



OUT LEADERSHIP

OutNEXT

11th ANNUAL GLOBAL SUMMIT 2024
DEVELOPING THE NEXT GENERATION OF OUTLEADERS



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TODD SEARS, Founder & CEO, Out Leadership

Welcome to Out Leadership's 11th annual OutNEXT Summit, the world's first and only global talent accelerator dedicated to developing the next generation of global LGBTQ+ business leaders.

This year, we've expanded the OutNEXT curriculum with improved, world-class modules developed in conjunction with Harvard Business School and LinkedIn, building off the last 9 years of curriculum developed in partnership with McKinsey and PwC.

Get ready, because you're about to join an alma mater that has helped launch the professional journeys of more than 4,500 emerging LGBTQ+ leaders from 200+ organizations across five continents.

Over the next two days at the beautiful Citi Headquarters, you'll develop your **"OutVANTAGE"**; engage with outstanding speakers, luminaries, and thought leaders; mix and mingle in once-in-a-lifetime networking spaces, and meet potential mentors from the world's most successful companies. **Along with our Proud Sponsor Citi and Global Sponsor RBC, we've crafted an event that balances listening and sharing, and this year will provide one-of-a-kind opportunities to do both.**

Day One is anchored by three curriculum modules on self-reflection, developing a personal brand, and leveraging champions, amplified by panels and fireside chats with some of the brightest minds in the world. We'll end the day with a fun cocktail reception where you can practice your newly shared skills featuring a DJ set, cocktails, and ample networking opportunities.

On **Day Two**, we'll focus on the value of self-care, self-advocacy, making social impact, and finding the winning balance between professionalism and activism.

Across the next 2 days I'm so excited to bring some of my favorite leaders from around the world to share their stories and learnings with you.

Because of AIDS, discrimination and the pervasive nature of the closet in the workplace, my generation didn't have the same access to sponsors and mentors and visible out leaders that you do. That's why, 11 years ago, I started OutNEXT. I wanted to create a platform to convene you so that you get to know each other, to give you the best-in-class leadership development possible, and to ideally connect you to sponsors and mentors so you can be the most successful leaders in the world.

Welcome,



Todd G. Sears
Founder and CEO
Out Leadership

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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.





Erika Irish Brown

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

I could not be more excited for Citi to be hosting OutLeadership's OutNEXT Summit for the third year in a row!

The OutNEXT Summit is the premier global LGBTQ+ talent accelerator, and every year it grows in scale and impact, driving the development of the next generation of out and visible LGBTQ+ leaders.

As Chief Diversity, Equity and Inclusion Officer and Head of Talent at Citi, I know **our people are at the core of our firm's success**. Maintaining our diverse workforce within an inclusive environment allows us to create a workplace where the most innovative ideas come to the top, enabling us to develop solutions and products for tomorrow's challenges, today.

Research consistently shows diverse teams are more likely to financially outperform non-diverse teams. However, assembling a diverse workforce is just the beginning. **We truly succeed when we go a step further and include and invest in our people's growth and development**. It is essential to empower, support, and provide all our colleagues with opportunities to thrive.

OutNEXT is a shining example of what it means to invest in the future of talent. It's not just about creating a space for LGBTQ+ professionals to connect; it's about equipping you with the tools, networks, and confidence to lead. This Summit is dedicated to helping the next generation of LGBTQ+ leaders realize their potential and make meaningful impacts in their organizations and across industries. Our ongoing partnership with OutLeadership reflects our commitment to creating content with you and your development in mind, and each year it only gets better!

This Summit is more than an event; it is a launchpad for future leaders who will drive change in their organizations and communities. **The connections you make, the lessons you learn, and the inspiration you gain will continue to resonate long after the summit concludes**. As you participate in OutNEXT, know that you are joining a powerful network that is actively shaping the future, and recognize that you also have a responsibility to pay it forward as you progress in your own careers.

I cannot wait to see many of you at the Summit this year, where we will once again convene for two full days of inspiring workshops, challenging conversations, and innovation incubators. On behalf of the entire Citi community, I want to extend a huge thanks to the OutLeadership team and my dear friend Todd for your unwavering dedication to this Summit and your continued advocacy for creating more inclusive workplaces and industries for all.

Sincerely,
Erika Irish Brown



Erika Irish Brown speaking at the 2023 OutNEXT Global Summit.

Out Leadership is so grateful to Citi – one of our founding firms 14 years ago – for hosting and sponsoring the OutNEXT Global Summit for the 3rd time.



“ I think everyone should be proud of their heritage and use it as an advantage. You will see things from a business perspective and a cultural perspective that are opportunities. Those are very powerful tools in business.”

