



OUT LEADERSHIP

# CANADA SUMMIT 2024

TORONTO, OCTOBER 29-30, 2024





# TODD SEARS, Founder & CEO, Out Leadership

Dear Leaders,

I am thrilled to welcome you to the first **Out Leadership Canada Summit!** Sponsored by our long-term partner and Canada's largest publicly-held company, **RBC Capital Markets**, this inaugural event will focus on the power of allyship and will feature all of Out Leadership's signature convening benchmarks: excellent speakers, engaging panels, and meaningful networking opportunities.

**The Canada Summit** has been designed to lift up the many ways that proud, proactive allyship can strengthen business, which is why we'll kick things off with our **Allyship Workshop & Breakfast**, hosted by **Ontario Teachers' Pension Plan**. The workshop is rooted in the groundbreaking research of our **AllyUp™ Report**, which looked at the experiences of allyship from the perspectives of 5,000 LGBTQ+ people and their friends, families, and coworkers. We'll introduce you to the tools you can begin to immediately integrate into your business to make powerful, action-centered allyship a practice that will create a culture of authentic inclusion for your employees, colleagues, consumers, and community.

Next up is the **VIP Reception**, where we'll shine a spotlight on LGBTQ+ and ally leaders from the worlds of business, media, entertainment, and sports during an intimate fireside chat. This year, it will be my great pleasure to speak with Olympic Slalom Canoeist **Florence Maheu**.

We start day two with our **OutWOMEN+ Breakfast** hosted by **TD**. As you know, **OutWOMEN+** is the first global network of LGBTQ+ women leaders, connecting and celebrating the achievements of LGBTQ+ women and non-binary individuals. Our **OutWOMEN+** events are noted for their high energy and provocative discussions, and this event will not disappoint, especially with

a stellar panel featuring **Lana Difrancescomarino**, VP of the Risk Solutions Group at RBC Capital Markets; **Shibani Ahuja**, Vice President, Executive Product Owner at TD; and **Lori Scott**, Director of Business Analysis & Process Transformation at OTPP.

We conclude with one of our tent pole events, the **OutNEXT Salon**. I am so excited to bring – with RBC, a founding sponsor of OutNEXT – our groundbreaking curriculum to so many emerging LGBTQ+ business leaders in Toronto. This half-day session will give attendees a front-row seat to our one-of-a-kind global talent program designed specifically to identify and maximize your **OutVANTAGE™** – leadership skills unique to your lived experience as an LGBTQ+ professional. You'll hear from **Caroline Tutakiewicz**, Senior Director of Fraud & Security Risk at RBC; **Anton Suphal**, Head of Client Management for Global Transaction Banking at RBC Capital Markets; **Michael Cherny**, Director of Diversity, Equity, and Inclusion at Ontario Teachers' Pension Plan; and **Latoya Nugent**, Head of Engagement, Rainbow Railroad.

I'm truly proud to include Canada in our ever-growing portfolio of Global Leadership Summits. Make sure to grab a double-double at Timmies, and I'll see you soon!

Warmly,

Todd G. Sears  
Founder and CEO  
Out Leadership

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# Out Leadership Member Investors



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# Nonprofit Partners

Out Leadership is proud to convene and partner with 78 nonprofits around the world. In addition, Out Leadership donates 20% of its profits to nonprofit partners.



# JAMES RAUSCH

## Managing Director and Head, Global Transaction Banking, RBC



My name is James Rausch (he/him) and I am a gay leader and executive **co-chair of RBC Capital Markets Pride Employee Resource Group (ERG)** in Toronto. I was first introduced to Out Leadership by my team and am highly encouraged by their OutNEXT programming and education in support of young leaders, particularly the encouragement for community members to find and use their OutVantage™.

RBC is a 10-plus year member of Out Leadership and a six-year global sponsor of OutNEXT. Last year, we hosted Toronto's debut event, **an OutNEXT salon that was met with overwhelming demand and strong engagement**. For that reason, we are thrilled to bring Out Leadership back for a full Canadian Summit in Toronto later this month.

