of Art, Alyssa is expanding the Museum's purpose beyond its position as an art museum, into a hub for community and creative expression, actively shaping a better future for LGBTQIA+ people with artists leading the way.



**Anna Parisi**  
Artist, Writer, and Educator

Anna Parisi (b. 1984) is an Afro-Brazilian interdisciplinary artist, educator and writer working with collage, sculpture, performance and video. She holds a BA in Communications and Filmmaking from the Pontificia Universidade Católica do Rio de Janeiro (PUC-Rio), and an MFA in Fine Arts from Parsons, The New School of Design in New York.

Her work has been presented in both North and South America, Europe, and Asia. Her practice is geared towards creating experiences for cathartic reflections and transformations. By provoking experiences and exchanges where vulnerability, self-reflection, and healing act as radical strategies to oppose systemic violence, Anna's work seeks to offer paths for healing and transcendence, as a gesture to offer back visibility, remembrance, dialogue and understanding to those that have been repeatedly silenced and erased.

She is part of The Laundromat Project 2023 Create Change Fellowship, was the recipient of the 2021 Lynn and John Kearney Fellowship for Equity at Gallery Afferro, the 2020 Leslie Lohman Museum Artist Fellowship, and the 2019 Taller Creative Capital Artist Fellowship.

Her work has been presented at Superchief NFT Gallery, Everywoman Biennial, Equity Gallery, Bienal Black Brazil Art, EFA Project Space, The Anya and Andrew Shiva Gallery at John Jay College of Criminal Justice, The Hunter East Harlem Art Gallery, La Mama, UrbanGlass, The Bureau of General Services—Queer Division and The Lesbian, Gay, Bisexual & Transgender Community Center, Smack Mellon, Westbeth Gallery, [BOX] Videoart project space in Italy, Musée D'Elysee in Switzerland, Akbank Sanat in Turkey, amongst others. She currently lives in Brooklyn, New York.



**Howard Sacarob**  
Head of US Tax, Vice President, Managing Director, RBC Capital Markets

Howard Sacarob is the Head of US Tax, Vice President, and Managing Director for Royal Bank of Canada. Sacarob capitalizes on his senior position to drive progress on the inclusion front, propelling the company to champion LGBTQ+ employees and the broader LGBTQ community. Mr. Sacarob is active in diversity initiatives at RBC and is a member of the RBC Capital Markets U.S. Diversity Leadership Council.

He was recognized in 2021 as one of Crain's New York Notable LGBTQ+ Leaders & Executives for his professional accomplishments and D&I leadership efforts. Sacarob is an executive sponsor of RBC Pride where he leads group efforts to contribute resources to LGBTQ+ communities such as the New York City-based Hetrick Martin Institute.



**Todd Sears**  
Founder and CEO of Out Leadership

Todd Sears is the founder and CEO of Out Leadership, the world's premier global platform for businesses to drive LGBTQ+ equality.

Out Leadership works closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes. Out Leadership currently counts 84+ of the world's most powerful companies in the world as its members.

Sears has spent over 25 years working at the intersection of finance and equality, as both an investment banker and financial advisor, serving on various non-profit boards. He graduated from Duke University and now resides in New York City.



**Brian Sims**  
Managing Director, Government Affairs & Public Policy, Out Leadership

Brian Sims is a distinguished civil rights advocate and public policy expert from Philadelphia, PA. A 5-term member of the Pennsylvania House of Representatives, Sims became the first out LGBT member of the Pennsylvania General Assembly when he was elected in 2011. He has extensive experience lecturing internationally to corporations and universities about the policy and legal implications of diversity and the modern LGBTQ+ civil rights movement.

In addition to serving in the State House, Sims, who is the former staff counsel for policy and planning at the Philadelphia Bar Association, served as Special Counsel to the Philadelphia-based law firm of Saul Ewing LLP and serves on a number of non-profit & public interest Boards.

Prior to taking public office, Sims was a member of the national campaign board of the Gay & Lesbian Victory Fund and chairman of the Gay and Lesbian Lawyers of Philadelphia. He also instructed and lectured regularly at the Center for Progressive Leadership.

He holds a bachelor of science degree from Bloomsburg University of Pennsylvania, a juris doctor degree in International and Comparative law from the Michigan State University College of Law, and completed Fellowships at Harvard's Kennedy School of Government in 2013 and Stanford's Graduate School of Business in 2018.