Ken Ohashi,
CEO, Brooks Brothers
OutNEXT 2024 Speaker
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“ The more people you have at the table, the more perspectives you have, the better the work is going to be.”

Tina Davis,
Head of Enterprise Marketing and Brand
Engagement, Citi
OutNEXT 2024 Speaker
#OUTLEADER



Conor Krone

Senior Associate, U.S. Foundation and Corporate Citizenship, RBC Capital Markets.



Capital
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I am a proud OutNEXT alum and a member of the PRIDE Employee Resource Group at RBC Capital Markets. Reflecting on my experience at last year's OutNEXT Leadership Conference, I can't help but feel **a deep sense of gratitude for the incredible journey of growth and connection that it set in motion.**

The OutNEXT Global Summit was a true growth experience. **Being surrounded by a vibrant and diverse group of emerging LGBTQ+ leaders was not just inspiring—it was empowering.** The conference sessions challenged me to think critically about my leadership style and how to develop my personal brand at work. The connections I made at OutNEXT have been invaluable, both personally and professionally; I stay in touch with new colleagues from Singapore to Munich to here at home in New York. It's rare to find a space where you can be your authentic self, and special to take time away from the desk to think about how being LGBTQ+ can empower us at work.

One of the most significant aspects of my journey has been the mentorship and support I've received within RBC. Chris Louney, Co-Chair of PRIDE, and Tonia Steck, our Executive Sponsor of PRIDE and the mother of a gay son, have been key to my development (including the push to attend OutNEXT).

Chris has taught me the power of leading with authenticity, and Tonia's unwavering support for our community has shown me the importance of allyship at all levels of leadership. These relationships have reinforced my commitment to fostering inclusivity and have inspired me to take an active role in shaping the future of our PRIDE initiatives at RBC.

In my role on the PRIDE team, I work to bring speakers who reinforce the value of diversity at work and organize events that give my colleagues opportunities for networking. **The lessons I learned at OutNEXT have influenced how I approach this work: be proud, be bold, and be myself.**

OutNEXT is more than just a conference; it's a catalyst for change and a source of lifelong connections. I'm incredibly excited to see what this year's summit will bring and to continue building on the foundation that OutNEXT has helped me establish.

Thank you for the opportunity to be a part of this incredible community.

Warm regards,
Connor Krone



Connor Krone (left) with fellow OutNEXT attendees at the 2023 OutNEXT Global Summit.

Out Leadership is so grateful to RBC for 11 years as a member of Out Leadership and global sponsorship of OutNEXT for the past 4 years.



“Don't feel guilty about things you can't do. Give yourself a break; be kind to yourself. And most importantly, never feel ashamed to ask for help because you matter.”

Cindy Ouellet
Five-time Paralympian
OutNEXT 2024 Speaker
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“I think the world is calling out, and communities are calling out for people to show a little courage, and to live their lives courageously.”

Mary Obasi
Global Policy Advisory Executive,
Bank of America
OutNEXT 2024 Speaker
#OUTLEADER



OutNEXT Global Summit

Day 1: Tuesday, September 10th

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

Breakfast & Opening

8:30 – 9:30 am ET

Welcome

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

Vito Sperduto, Head of US Capital Markets, RBC

Andy Morton, Head of Markets, Citi

9:30 am – 12:00 pm ET

Curriculum: Self-Reflection

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

Dan Quinn, Head of Talent Assessment and Executive Coaching, Citi

Panel: Self-Reflection & OutVANTAGE™

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

Alexia Korberg, Executive Director, Her Justice

Yashomati Koul, Director, Portfolio Analytics, Warburg Pincus

Kevin Sokal, Incoming Vice President at Bain Capital Real Estate, Lead Director for Out for Undergrad Business Conference

Curriculum: Reflective Leadership

JD Schramm, Mentor, Educator, Author, Advocate, Consultant

Lunch

12:00 pm – 1:00 pm ET | Riverview

Curriculum

1:00 pm – 4:00 pm ET | Auditorium: In-Person & Recording

OutVANTAGE™

Todd Sears, Founder & CEO, Out Leadership

Ken Ohashi, CEO, Brooks Brothers

Curriculum: Developing Personal Brand

Andres Martinez, Enterprise Relationship Manager, LinkedIn

Panel: Personal Brand

Tina Davis, Head of Enterprise Marketing and Brand Engagement, Citi

Mary Obasi, Global Policy Advisory Executive, Bank of America

Tag Warner, CEO, Gay Times

Todd Sears, Founder & CEO, Out Leadership

Curriculum: Role of Mentors in Driving Success. Finding a Mentor/Sponsor

Todd Sears, Founder & CEO, Out Leadership

4:00 – 5:00 pm ET

Fireside

Erika Irish Brown, Chief Diversity, Equity, and Inclusion officer & Global head of Talent, Citi

