



OUT LEADERSHIP

EUROPE SUMMIT 2024

12 YEARS IN EUROPE





TODD SEARS, Founder & CEO, Out Leadership

Dear Leaders,

For more than a decade here in London, Out Leadership has convened senior LGBTQ+ business leaders, allies, activists, and talent to explore new approaches to winning workplace equality; to reflect on best practices; and to connect emerging and veteran LGBTQ+ leaders and allies to a network that produces actionable next steps, not just talking points. This Summit will be no different.

We hit the ground running with Out Leadership founding member and host of the OutWOMEN+ Reception, Bank of America. With research suggesting that the number of cross-industry and intergenerational LGBTQ+ identified women is growing at a rate that far outpaces men, a space for this cohort to connect, celebrate, and network has never been more important.

The following morning, I will be joined by event host – **Unilever's own Alex Owens, VP, Global Head of People Data Centres (PDC's) & Executive Sponsor of Unilever's LGBTQI+ Network** – for our OutNEXT Salon. OutNEXT is the premier developmental ecosystem for emerging LGBTQ+ talent across the worlds of business, entertainment, sports, and thought leadership. It's fitting then, that the breakfast event will feature **LGBTQ+ rockstar and world-class competitive swimmer, Michael Gunning.**

Next, I am honored that **Out Leadership member and DEI leader, Reed Smith, is hosting our extraordinary Self-ID Roundtable and Dinner.** Out Leadership's Managing Director of Programs and Research, Jane Barry-Moran and Chief Growth Officer, Marco Martinot will be joined by executives and leaders across ESG, DEI, and sustainability programs to reaffirm the power of LGBTQ+ visibility in the workplace.

On Wednesday, **Charles Boulton, CEO of Private Banking UK and Executive Sponsor of Pride UK, joins me at our signature CEO Dinner,** hosted by long term partner HSBC. CEO Dinners are a safe space for executives to learn how their respected peers are approaching the challenges and opportunities of intentional LGBTQ+ inclusion in an unparalleled professional setting that fosters fearless, informal discussion.

We conclude the Summit first, with our NEXUS breakfast hosted by Natixis where attendees will hear from **Birgit Neu**, Senior DEI Advisor, Speaker, and Author; **Dan Ricard**, Operations Leader and Chief of Staff at PwC and Founder and Co-Chair of NEXUS; and **Emmanuele Caradec**, General Counsel, EMEA, at Natixis. They'll be followed by the **Quarterly News Digest with Cynthia Fortlage**, a charity spotlight, and discussions on "LGBTQ+ Across the Employee Lifecycle - what's missing?"

Later that evening, at our **VIP Dinner and Reception, sponsored by HSBC and Hogan Lovells, Laura Trimble, CEO and Head of Wholesale Bank Ireland, HSBC will speak;** we'll enjoy a fireside chat; and we'll embark on an evening of provocative, unflinching reflection of what we've won over two decades of LGBTQ+ progress in Europe. **We're excited to hold the event at London's beautiful Barbican Conservatory.**

There is strength in numbers. Just one reason of many why our annual global Summits are so successful. **We are fortified by the company we keep, the alliances we forge, and the networks we strengthen.** Accordingly, there is no doubt in my mind that with your attendance, support, and participation, this Summit will find us stronger – and more strategic – than ever before.

Warmly,

Todd G. Sears



Sharon Lewis, Partner, Hogan Lovells, speaking at the 2023 Out Leadership Europe Summit



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LAURA TRIMBLE

CEO & Head of Wholesale Banking
Ireland, Head of International
Subsidiary Banking, Commercial
Banking, Europe, HSBC



Dear participants,

I'm delighted to be hosting the Out Leadership Europe summit on behalf of HSBC on the 11-year anniversary of our partnership.

Our values at HSBC are rooted in our history, heritage, and character and one of these is to value difference. It is at the very core of what we do.

We have a proud legacy of championing diversity and inclusivity. We have market leading policies, not just in Europe but globally, these are aimed at promoting equality and enabling a culture where each of us can thrive in the workplace. We have fostered our Pride employee resource group, setting up new networks in the Netherlands and Thailand in 2023 – taking the total number of geographical chapters to 30. We have also provided meaningful allyship training across the organisation to embed a culture of belonging and respect.

But there's more to do. There are still many challenges our LGBTQ+ colleagues face. It's why this summit is so important as it provides such a powerful platform to enable change. **As an ally, I feel strongly that each of us can actively contribute to creating an inclusive and supportive environment, it's up to all of us to continue to drive meaningful change.**

True change requires collective action and collaboration. By working hand in hand with local communities, organisations, and governments, we can make a lasting difference across Europe.