Today he continues to serve on the Boards of the Ben Cohen StandUp Foundation, Campus Pride, and the GLSEN Sports Advisory Council and as a contributor to The Huffington Post, The Advocate, and Philly.com. Sims also appears regularly on MSNBC's "Hardball with Chris Matthews," "The Last Word with Lawrence O'Donnell," "The Rachel Maddow Show," and "The Ed Show" as well as NPR's "Fresh Air with Terry Gross," and "Radio Times with Marty Moss-Coane."



**Eugene Smith II**  
Diversity Project Manager & Chief of Staff to The Global Head of Diversity and Talent

Eugene Smith is a Diversity Project Manager and Chief of Staff to the CDO, and Global Head of Talent at Citi. In this role he is responsible for supporting the advancement of Citi's strategic global diversity, equity and inclusion strategy, specifically supporting the firm's Black Heritage, LGBTQ+, Religious diversity and Client Strategy initiatives.

As Chief of Staff, Eugene is also responsible for the planning and execution of colleague and external engagement from the CDO and Global Head of Talent office including: reporting to Citi's Executive Management Team, participation in panels and media recordings, written communications, and client engagement.

Prior to working at Citi, Eugene worked on the Global Diversity Equity and Inclusion team at Goldman Sachs, where he first started his career there as an intern. Eugene earned his BA from Wesleyan University, and is a proud 2023 NCSA Rising Star Nominee, and Gates Millennium Scholar.



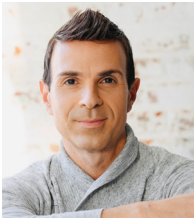
**Stacey Stevenson**  
CEO, Family Equality

Stacey Stevenson (she/they) joined Family Equality as the first Black Chief Executive Officer in 2021. A trailblazing leader, Stacey was selected as one of Out Magazine's Out100 list — a compilation of the year's most impactful and influential LGBTQ+ people — in the fall of 2022.

Prior to joining Family Equality, Stacey worked in the corporate sector, where they have a long history of senior roles in the defense, technology, and finance industries. They decided to turn their business acumen, lived experience, and passion to work for LGBTQ+ families and those who wish to form them.

Stacey has already ushered Family Equality through a tremendous chapter of growth. From expanding the organization's work to protect LGBTQ+ youth and families in schools to deepening the focus on lowering barriers to parenthood in our community, they have prioritized not only advancing lived and legal equality for LGBTQ+ families, but also advancing racial and social justice for BIPOC communities, those living in rural areas, and those living at or below the poverty line. And they are just getting started. A powerful speaker and motivator, Stacey regularly shares their experiences growing up LGBTQ+ in the rural South, being pulled out of the closet, and navigating life as a Black queer parent.

Stacey's advocacy has helped propel Family Equality further into the national spotlight with multiple appearances on The Sunday Show with Jonathan Capehart, a bipartisan panel discussion hosted at the U.S. Capitol, collaborations with movement partners, countless speaking engagements and media appearances including an op-ed in USA TODAY. In the op-ed, Stacey shared their family's story of moving from their home state of Texas in search of a more welcoming community. Stacey, wife Cheralyn, and 9-year-old twin boys Duke and London are enjoying the life they are building in Washington D.C.



**Joseph Taiano**  
Managing Director & Global Head of Marketing for Assets & Solutions,  
Accenture

An innovative brand, product, and performance marketer, Joe Taiano has held multiple global CMO divisional roles where he has excelled at building high-performing teams and managing multi-billion-dollar client portfolios across industries, services, and geographies.

His unique background combines business acumen with a strategic marketing mindset, giving him the ability to understand key drivers of revenue growth and how marketing can be an enabler of it.

He is currently a Managing Director and Global CMO of Assets & Solutions at Accenture where he is responsible for enabling sales teams to close larger transformational deals faster through the utilization of a newly developed in-house Generative AI platform. Prior to that he was the Global CMO of Accenture Song where he was a key contributor to growing the business by 30% in its first year, making it the world's largest creative and technology group.

Raised in New York City and starting his career as a CPA at Deloitte, he learned how businesses were run by working with some of the world's most prestigious private equity firms.

He is a vocal advocate for inclusion and diversity in the workplace. He has led multiple programs for Accenture's Pride employee resource group and is a frequent speaker on the topic.



**Jeffrey Trachtman**  
Litigation Partner, Kramer Levin Naftalis & Frankel LLP

Jeffrey S. Trachtman is a litigation partner in the New York law firm of Kramer Levin Naftalis & Frankel LLP, where he focuses on commercial and bankruptcy litigation and headed the firm's pro bono program for seventeen years.