As Canada's largest public company, RBC's commitment to diversity and inclusion is more than one of our values – it is our strength. We believe our workforce should reflect the communities in which we serve and foster an environment where employees feel comfortable bringing their authentic selves to the workplace. By supporting our employees in this way, **we can drive greater innovation, productivity, and individual well-being**. This goes beyond providing diversity and inclusion training. RBC also provides all colleagues with a wide variety of resources and benefits, many of which can help meet the unique needs of LGBTQ+ individuals and their families.

When I entered the workforce around 30 years ago, there were no organizations like Out Leadership. There were very few LGBTQ+ public figures I could connect with as role models, which made it difficult to bring my authentic self to the workplace. Today, **it brings me tremendous joy when I see my LGBTQ+ staff comfortable enough to be out at work**, and I am honoured every time I hear from someone that I've inspired as an out, gay, senior leader.

While I am lucky enough to work for a company and live in a country that believes that we should be measured not by who we love, but how we perform and treat others, there is still so much work to do. **Out leaders are still underrepresented in the executive ranks and on corporate boards, and I am troubled by the rollback of diversity initiatives globally.**

Together, whether we are a member of the community or an ally, we have the privilege and responsibility to drive the conversation. I encourage you all to be proud of your true selves and get involved. Thank you to Out Leadership for leading this conversation and I **welcome you all to Toronto for OutNEXT's first Canada Summit**.

Warmest regards,

**James Rausch**



“There were very few LGBTQ+ public figures I could connect with as role models, which made it difficult to bring my authentic self to the workplace. Today, it brings me tremendous joy when I see my LGBTQ+ staff comfortable enough to be out at work.”

**James Rausch**  
Managing Director and Head, Global  
Transaction Banking, RBC  
**OUTLEADER**

# Summit Overview

## Allyship Workshop

Tuesday, October 29, 2024

Host: OTPP

160 Front St W Suite 3200, Toronto, ON M5J 0G4

8:30am | Guests Arrive & Breakfast

8:50 am | Welcome Remarks

Jane Barry-Moran, Managing Director of Programs and Research, Out Leadership

Michael Cherny, Director, Diversity, Equity and Inclusion at Ontario Teachers' Pension Plan

9:00 am | Workshop begins

Jane Barry-Moran, Managing Director of Programs and Research, Out Leadership

9:45 am | Q&A & Discussion

10:00 am | Closing Remarks



## VIP Reception

Tuesday, October 29, 2024

Host: RBC Capital Markets

200 Bay Street, South Tower, 40th Floor

5:30 pm | Guests Arrive & Refreshments Available

6:15 pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

6:30 pm | Fireside Chat

Todd Sears, Founder & CEO, Out Leadership

Florence Maheu, Olympian

Patricia Everingham, Senior Vice President, Operational Risk, & COO GRM, RBC

7:00 pm | Closing

Todd Sears, Founder & CEO, Out Leadership

7:15 pm | Networking Reception Continues

8:30 pm | End of Event



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# Summit Overview

## OutWOMEN+ Breakfast

Wednesday, October 30, 2024

Host: TD

66 Wellington St W, on the 54th floor

8:30 am | Guests Arrive & Breakfast

9:00 am | Welcome Remarks

Jane Barry-Moran, Managing Director of Programs and Research, Out Leadership

9:05 am | Panel discussion

Jane Barry-Moran, Managing Director of Programs and Research, Out Leadership

Lana Difrancescomarino, VP, Risk Solutions Group, RBC Capital Markets

Shibani Ahuja, Vice President, Executive Product Owner, TD

Lori Scott, Director, Business Analysis & Process Transformation, OTPP

9:40 am | Q&A & Discussion

9:45 am | Networking

10:00 am | Guests Depart



## OutNEXT Half Day and Reception

Wednesday, October 30, 2024

Host: RBC Capital Markets

155 Wellington St. W Toronto, ON M5V 3L3

1:30 pm | Guests Arrive & Refreshments

2:00 pm | Welcome & Acknowledgement of Country

Jane Barry-Moran, Managing Director of Programs and Research, Out Leadership

Todd Sears, Founder & CEO, Out Leadership

Karen McCarthy, SVP & Deputy General Counsel & Corporate Secretary, RBC

2:30 pm | 'Unpacking Identity' Activity

Jane Barry-Moran, Managing Director of Programs and Research, Out Leadership

3:00 pm | Panel Discussion

Caroline Tutakiewicz, Senior Director, Fraud & Security Risk, RBC

Anton Suphal, Head, Client Management, Global Transaction Banking, RBC Capital Markets