I encourage you to get involved in the discussions and connect with others to share what's working and inspire action to benefit the LGBTQ+ community and society as a whole.

Many thanks to **Todd Sears**, CEO and Founder of Out Leadership, and all his team for the fantastic work they do.

All the best,

Laura



OMAR ALANIZ

Managing Partner, Reed Smith LLP,
Dallas office, Board Member,
National LGBTQ+ Bar Association



I had a bumpy entry into the legal profession. My first experience was in 2002 as a summer associate at a prestigious Texas firm. I worked hard throughout the summer and expected a permanent offer at the program's conclusion. Instead, I received a rejection. Despite my good work, the firm told me that the partners "could not see me as a lawyer." **That experience ignited in me a fire to prove that as a gay, racially diverse lawyer, I not only could survive in Big Law – but could thrive.**

I imagine all that would have been lost had I accepted that early rejection – including client victories, profits of a productive lawyer, and mentorships of countless young lawyers. How many other losses has the business world endured because of organizations that did not welcome high-achieving members of diverse groups, including the LGBTQ+ community? Fostering inclusive environments for members of the LGBTQ+ community is not only the "right thing to do" – it's good for business.

At Reed Smith, we believe that we have a responsibility as business leaders to lead the way for positive change and to be a standard-bearer for DEI in the legal industry. That is why Reed Smith strongly values its partnership with Out Leadership. Open and honest dialogue among business leaders who share a commitment to driving progress is critical as the LGBTQ+ community faces challenges on multiple fronts.

We thank the Out Leadership team for its tireless work in bringing us together to share experiences and perspectives on issues of great importance to the LGBTQ+ community.



“At Reed Smith, we believe that we have a responsibility as business leaders to lead the way for positive change and to be a standard-bearer for DEI in the legal industry.”

Omar Alaniz
Managing Director,
Reed Smith LLP,
Dallas Office
OUTLEADER



Summit Overview

OutWOMEN+ Reception Monday, 8th April, 2024



Host: Bank of America

2 King Edward Street
London, EC1A 1HQ

5:30pm | Guests arrive & cocktails

6:00pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

Greg Todd, General Counsel-Latin America, Co-General Counsel-Europe,
Middle East and Africa, Bank of America

Loose Willis, Drag King & Cabaret Performer

6:10pm | Fireside chat

Susan Mann, Assistant General Counsel & Director, Bank of America

Loose Willis, Drag King & Cabaret Performer

Nadya Powell, Founding Partner, Utopia

Darkwah Kyei-Darkwah, Multi-Disciplinary Artist, Performer, Public Speaker

6:30pm | Performances by: Darkwah

7:00pm | Reception & networking

8:20pm | Closing remarks

8:30pm | Conclusion

Summit Overview

OutNEXT Salon

Tuesday, 9th April, 2024

Host: Unilever

Unilever House
Central London Headquarters
100 Victoria Embankment
London EC4Y 0DY, UK



9:00am | Guests arrive & breakfast

9:30am | Welcome Remarks

Alex Owens, VP, Global Head of People Data Centres, Executive Sponsor, Unilever's LGBTQI+ Network
Todd Sears, Founder & CEO, Out Leadership

9:50am | Panel Discussion

Moderator: Todd Sears, Founder & CEO, Out Leadership
Tate Smith, Founder & Director at Tate Smith Consulting
Katya Veleva, Award-winning Training Provider, DEI Expert, & Director, Blush Cloud
Charlie Beasley, Consultant, Egon Zehnder

10:45am | Social Impact Challenge

11:30am | Social Impact Challenge pitches & winners announced

11:55am | Closing remarks

12:00pm | Conclusion

Todd Sears, Founder & CEO, Out Leadership

Self-ID Roundtable

Tuesday, 9th April, 2024

Host: Reed Smith

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



6:00pm | Arrival & cocktails

6:30pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership
Marco Martinot, Chief Growth & Financial Officer, Out Leadership

7:30pm | Buffet

7:40pm | Programming

9:15pm | Closing remarks

9:30pm | Conclusion

Summit Overview

CEO Dinner

Wednesday, 10th April, 2024

Host: HSBC

HSBC Office
8 Canada Square
London E14 5HQ, UK



6:00pm | Arrival & cocktails

6:30pm | Welcome Remarks

Charles Boulton, CEO, Private Banking UK., Executive sponsor, Pride UK.
Todd Sears, Founder & CEO, Out Leadership