Jeff has participated in pro bono LGBTQ+ rights work since the 1990s, serving as co-counsel in *Hernandez v. Robles*, the case seeking equal marriage rights under the New York Constitution, and other cases establishing recognition under New York law for out-of-state marriages of same-sex couples.

He filed amicus briefs in *Dale v. Boy Scouts*, *Lawrence v. Texas*, *U.S. v. Windsor*, and *Obergefell v. Hodges*, as well as the more recent *Masterpiece Cakeshop*, *Bostock*, and *303 Creative* cases. He also co-counseled with Lambda Legal and Immigration Equality in a suit blocking the outgoing Trump Administration from implementing rules changes that would have barred most LGBTQ+ refugees from obtaining asylum.

Jeff has received pro bono awards from the American, New York State, and New York City Bar Associations and has written commentary for *The New York Times*, *Washington Post*, *USA Today*, *Huffington Post*, *National Law Journal*, and other publications.



# Out Leadership Member Investors



# Out Leadership Member Companies



# Out Leadership Nonprofit Partners

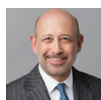
Out Leadership is proud to convene and partner with 72 nonprofits around the world. In addition, Out Leadership donates 20% of its profits to nonprofit partners.



# Out Leadership Global Advisory Board



**Lou Aversano**  
SVP, Global Brand Officer  
Cigna



**Lloyd Blankfein\***  
CEO & Chairman  
Goldman Sachs



**Beth Brooke-Marciniak**  
Global Vice Chair, Public Policy  
(retired)  
EY



**Lord John Browne\***  
Executive Chairman  
L1 Energy



**Gigi Chao**  
Executive Vice Chairman  
Cheuk Nang (Holdings) Ltd.



**Brian L. Duffy**  
CEO, Greenberg Traurig, LLP



**Jim Fitterling**  
Chair and CEO, Dow



**Peter T. Grauer\***  
Chairman  
Bloomberg LP



**Richard Jeanneret**  
Americas Vice Chair East Region  
Managing Partner, EY



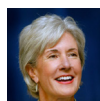
**Ken Mehlman**  
Global Head of Public Affairs  
KKR



**Noel Quinn\***  
Group CEO  
HSBC Holdings plc



**Lee Schreter**  
Partner  
Littler Mendelson



**The Hon. Kathleen Sebelius**  
Former Secretary of Health  
and Human Services,  
Former Governor of Kansas,  
CEO, Sebelius Resources LLC



**Dr. Ashley Steel\***  
Former Vice Chair UK  
KPMG LLP



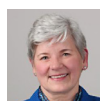
**Pamela Stewart**  
President, West Operations -  
North America Operating Unit,  
Coca Cola Company



**Kenji Yoshino\***  
Chief Justice Earl Warren  
Professor of Constitutional Law,  
NYU School of Law



**Dr. Allan Zeman**  
Chairman  
Lan Kwai Fong Group



**Claudia Brind-Woody**  
Managing Director,  
IBM

\*Emeritus



# About Out Leadership

**Out Leadership is the world's premier global platform for businesses to drive LGBTQ+ equality.**

We work closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes.

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

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

Send an email or refer a friend to [info@outleadership.com](mailto:info@outleadership.com).



The Out Leadership team at the New York office

# Out Leadership Team



**Todd Sears**  
Founder & CEO



**Marco Martinot**  
Chief Growth & Financial Officer



**Jane Barry-Moran,**  
Managing Director,  
Programs & Research



**Michael Paterson**  
Managing Director, Marketing,  
Communications & Creative



**Brian Sims**  
Managing Director,  
Public Policy &  
Government Affairs



**Kenya Simon,**  
Director, Member Experience



**Leo Scheck**  
Manager, Digital Media  
& Communications



**Megan Stretton**  
Manager, Global Events



**Cameron Wu**  
Associate, Programs  
& Research



**Eliana Jacobsen**  
Junior Associate, Marketing,  
Communications & Creative



**Camille Witt**  
Junior Associate,  
Member Experience



**Peri Lund**  
Junior Associate,  
Programs & Research



**Blake Roper**  
Intern



**Kalyn Jahansouz**  
HR Director



**Mila Jam**  
Senior Advisor,  
Trans Initiatives



**Ken Janssens**  
Senior Advisor



**Matt Fust**  
Senior Advisor



Get involved: [info@outleadership.com](mailto:info@outleadership.com)