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

OutNEXT Global Summit

Fireside

Billy Porter, Grammy, Emmy & Tony winning Actor, Singer, Performer
Todd Sears, CEO & Founder, Out Leadership

LGBTQ+ Trivia

Camille Witt, Associate, Member Experience, Out Leadership
Stella Campaner, Global DEI Strategic Advisor for Citi. Pride

Closing & Reflection

Todd Sears, Founder & CEO, Out Leadership

5:00 – 7:00 pm ET

Networking Reception & Live Music Performances

Day 2: Wednesday, September 11th

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

8:30 – 11:30 am ET

Breakfast & Opening Session

Curriculum: Self-Care that Informs Leadership

Anu Gupta, Author, Speaker, Meditation Teacher, B Corp Founder & CEO

Panel: Self Care that Informs Leadership

Anu Gupta, Author of Breaking Bias, Founder and CEO of BE MORE

Dan Quinn, Head of Talent Assessment and Executive Coaching, Citi

Jaymes Black, CEO, Trevor Project

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

Fireside

Todd Sears, CEO & Founder, Out Leadership

Noel Quinn, Former Group CEO, HSBC

Keynote

Rev. Mark Fowler, CEO, Tanenbaum, Moderator

11:30 – 2:15 pm ET

Social Impact Challenge & Lunch

2:15 – 4:00 pm ET

Curriculum: Balancing professionalism and Activism

Diego Garcia Blum, Program Director for the Global LGBTQI+ Human Rights Program at the Carr Center for Human Rights Policy, Harvard Kennedy School

Broadway Cares

Susan Slotoroff, Senior Partnership Officer, Broadway Cares/Equity Fights AIDS

Jack Noseworthy, Individual Giving Officer, Manager of NextGen Network, Broadway Cares/Equity Fights AIDS

Social Impact Challenge Awards

Keynote

Brian Derrick, Political Strategist and Founder of Oath

Fireside

JJ. Gantt, Co-CEO, Barry's Bootcamp

Cindy Ouelett, Canadian Paralympic wheelchair basketball player & Para-Nordic Skier

Todd Sears, CEO & Founder, Out Leadership, Moderator

4:30 pm:

Closing & Reflection

Todd Sears, CEO & Founder, Out Leadership

“There is a calling on my life, and the reason everything has happened is because I stepped into the fullness of that calling.”

Billy Porter

Grammy, Emmy & Tony winning

Actor, Singer, & Performer

OutNEXT 2024 Speaker

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“The reason I share my story is because there are so many others like me that aren’t able to envision a happy ending for themselves.”

Jaymes Back
CEO, Trevor Project
OutNEXT 2024 Speaker
#OUTLEADER

“The business world that was once relatively hostile to those of us who were different is now embracing diversity and inclusion as imperative and as a differentiator.”

Howard Sacarob
Head of U.S. Tax, Vice President & Managing
Director, RBC
OutNEXT 2023 Speaker
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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 11 years to help LGBTQ+ leaders understand their OutVANTAGE™, leadership skills that are unique to the LGBTQ+ experience.

In the decade since launch, OutNEXT has become a world-class global leadership development program, which includes outstanding speakers, a social impact challenge, interactive sessions, and networking opportunities.

The OutNEXT curriculum features world-class modules developed in conjunction with Harvard Business School and LinkedIn, building off the last 9 years of curriculum developed in partnership with McKinsey and PwC. 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, OutNEXT has hosted 4,500+ Leaders from 200+ Businesses across 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.



“Just imagine being in a world where wherever we are, we feel a sense of belonging. We don't have to feel afraid because of the way we look or our accent or the way we dress. We just belong because we're human beings.”

Anu Gupta

Author of Breaking Bias, Author of Breaking Bias, Founder and CEO of BE MORE

OutNEXT 2024 Speaker

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Speaker Bios



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

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!



Andy Morton
Head of Markets, Citi

Andrew Morton is Head of Markets at Citi and is a member of Citi's Executive Management Team. He has been with Citi since 2008 and was previously head of the G10 Rates and Financing businesses and responsible for the markets quantitative analysis (MQA) function.

Prior to joining Citi, Andrew spent 15 years at Lehman Brothers during which he held several positions including European Head of Fixed Income and Global Head of Fixed Income.