7:00pm | Dinner & Discussion

8:45pm | Closing Remarks

9:00pm | Conclusion

NEXUS Breakfast

Thursday, 11th April, 9am

Host: Natixis

Cannon Bridge House,
25 Dowgate Hill
London EC4R 2YA



8:00am | Guests arrive & breakfast

8:20am | Welcome Remarks

Birgit Neu, Senior DEI Advisor, Speaker, Author
Dan Ricard, Operations Leader, Chief of Staff, PwC, and Founder and Co-Chair, NEXUS
Emmanuele Caradec, General Counsel, EMEA, Natixis

8:30am Quarterly News Digest with **Cynthia Fortlage**, Entrepreneur & Founder of CAF Services

8:45am Discussions on LGBTQ+ employee lifecycle

9:40am | Non-profit spotlight

Boom Macleod, Head of Fundraising, Galop
Lis Harrington, Training and Commercial Manager, Galop
Thornall Hembrow, Executive Director, global head of Community Development for the Office of LGBTQ+ Affairs, and Head of LGBTQ+ Affairs for EMEA, JPMorganChase
Emma Gange, Head of Human Resources for Global Banking and Global Banking Europe, HSBC
Tim Jarman, Diversity & Inclusion Leader - UK, Ireland, Western Europe, Germany, Netherlands & Switzerland

9:55am | Closing Remarks

Todd Sears, Founder & CEO, Out Leadership

10:00am | Conclusion

Summit Overview

VIP Reception

Tuesday, April 11th, 2024

Hosts: HSBC, Hogan Lovells, Barbican

Barbican Conservatory
Silk Street, London, EC2Y 8DS

6:00pm | Arrival, cocktails & live music

7:00pm | Welcome Remarks

Laura Trimble, CEO and Head of Wholesale Bank Ireland, HSBC

Todd Sears, Founder & CEO, Out Leadership

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

7:30pm | Dinner

7:55pm | Fireside chat

Moderator: Todd Sears, Founder & CEO, Out Leadership

Zander Murray, Soccer Lead for GGHK

Michael Gunning, Competitive Swimmer

8:30 pm | Coffee & Dessert

8:35pm | Closing remarks

Todd Sears, Founder & CEO, Out Leadership

9:00pm | Conclusion



Speaker Bios



Charlie Beasley
CEO Private Banking, HSBC UK Bank plc

Based in London, Charlie Beasley is a consultant at the global executive search and leadership advisory firm Egon Zehnder – he is one of almost 600 consultants globally who partner with clients to help them discover, develop and transform the leaders of today and tomorrow.

Charlie's work focusses largely around the areas of Reputation, Governance and Regulation. He works closely with leaders across some of the world's largest public and private organisations, major private equity funds and founder led businesses. He also has a particular focus working with General Counsel, Corporate Affairs leaders and executives holding responsibility for safeguarding the long-term reputation of their organisations.

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

Prior to joining Egon Zehnder, Charlie was the Chief of Staff supporting the CEO of the global law firm Linklaters. Before that, he worked for several years as an antitrust and regulatory lawyer in private practice and as the Public Policy Manager in the Corporate and Public Affairs Team of a major Australian retailer.

He is the youngest of 3 boys, grew up in country Australia and just this year celebrated the 16th relationship anniversary and 5th wedding anniversary with his husband Andy.



Charles Boulton
CEO Private Banking, HSBC UK Bank plc

Charles has led HSBC Private Banking UK since April 2018. In this role Charles is responsible for the Private Banking business in the UK which includes looking after over 10,000 clients across HNW and UHNW segments (domestic clients and those with international needs), managing assets of over \$53bn as of March 2023.

Since being in role, HSBC Private Banking UK has been recognised as the fastest growing private bank on an AuM basis in 2018 and 2019. Notable award wins:

- 2020: 'Total Wealth Solutions Provider – UHNW' at the PAM Awards and 'Best private Bank UK' at the Global Private Banking Awards.
- 2021: 'Overall UK Private Bank' and best 'Private Bank Client Service' at the WealthBriefing European Awards.
- 2022: 'Best private Bank UK' at the Global Private Banking Awards and 'Best Bank Sustainability Offering' at the WealthBriefing Wealth for Good Awards.
- 2023: 'Best UK HNW Team at the WealthBriefing European Awards and 'Private Markets Access – UHNW' category, at the PAM Awards which are some of the most sought-after awards in the UK wealth management sector.