Avni Shah, Associate Professor of Marketing at the University of Toronto

3:30 pm | Q&A & Discussion

4:00 pm | Storytelling for Impact

Todd Sears, Founder & CEO, Out Leadership

4:15 pm | Activity & Break

5:00 pm | Curriculum 3- Goal Setting for Impact

5:30 pm | Panel

Michael Cherny, Director, Diversity, Equity and Inclusion at Ontario Teachers' Pension Plan

Latoya Nugent, Head of Engagement, Rainbow Railroad

Howard Sacarob, Head of U.S. Tax, Vice President, Managing Director, RBC

6:00 pm: Networking Reception

8:00 pm: Guests Depart



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# Speaker Bios



**Shibani Ahuja**  
Vice President, Executive Product Owner, Customer Engagement, TD

Shibani is a global executive with extensive experience working across multiple disciplines and geographies, holding several roles around the globe, within Business and Corporate functions including Digital, HR, Finance, Actuarial, Treasury, Audit, Product Development and Internal Business Consulting.

In her current role as Vice President, Executive Product Owner, she leads a team of technology professionals responsible for setting the strategic vision and agile implementation of innovative capabilities supporting end to end Customer shopping engagement journeys across the enterprise. She is also a member of TD's 2SLGBTQ+ Executive Steering Committee and Chair of TD's 2SLGBTQ+ Women's Committee.

In 2022 and 2023, Shibani received international recognition as one of the top Outstanding LGBT+ Emerging leaders globally.

Prior to joining TD, Shibani lived abroad for 4 years with expatriate assignments in Asia with Manulife, first with the Global Strategic Initiatives Function, working out of Hong Kong and in then in the Philippines establishing Manulife's Regional HR Operations hub.

Shibani lives in Toronto with her partner Sharon, son Carter and pup Monkey III.



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

Jane Barry-Moran is the Managing Director of programs and research at Out Leadership. Jane has her BA in Educational Psychology, her masters in Theology and Ministry and her M.B.A. In her current role, she leads Out Leadership teams in delivering talent development programming, global events and impactful research and thought leadership around the LGBTQ+ experience at work and corporate impact on culture around the world. Some of the landmark research pieces Jane has published or coauthored include: ALLYUp, the last 4 US climate Indexes, the annual OutQuorum Board Diversity Report, Out to Succeed 2.0- Global Talent Report, and many more.

Jane is a trusted speaker and facilitator with both emerging talent and senior leaders on topics including allyship, LGBTQ+ rights, inter-religious tolerance and celebration, corporate responsibility, DEI and best practices in people operations.

Prior to Out Leadership, Jane worked in the world of Higher Education. In her work at universities, Jane helped open the first DEI center at a Catholic University and served as the LGBTQ+ advisor for the center. Jane also launched the university's first service learning platform, rolling it out to over 50,000 stakeholders, including over 100 community non profits and their staff, in less than a year.

Jane lives on Long Island with her wife, daughter and Bernese Mountain dog!