Charles has been recognised as one of the PAM 50 Most Influential by PAM Insight Ltd in 2021, 2022 and 2023 for helping to shape the private asset management community, being at the forefront of innovation and helping to bring best service to clients.

Prior to his current role, Charles was HSBC Private Banking's UK Market Head, with responsibility for all core UK Relationship Management teams. In addition, he ran the London-based International team, focussing on UK Resident Non-Domiciled clients. Before this Charles held roles as Head of the High Net Worth and Ultra High Net Worth Teams for the UK Private Bank.

Charles originally joined HSBC through its acquisition of Bank of Bermuda. Before moving into banking, Charles spent almost ten years with Deloitte in three different jurisdictions. He is a member of the Society of Trust and Estate Practitioners (STEP) and a Fellow of the Chartered Institute for Securities (FCSI). He is married with two children.

Speaker Bios



Emmanuel Caradec
General Counsel, EMA, Natixis

Emmanuel Caradec has been Head of Legal at Natixis London branch since September 2010 and became General Counsel, EMEA in November 2016.

He joined Natixis in 2004 and previously worked in Paris for the securitisation legal team from 2007 to 2010 and the fund structured products legal team from 2004 to 2006.

Before joining Natixis, Emmanuel worked for law firms Allen & Overy in Paris and Clifford Chance in Paris and London. Emmanuel holds a postgraduate degree in business law from the University Paris Pantheon – Assas and a master of laws from Cambridge University. He is dual qualified as a solicitor (England and Wales) and a French advocate.



Emma Gange
Head of HR, Global Banking & Global Banking Europe, HSBC

Emma is Head of Human Resources for Global Banking and Global Banking Europe at HSBC based in London. Working with both Global and European Leadership teams she is leading the People Agenda in support of an ambitious growth and cultural transformation plan within the Investment Banking business. Emma has held a number of HR roles across HSBC including Global roles working with Private Banking and Wealth, Retail Banking and Global Functions and Regional roles supporting Commercial and Retail Banking based in Latin America.

Prior to HSBC, Emma held HR roles within both the Financial Communications and Oil and Gas Industries. In her free time, Emma enjoys practicing and teaching yoga, meditation, eating good food and supporting the Diversity Role Models charity. She is also a secret geek having studied theoretical chemistry at Oxford University.



Cynthia Fortlage
Entrepreneur & Founder of CAF Services

Cynthia Fortlage (she/her) is an entrepreneur based in London, UK, and the founder of CAF Services. With over 30 years of experience in technology, Cynthia is an expert in simplifying processes, strategic planning, and leadership. She also specializes in creating inclusive corporate cultures that promote human rights, gender diversity, and sexuality.

Despite being a transgender, white, queer woman, Cynthia has been recognised as an international award-winning LGBT+ executive, board leader, and speaker. She has delivered over 400 engagements in more than 30 countries since 2017. Cynthia has held leadership positions in prominent organisations such as the Rainbow Resource Centre in Winnipeg, Manitoba, and Women's March Canada, a feminist organisation where she served as the national chair.

Currently, she is a board member of Outright International, a global LGBTIQ+ human rights organisation and the United Nations Secretariat on LGBTIQ issues. Cynthia's exceptional track record speaks for itself, and her unwavering commitment to advancing diversity, equity, inclusion, and belonging is truly inspiring.



Michael Gunning
Competitive British-Jamaican Swimmer

Michael Gunning is an international competitive swimmer best known for participating in the 200 metre butterfly event. He holds dual Jamaican and British citizenship and is the current national record holder for the 200 metre butterfly, and the 200 and 400 metre freestyle events.

He has been a recognised public figure in the media and entertainment world since he came out as gay in 2018 on NBC Universal's E! Entertainment. As one of the few mixed-race swimmers in a traditionally white sport, Michael is a passionate advocate for championing equality, diversity and inclusion, and helps provide multiple opportunities for minority and underrepresented communities around the UK. In 2023, he launched Speedo's Swim United Campaign to help inspire, educate and help remove barriers in sport, and also campaigns for equal rights for the LGBTIQ+ community around the world. As such, he recently appeared in BBC One's 'Illegal to be Me' documentary with Tom Daley and has been appointed Pride House Ambassador for the Olympic and Paralympic Games this Summer.

Michael has a first-class honours degree in Early Childhood Studies, and is a regular pundit and speaker including hosting the live swimming events at the Birmingham 2022 Commonwealth Games. This week Gunning was listed in the Forbes Under 30 List (Europe Sport and Games – Class of 2024) and is working on an exciting series with Sky Sports that will air later this year.

Speaker Bios



Lis Harrington
Training and Commercial Manager, Galop

Lis Harrington (all pronouns) is the Training and Commercial Manager for Galop, The UK's LGBT+ Anti-Abuse Charity. They are originally from Canada but came to the UK to study Gender Violence and Conflict after a career in international development and started at Galop as a specialist LGBT+ young people's anti-violence advocate. Presently Lis educates professionals on her role in building a safer future for LGBT+ Survivors of abuse and violence. He consults and trains on all areas of Galops work including hate crime, domestic abuse, sexual violence, and so-called conversion therapy.



Tim Jarman
Diversity & Inclusion Leader - UK, Ireland, Western Europe, Germany, Netherlands & Switzerland

With over 16 years' experience in Diversity & Inclusion, Tim has committed his career to building cultures of allyship, inclusion and belonging. Tim joined Microsoft in October 2020 and in his role there he works closely with business leaders, HR and other functional teams across multiple geographies to coach on the behaviours and practices that will embed a systemic, sustainable culture of inclusion throughout the organisation. Prior to joining Microsoft, Tim was EY's Assistant Director for Diversity & Inclusiveness, where (amongst other things) he helped lead the firm's approach to LGBTQ+ equality, faith in the workplace, employee Self-ID and ERG/Network governance. In his time at EY one of his proudest moments was contributing to the writing of the United Nation's LGBTI Standards of Conduct for Business. He has also been featured in the UK Pride Power List since 2016.



Thornall Hembrow
Executive Director, DE&I Lead for LGBT+ Affairs at JPMorgan Chase & Co

Thornall Hembrow, Executive Director, is the global head of Community Development for the Office of LGBTQ+ Affairs, and Head of LGBTQ+ Affairs for EMEA at JPMorganChase, responsible for setting the global strategy for LGBTQ+ non-profit partnerships, large-scale client and community facing activations and identifying opportunities for the firm to speak publicly in support of LGBTQ+ Rights.

Thornall joined JPMorganChase in 2005 and has held both Banking Operations and Technology Project Manager roles in Buenos Aires, São Paulo, London and Sydney.

Previously the EMEA Co-Chair for the firm's LGBTQ+ group, PRIDE, Thornall also helped to start the Australian PRIDE chapter in 2009 and several years as Co-Chair of PRIDE Brazil and LATAM.

Thornall holds qualifications from the Australian Finance and Securities Institute and the Bowerman School of Design. He speaks fluent English, Portuguese and intermediate Spanish.

Outside of work, Thornall enjoys spending time with his husband, his 3 cats and playing his drums.



Darkwah Kyei-Darkwah
Multi-Disciplinary Artist, Performer, Public Speaker

Darkwah is a Non-Binary Multi-Disciplinary Artist, Performer & Public Speaker.

The core aims of Darkwah's work are to educate, entertain and inform and in doing so, provoke conversation on the issues they touch on in their work.

Focusing on creating community, diversity and representation, Darkwah is dedicated to advocating, creating space for, platforming and amplifying historically marginalized voices.

Darkwah has previously worked with Gay Times where they were Fashion Editor. They have also been featured in Vogue, Dazed, Hunger, Noctis Magazine and Attitude Magazine. Brand campaigns that Darkwah has featured in include, UGG, Marc Jacobs Fragrances, Sleek Makeup, Benefit Cosmetics and Tinder.

Speaker Bios



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

Sharon is a partner, based in Paris and London and the Sector Group Leader of Finance, Insurance, and Investment at Hogan Lovells. Sharon is also the Global Head of Financial Institutions and Insurance Sector, and she co-heads the Digital Assets and Blockchain practice.

Sharon advises on the full range of capital markets transactions, including several award-winning and industry firsts in debt capital markets, derivatives, securitization, repackaging, and other structured products, and corporate bonds. She has extensive banking experience, particularly in the fields of structured finance, secured lending, loan restructuring, and debt trading. Sharon also advises clients across digital assets, automotive-related financing, insurance-linked securities, energy-related lending, and debt restructuring.

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

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



Boom Macleod
Galop's Head of Fundraising and Communications, Galop

Boom Macleod, Galop's Head of Fundraising and Comms, has over 14 years' experience working in diversity and inclusion, with a focus on LGBT+. Previously, Boom was Chief Marketing Officer for SPM Group Ltd, working to bring brands such as the British LGBT Awards to life, alongside developing diversity events and training programmes used by some of the UK's top organisations.