**Michael Cherry**  
Director, Diversity, Equity and Inclusion at Ontario Teachers' Pension Plan

Michael is a driven, innovative CPA, CA and a strategic and diverse leader in every sense of the word. Michael is currently the Director, Diversity, Equity and Inclusion at Ontario Teachers' Pension Plan, having previously served as the Senior Lead for Deloitte Canada's Centre for Trust. Michael also has an extensive background delivering assurance, advisory and consulting services to clients in the consumer, financial services and mining industries during his time at Deloitte. An active member of the 2SLGBTQ+ community, Michael is a proud Director on the Board of both Women College Hospital Foundation's and LGBTQ+ Corporate Directors Canada, having previously served as the Treasurer on the Board of The 519 and Treasurer on the Board of Pride Toronto as well as a Director on the Board of Start Proud. Michael also previously served as a member of CPA Ontario's Council and Young CPA Representative, and is a proud ambassador for the accounting profession. A community builder at heart, Michael has been recognized as a Catalyst Canada Honours Champion, CPA Ontario Emerging Leader, Notable Life 2SLGBTQ+ Leader of the Year and Women in Capital Markets' Champion of Change and is a sought-after speaker, published author and thought leader in the diversity, equity and inclusion space.



# Speaker Bios



**Lana Difrancescomarino**  
VP, Risk Solutions Group, RBC Capital Markets

Lana has over 8 years of experience in Capital Markets, working in sales & trading within FX and rates product groups. As part of RBCCM's Risk Solutions Group, she is focused on providing tailored interest rate risk management solutions to a wide range of commercial & corporate clients across various industries. Prior to joining RBC, Lana has worked in early-stage technology and corporate partnerships. Lana holds a Bachelor of Commerce, (Hons: Finance, Minor: Economics) from the DeGroote School Business, McMaster University. Lana has also been a co-chair of Capital Markets Canada Pride at RBC for five years, an employee-led team that leads various initiatives to support and advance the 2SLGBTQ+ community both within the firm and externally.



**Patricia Everingham**  
Senior Vice President, Operational Risk, & COO GRM, RBC

As the senior executive responsible for the oversight of operational risk across RBC's global enterprise, Patricia leads the organization in fostering a risk aware culture and capability that enables it to deliver a balanced risk/reward profile while executing its business strategy. She has accountability for the global operational risk frameworks, policies and standards as well as the tools and practices designed to support RBC in maintaining its industry-leading reputation for prudent risk management. In addition, she leads a team of operational risk experts who are responsible for risk management activities related to Cyber, IT risk, Third Party risk, Business Continuity Management, Physical Security Risk, Information Management Risk, Process and Execution risk, Product & Suitability Risk, and Culture, Conduct and Reputation Risk. She is a member of the Group Risk Management Operating Committee.

Patricia has over 25 years' experience with Royal Bank starting her career as a Retail Account Manager in Toronto, Ontario, and subsequently holding progressively more senior roles in Group Risk Management, Portfolio Management & Credit Strategies, Cards & Payment Solutions, Personal Lending and Fraud Management. She has developed expertise in leveraging data to drive innovation and business results.

Patricia holds an MBA from the York University, a Bachelor of Business Management from Toronto Metropolitan University, and is a CFA charterholder. She is the former Chair of the Canadian Bankers Association (CBA) Financial Crime & Security Committee and has recently been appointed as Director of RBC Life Insurance Company and RBC Insurance Company of Canada (the "Companies").



**Karen McCarthy**  
SVP & Deputy General Counsel & Corporate Secretary, RBC

Karen leads a global team of lawyers and governance professionals who provide corporate governance, securities, ESG, M&A and executive compensation legal advice to senior management, the RBC Board of Directors, and its subsidiaries globally. She also oversees RBC's Government Affairs team.

Karen joined RBC in 2004 and assumed more senior roles in the Law Group, including Assistant General Counsel, Public Company Group.

She moved to Investor Relations in 2010 as Senior Director responsible for the ongoing development of RBC's investor relations strategy, including building external relationships with investors, analysts and rating agencies.

Karen returned to the Law Group in 2014, assuming the role of Vice-President, Assistant General Counsel and Secretary. In her current role, she oversees the Corporate Secretary's Department, Subsidiary Governance Office, the Public Company Group, as well as the ESG and M&A legal teams and Government Affairs.

Karen holds an LLB and Bachelor of Commerce (Finance and Accounting) from the University of Ottawa and is a member of the Law Society of Ontario.

Karen is a member of the Canadian Institute of Corporate Directors and the Governance Professionals of Canada and in the U.S., she is a member of the Society for Corporate Governance and the National Association of Corporate Directors.