Susan Mann
Assistant General Counsel & Director, Bank of America

Susan Mann is an Assistant General Counsel and Director in Bank of America's investment grade debt capital markets legal team in London, United Kingdom. Supporting Global Corporate & Investment Banking, Susan advises on a wide range of investment grade debt capital markets products, including Regulation S, Rule 144A and SEC registered bond issues and debt platforms as well as liability management exercises for corporate, financial institution, sovereign and supranational issuers.

Susan is EMEA Regional Lead for the BofA LGBTQ+ Pride Employee Network, Co-chair of the Legal Department's Employee Engagement Council and is a member of the Legal Department's Diversity & Inclusion Business Council. She was a recipient of Bank of America's Global Diversity and Inclusion Award in 2022 for her work and involvement in LGBTQ+ Pride.

Susan joined Bank of America in October 2017. Prior to joining BofA, Susan worked in-house at Lloyds Bank plc and was a business law partner in the London office of Norton Rose Fulbright Canada LLP.

Speaker Bios



Zander Murray
Soccer Lead for GGHK

Professional Footballer Zander Murray plays for Bonnyrigg Rose, a club in the Scottish Professional Football League. The striker has scored 100 plus goals and holds the club record for number of goals scored in one season. Zander's football career began playing at Motherwell FC and Airdrie FC Academy.

In September 2022, Zander became the first Scottish professional footballer to come out as gay and one of the few actively playing footballers in the world. Since coming out Zander has shared his story on many TV shows including Lorraine, and Good Morning Britain on ITV1, and Sky Sports as well many BBC shows.

Zander is also a proud ambassador for LGBTQ+ charity Stonewall, and he regularly works with 'Time for Inclusive Education,' a Scottish LGBT inclusive education charity. Zander is a motivational speaker, and he attends workshops in schools, football academies and corporate organisations including TESCO, Babcock, Barclays, Aviva and the Hong Kong Gay Games to share his story and promote positive movement in the LGBTQIA+ community.

Zander has won several awards since coming out, including the Unicorn of The Year award from charity 'Somewhere. For Us' and a Proud Scotland Award in the Sport & Recreation category. In 2023 he was named by Attitude Magazine as one of the LGBTQ trailblazers changing the world, and his football shirt that he scored his 100th goal wearing was placed in the Scottish Football Museum.

Also this year Zander's documentary with the BBC launched entitled "Out On The Pitch" where he spoke about his own coming out story. He also interviewed many contributors to look at what is being done to tackle homophobia in Football.



Birgit Neu
Senior DEI Advisor, and former head of D&I, HSBC

Birgit Neu is an independent Senior DEI Advisor and was the former Global Head of Diversity and Inclusion at HSBC, with a broad career spanning multiple sectors including digital, retail, publishing, sport and financial services. She has been named in LinkedIn's Top 10 UK Voices for Equity 2022, Top 20 Diversity Professionals in Industry 2020 by the Global Diversity List and Head of Diversity of the Year at the 2019 European Diversity Awards. Birgit is a Visiting Lecturer on DEI for Warwick Business School's MBA programmes and is a regular contributor to thought leadership and advisory groups across different aspects of DEI and ESG for leading organisations worldwide.



Alex Owens
VP, Global Head of People Data Centres & Exec Sponsor of Unilever's LGBTQIA+ Network

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

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

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

Alex earned a first-class honours Bachelor of Arts Degree in Business & Economics from Aberdeen Business School, Robert Gordons University.

Speaker Bios

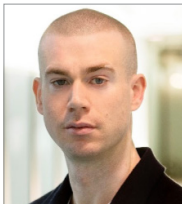


Nadya Powell
Founding Partner, Utopia

Nadya is the Founding Partner of award-winning, culture change business Utopia where she partners with global businesses such as Google, P&G, Brambles and Hitachi to accelerate and embed Inclusion. Utopia was founded with the belief that everyone deserves to thrive at work and Nadya seeks to embody Utopia's Purpose - Thriving people, Thriving Business, Thriving World - everyday.

Nadya started her career in Digital, working at organisations which shaped how we use the Internet today such as Dare and Digitas. A combination of survivor's mission, Nadya is a trauma survivor, and a dedication to fighting for what's fair and right, fuelled her passion and belief for DEI.

Nadya combines the professional with the philanthropic and is a serial founder co-founding Millennial Mentoring, The Great British Diversity Experiment and The So White Project. More recently she has co-founded Ladies who Launch, a support network for female entrepreneurs and ACT+, a call for collective allyship for Trans+ people. Nadya is also on the Advisory Board of the London Philharmonic Orchestra, on the Festival of Talent committee of WACL and a proud co-parent to two teenage girls, 3 cats and 2 rabbits.



Dan Ricard
Former Operations Leader & Chief of Staff, PwC

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

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

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



Todd Sears
Founder & CEO, 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. Since 2011, Out Leadership has advised hundreds of the world's most powerful companies in the world on LGBTQ+ issues.

Sears has spent over 25 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors in Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

Out Leadership is the first certified gay B Corporation, which means Sears and his team have voluntarily met the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. Out Leadership donates 20% of our net profits to LGBTQ+ nonprofits. To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes global summits around the world, hosting CEO dinners to advance the conversation around LGBTQ+ diversity in corporate governance.

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

Originally from Tarboro, North Carolina, Todd is a graduate of the Woodbury Forest School and Duke University. He currently lives in New York City.

Speaker Bios



Tate Smith
Founder & Director, Tate Smith Consulting

Tate Smith is an award-winning trans activist, consultant, and speaker, passionate about trans male visibility, educating others and debunking common myths surrounding trans people. Tate's accolades include being named one of Attitude Magazine's 10 LGBTQ+ Trailblazers To Watch Out For In The Future and one of 50 Champions of Inclusion on the 2023 Diversity Power List. In 2022, he was selected as a LinkedIn Top Voice and nominated for PinkNews' Community Role Model.

Tate has worked with a number of organisations including Barclays, Unilever, Science Museum and JP Morgan. With his unique 'Lunch and Learn' format, Tate has discussed his medical transition, coming out in a corporate environment and the impact of toxic masculinity and male privilege on his journey to discovering what it means to be a man. Taking an intersectional approach to his work, Tate is a strong advocate for gender equality, men's mental health and supporting trans people through the menopause.

In addition to his speaking engagements, Tate founded Tate Smith Consulting in May 2023, to equip brands and businesses with policies and specialist advice on trans inclusion, as well as volunteering with Gendered Intelligence's youth groups for young trans people in his spare time.



Greg Todd
General Counsel-Latin America and Co-General Counsel-Europe, Middle East and Africa, Bank of America

Greg Todd is General Counsel-Latin America (LATAM) Co-General Counsel-Europe, Middle East, and Africa (EMEA), and Managing Director at Bank of America. He is a global legal executive with extensive experience in the financial services industry, representing Bank of America globally and in LATAM and EMEA on its legal strategy. In addition, he leads environmental, social and governance strategy for the Global Markets business. He has represented the bank before numerous global regulators and is an active member of key trade associations focused on regulatory advocacy for the financial services industry. He has significant experience operating in complex corporate environments across regions, lines of business and functions, and leads a global team in LATAM and EMEA. Areas of expertise: global fixed income derivatives markets, derivatives regulatory, digital assets, ESG, sustainable finance, LATAM and EMEA generalist- capital markets- derivatives- structured notes- banking regulatory matters- litigation and regulatory matters. Greg is also active in a number of diversity and inclusion-related initiatives and organizations, including the National LGBT Bar Association and the bank's Ally Program. Admitted to practice in New York and Texas.



Laura Trimble
CEO & Head of Wholesale Banking Ireland
Head of International Subsidiary Banking, Commercial Banking, Europe

Laura joined HSBC Ireland in May 2022 as CEO and Head of Wholesale Banking, following a 20-year career with HSBC based in London. Laura is responsible for all of HSBC's operations in Ireland, with coverage of corporates, regional treasury centres, local operations of global multinationals and NBF / FIG clients, supported by transactional banking teams across GPS, GTRF and Markets. HSBC also has a large securities services business in Ireland supporting asset managers with fund administration, custody, and fiduciary services.

In October 2023, in addition to her Ireland responsibilities, Laura was appointed as Head of International Subsidiary Banking in Europe, responsible for managing HSBC's European coverage of global multinationals. Prior to joining HSBC Ireland, Laura worked for HSBC in various senior roles in the UK and Europe, most recently as European Head of HSBC's Origination business. Since joining HSBC as a graduate in 2003, Laura has extensive investment banking and commercial banking experience with prior roles in leveraged finance, investment grade debt, convertible bonds, and equity capital markets.

Laura has also led several initiatives to support a more inclusive environment for colleagues, for example, founding HSBC's European Shadow Executive Committee in 2020, a development programme for colleagues to work with senior leaders on business challenges such as sustainability, the future of work, and international connectivity; and co-founding HSBC's "Inclusive Europe" employee resource group in 2021.