Karen is also a director of the RBC Foundation and the Jane Goodall Institute of Canada.



**Florence Maheu**  
Olympian

Florence began paddling at the age of 13 at a local canoe club and quickly excelled in the sport to represent Canada for the first time in 2012 at the U23 World Championships. She has been a member of the National Team for 12 years and is a Tokyo 2020 Olympian in Canoe Kayak Slalom. She placed 23rd at the Tokyo Olympics, after advancing to the semi-finals. Florence earned her BSc in Kinesiology from the University of Montreal, all while balancing the demands of being a national team athlete. When she retires from high-performance, she plans to pursue a career in law enforcement. Florence is an advocate for equality in sport and creating an inclusive environment for everyone to thrive. She plays an active role in coaching the next generation of paddlers.

# Speaker Bios



**Latoya Nugent**  
Head of Engagement, Rainbow Railroad

Company of Canada (the "Companies"). Latoya Nugent is a black queer refugee feminist activist with over 15 years of experience in education and training, advocacy, movement building leadership, program development, and design thinking.

Grounded in the Frierean philosophy and tradition of teaching for transformation, Latoya's approach to advocacy and leadership centers people with lived expertise toward her vision of co-curating a liberatory world. A critical thinker and strategist, Latoya designed and led a significant body of work in the Caribbean at the intersection of queer identities, black feminisms, and financial freedom.

In her capacity as Head of Engagement at Rainbow Railroad, Latoya leads the organization's design thinking and strategic engagement with partners and the public, to deepen the understanding of Rainbow Railroad's mission and galvanize support for building a global queer liberation movement. She oversees Rainbow Railroad's U.S. engagement, volunteer, and refugee leadership programs, in addition to its communications and events portfolios toward cultivating more meaningful relationships with partners and amplifying the impact of the organization's work.

An avid reader, lover of music, landscape photography, and open waters, Latoya has made Canada her home, thanks to the radical and revolutionary work of Rainbow Railroad and the kindness and compassion of The 519.



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

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 & CEO, Out Leadership

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts nearly 100 of the world's most powerful companies in the world as its members.

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

Sears has spent over 20 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 on Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

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

# Speaker Bios



**Lori Scott**  
Director, Business Analysis and Process Transformation, OTPP

Lori Scott has over 20 years of experience in the Finance sector, collaborating with technology vendors and internal technology teams to foster innovation and transformation alongside business partners. She attended the University of Western Ontario, where she laid the foundation for her career. After graduation, Lori dabbled in the manufacturing business before diving into the world of finance and technology.

Her career in Capital Markets started as an Application Support Analyst and eventually became the Global Manager, Support and Operations for Canada and the US for a Canadian technology vendor. In 2004, Lori started at a new technology vendor in Canada and was instrumental in expanding the business from one client to 60+, while also setting up a Product Management and delivery team that partnered with Canadian banks and investment firms.

Lori began working with the Ontario Teachers' Pension Plan in 2016, aligning her professional journey with her personal values and aspirations. She is currently part of the Enterprise Operations division in the Product and Delivery group that is responsible for delivering technology solutions to business partners across the organization.

Outside of work, Lori loves spending time with her partner, daughter and dog at the family cottage, enjoying canoeing, swimming, and other water-based activities. She's also an avid traveler, always looking forward to the next adventure.



**Anton Suphal**  
Head, Client Management, Global Transaction Banking, RBC Capital Markets

Anton leads the Client Management group within RBC Global Transaction Banking (GTB). In his role, Anton has coverage responsibility for Low/Mid-Market banks for RBC and oversees all client service functions for GTB globally. He is a member of GTB's Senior Management Team and is responsible for business development, on-going relationship management and customer success for GTB's clients. Prior to joining GTB, Anton held various roles within RBC including equity research and enterprise payments strategy. Anton is an inclusion advocate and a member of the RBC Capital Markets Diversity Leadership Council which oversees the firm's diversity, equity and inclusion commitments.

Anton holds an undergraduate degree in Business Administration from Ivey Business School, an MA in Economic Development from the University of Waterloo and an MBA from Queen's University's Smith School of Business.



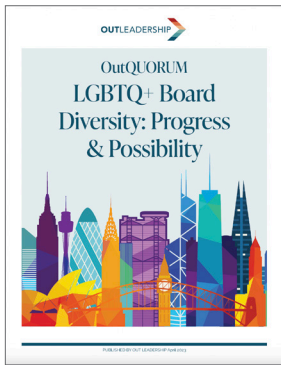
**Caroline Tutakiewicz**  
Senior Director, Fraud & Security Risk, RBC

Caroline Tutakiewicz is the Senior Director, Fraud & Security Risk with accountability for risk oversight strategy including governance, risk reporting, issue and regulatory management globally. Over the last 9 years, she has led conversion strategy for RBC Ventures and was the former Director and Head of Anti-Money Laundering at RBC specializing in terrorist financing, organized crime, and human trafficking. A community builder at heart, Caroline has volunteered for over 12 years with the Ministry of the Attorney General and within RBC served as Co-Chair for the GTA Pride ERG and currently serves as Canadian Co-Chair for the Pride ERG. Caroline co-founded RBC's Survivor Inclusion Initiative – which provides barrier free access to financial services for victims of human trafficking and has held varied non-profit board positions in the community, most recently as Vice Chair for Sherbourne Health.

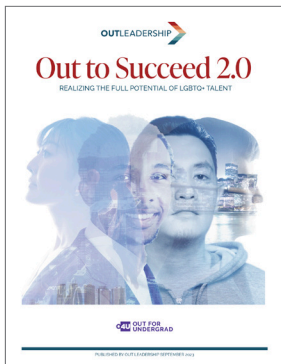
Her longstanding leadership and community commitments have been globally recognized by Yahoo Finance as a four-time Top 50 LGBT+ Role Model, as Canada's Top 100 Most Powerful Woman in 2019 and 2022, an RBC Global Citizen, and most recently as a Canadian CHANGEMAKER by Pride at Work Canada.

# A Global Movement

In the past year, Out Leadership has held summits and events in **New York, Los Angeles, London, Hong Kong, Tokyo, Sydney, Boston, and Toronto**. In conjunction with these signature events, Out Leadership has **published numerous research studies, thought leadership, and business articles** which offer indispensable insights, data and points of view to help drive LGBTQ+ progress globally.



[Driving LGBTQ+ inclusion at the board level across global listed companies.](#)

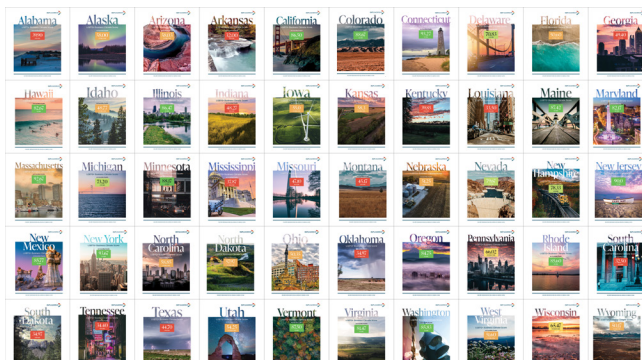


[2023 Global LGBTQ+ Talent Study.](#)

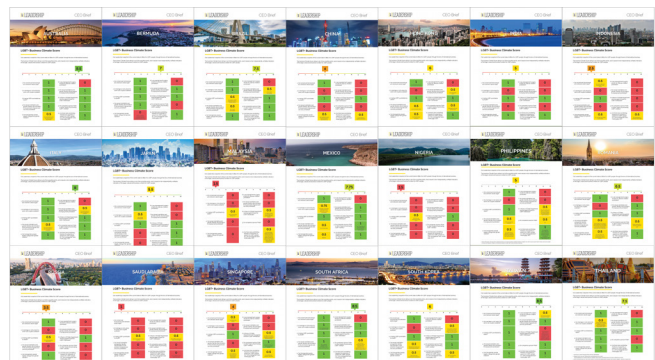
[Detailed US study of LGBTQ+ Inclusion at the State level.](#)