James Tringham
Head of Communications, Barbican

James is an inaugural Co-Convener of the Barbican Pride Staff Network, which was established a little over a year ago. He's also the Barbican's Head of Communications. He has previously work in a range of communications and engagement roles, including at the Houses of Parliament Restoration & Renewal Programme, the Home Office, Transport for London, and the Greater London Authority.

Speaker Bios



Katya Veleva
Award-winning Training Provider, DEI Expert, & Director, Blush Cloud

Katya Veleva is the Founding Director of Blush Cloud. They are an EMCC Senior Practitioner accredited leadership coach, but their biggest passions are Inclusion, Equity and Diversity. Katya's work is dedicated to empowering individuals and organisations to find the methods, techniques and the language that bring them together in a way that everyone can be their best self at work.

Mentoring has always been a part of Katya's career. They first started working as a mentor in 2009 and have not stopped since. Alongside their work as a mentor for various organisations with a focus on Inclusion Equity and Diversity, such as the Stephen Lawrence Trust, they have also designed and run national and international mentoring programs. Katya's first mentoring program was with Women in BIM - an international scheme for women and people of marginalised genders in digital construction. The first iteration of the program had applicants from 23 countries, some of whom went on to work together on worthy projects, like Habitat for Humanity. This program is now running for a third year. Katya is also a mentor of the Help to Grow Management program. This is a national program for support of SMEs in the UK designed by the Department for Business, Energy & Industrial Strategy of HM Government and facilitated by Business Schools members of the Small Business Charter. Alongside their accreditation with the European Mentoring and Coaching Council, Katya also sits on the Mentoring Special Interest group of the council.

In their consulting career Katya has supported industry leaders, such as Grimahsw Architects, Alison Brooks Architects, Google, KP Snacks, Nomura, Spotify, Omnicom Media Group and Universal Music.

Katya started Blush Cloud in January 2021 and within months of launching the company they were nominated for Best New Entrepreneur and Blush Cloud as Business with a Positive Social Impact at the Lloyds Bank British Business Excellence Awards. Only a couple of the achievements that caught the jury's eye were some of Blush Cloud's reputable clients - The University of Portsmouth and Brunel University - both of which Katya supports in their delivery of the Help to Grow Management program, but also Katya's sustained commitment to giving back and her volunteer work in organising national and global mentoring programs for women and people for marginalised genders.

Katya has a background in architecture and digital construction. Their experience with healthcare design and building information modelling eventually brought out a passion for people and shaped their innate instinct for communication into an effective and poignant tool for collaboration. Faced with training highly skilled professionals in new tools, Katya developed a delicate, yet stimulating approach to drive anyone, regardless of their seniority, to improve and innovate in their work in a joyful and positive spirit. Within their work for promoting digital adoption and diversity in the construction industry, Katya has shared their experience with and has been recognised by numerous audiences in the UK and abroad, including AU Las Vegas 2018, where they addressed over 500 people and UK Construction Week 2019, where Katya was named one of top 4 Construction Role Models.



Michelle Weltman
Head of Aquatics, Out for Swim

With a lifelong dedication to sports, Michelle has transitioned from a distinguished athlete to a visionary leader in sports development, focusing on promoting inclusivity, particularly for disabled individuals and the LGBTQ+ community. Her career spans pivotal roles in governmental and non-profit sectors, pioneering initiatives that integrate disabled athletes into mainstream sports.

As Head of Disability for London Marathon Events, Michelle ensures equal opportunities for all participants. Her coaching has led para swimmers to success in four Paralympic Games, while her role at Out To Swim—the largest LGBTQ+ aquatics club in Europe—fosters LGBTQ+ diversity in aquatic sports. Michelle believes in the transformative power of physical activity to positively impact individuals and communities alike.



Loose Willis
Drag King & Cabaret Performer

Loose Willis is a London-based drag and cabaret performer and Creative Associate of the Offie award-winning drag king troupe Pecs. He has been writing, devising and performing for over nine years. Recent clients include: Shakespeare's Globe, Koko, Southbank Centre, Picturehouse Cinemas, Charleston Trust, Manchester Pride and the UK release of Dungeons and Dragons. He is the host of Fist Club, a queer professional wrestling night, recently featured on the cover of Time Out, and a recurring cast member for Slaystation, a video game themed drag cabaret. The focuses of Loose's work are comedy, boylesque, masculinity, the grotesque and pop culture.

"Darkly hilarious" - The Stage

@kingloosewillis on Instagram, Tiktok and Twitter

Out Leadership Member Investors



Out Leadership Member Companies



Nonprofit Partners

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



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.



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Marco Martinot
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