[Harvard Business Review article.](#)

[2024 Global Impact Report](#)



[50 individual US State studies of LGBTQ+ Inclusion.](#)



[Country CEO Briefs providing insights and action points for business leaders assessing global business opportunities.](#)

# Help Us Drive Impact in 2025.

We are excited to announce our key initiatives for 2025, and we invite all our members to participate actively. **To get involved, contact [info@outleadership.com](mailto:info@outleadership.com)**

## OutNEXT

Developing the next generation of LGBTQ+ leaders in New York, Los Angeles, London, Hong Kong, Sydney and Toronto. Since 2014, OutNEXT has engaged 4,500+ emerging LGBTQ+ leaders from 200+ organizations on 5 continents. Many are now at senior leadership positions in business.

**Vision:**  
**Expand OutNEXT to major US Cities (San Francisco, Chicago, Atlanta, Boston, Miami), major European Capitals (Paris, Amsterdam, Berlin, Madrid) Tokyo, Delhi, Singapore, & Melbourne, and develop an all new curriculum.**

## Global Talent Research

Attracting and retaining talent is the biggest challenge facing companies today. **"Out to Succeed"** is the first of its kind global workplace survey of LGBTQ+ talent published by Out Leadership and Out for Undergrad.

**Vision:**  
**An all-new global talent survey of a global, cross-generational, cross-industry, intersectional, audience of LGBTQ+ leaders.**

## Board Diversity

The lack of LGBTQ+ representation on corporate boards is concerning. Launched in 2015, OutQUORUM is the first initiative focused on increasing LGBTQ+ inclusive representation on Corporate Boards globally. The initiative includes our highly influential Board Diversity Report, Board Diversity Guidelines, and the Board Fit program to prepare board candidates, in partnership with KPMG.

**Vision:**  
**Expand measurement to include all major stock exchanges globally, publish Board Diversity Guidelines for all major exchanges, and expand the OutQUORUM summit with roundtables in key cities globally.**

## Self-ID

Companies need to better understand their LGBTQ+ employees to do better business. Out Leadership's Self-ID research is a comprehensive tool for companies to implement LGBTQ+ Self-ID.

**Vision:**  
**A new gold standard for Self-ID, including best practices for policy, navigating country-specific compliance, talent attraction and retention, and best practices from global companies.**

## Corporate Responsibility

LGBTQ+ inclusion in company corporate responsibility strategies is almost nonexistent. Out Leadership's Return on Equality™ Summit in 2023 was a first-of-its-kind initiative aimed at driving LGBTQ+ inclusion into ESG and CSR initiatives across major corporations.

**Vision:**  
**Establish a new global LGBTQ+ Inclusive Corporate Responsibility Standard for businesses, encompassing all diverse communities that businesses work with.**



# 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.



## Out Leadership Global Advisory Board

**Lou Aversano**

Chief Brand and Marketing  
Officer, Cigna

**Lloyd Blankfein\***

CEO & Chairman  
Goldman Sachs

**Beth Brooke-Marciniak**

Global Vice Chair, Public Policy (re-  
tired)  
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North America Operating Unit,  
Coca Cola Company

**Kenji Yoshino\***

Professor of Constitutional Law, NYU  
School  
of Law Chief Justice Earl Warren

**Dr. Allan Zeman**

Chairman  
Lan Kwai Fong Group

**Claudia Brind-Woody**

Managing Director,  
IBM

\*Emeritus

# 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



**Megan Stretton**  
Director, Global Events



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



**Cameron Wu**  
Manager, Programs  
& Research



**Camille Witt**  
Associate, Member  
Experience



**Cara Crosby**  
Associate, Events &  
Marketing



**Mila Jam**  
Senior Adviser,  
Trans Initiatives



**Kalyn Jahansouz**  
HR Director



**Matt Fust**  
Senior Adviser



**Ken Janssens**  
Senior Adviser

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