Andrew began his career as an academic in mathematical finance. He is the co-author of the HJM interest rate model, a widely used framework for the valuation of interest rate derivatives. He earned a Bachelor of Mathematics degree from University of Waterloo in Canada and a PhD in Engineering



Vito Sperduto
Head, RBC Capital Markets U.S.

Vito Sperduto is the Head of RBC Capital Markets U.S. and a member of the Global Capital Markets Operating Committee. He collaborates closely with RBCCM's global business heads to develop, align, and execute business strategies for sustained growth across all of RBCCM's businesses. Acting as a strategic and trusted advisor to his clients, Vito leverages his considerable relationships and experience to help them achieve their business goals. He promotes cross-business coordination and collaboration in support of RBCCM's overall strategy and works diligently to advance RBC's pan-U.S. initiatives. Vito also focuses on RBCCM's brand building, talent development, and mentoring initiatives. He is especially passionate about helping local communities prosper through his extensive charitable endeavors.

Vito has over 30 years of investment banking experience and has advised on over 200 transactions valued at over \$250 billion. Prior to his current role, he was the Global Head of Mergers and Acquisitions, responsible for the firm's overall M&A efforts across all sectors. Vito has extensive experience in originating and executing transactions in general industrials and diversified services (with a focus on aerospace, defense, and government services), communications, media and entertainment, technology, business services, and consumer and retail sectors.

Before joining RBCCM, Vito was a Managing Director and Head of Software M&A coverage for CIBC World Markets in New York, where he worked across the defense, consumer, business services, and technology sectors. He previously worked for SoundView Technology Group, Smith Barney, and Kidder, Peabody.

Vito is a member of RBC's Global Capital Markets Operating Committee, U.S. Executive Committee, U.S. Regional Operating Committee and the board of RBC Capital Markets, LLC. He is an active leader of RBC's community service programs, including serving as captain of RBC's New York Race for the Kids and co-executive sponsor of RBC PRIDE USA. Vito is the Chairman of the Board of Play Rugby USA, an organization that uses rugby as a tool to mentor over 5,500 NYC children ages 8 to 18. He earned his A.B. from Harvard University in Computer Science/Engineering Sciences.



Yashomati Koul
Org Health and Transformation | Leadership Assessment and Development | Data Analytics, Warburg Pincus

Bachul Koul (They/Them) is based in San Francisco, joined Warburg Pincus in 2022, and is a Director on the Portfolio Analytics team. Prior to joining Warburg Pincus, Bachul was an Executive Search and Leadership Advisory Consultant at Egon Zehnder. Previously, Bachul was an Associate Partner in the leadership, change, and organization practice at Kearney. They started their career in the Legal and Compliance Division at Credit Suisse based in New York. Bachul received an MBA from Georgetown University's McDonough School of Business. They also hold a BA in Law, Jurisprudence, and Social Thought from Amherst College.



Alexia D. Korberg
Executive Director, Her Justice

Alexia Korberg (they/them) recently became Executive Director, Her Justice. Prior to that they were a partner in the Paul, Weiss Litigation Department and Deputy Chair of the M&A Litigation Practice Group, where they specialize in complex civil litigation. They represent clients in high-stakes commercial disputes across a range of industries, including private equity, media, banking, technology, and biomedicine. Alexia has significant trial experience and practices in both state and federal courts, including at the appellate levels, and in arbitration.

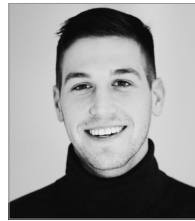
In addition to their robust commercial practice, Alexia has also developed a nationally-recognized constitutional impact litigation practice and has litigated several consequential pro bono matters in courts throughout the country including, most recently, at the Supreme Court in *Dobbs v. Jackson Women's Health Organization*.

Alexia's first career was in private equity, and they apply their concomitant understanding of finance, securities, and business to all of their commercial representations.



Dan Quinn
Head of Talent Assessment and Executive Coaching at Citi

A commercially-minded and agile business psychologist assessing and developing senior executives and leadership teams for 20 years, I have extensive experience translating business strategy into leadership behaviors and cultural requirements to guide talent decisions, development, and succession planning. I design programs for, and execute, interview-based and psychometric evaluation to assess for leadership behaviors, the personality traits consistent with them, and the potential for continued growth. I provide deep, behavioral coaching to individuals and teams to drive leadership impact and performance. Client industry sectors include financial services, professional services, industrials, tech, energy, and media and entertainment.



Kevin Sokal
Program Director for the Global LGBTQ+ Human Rights Program at the Carr Center for Human Rights Policy, Harvard Kennedy School

Kevin Sokal (he / him / his) is an incoming Vice President at Bain Capital Real Estate, where he works on real estate acquisitions. Previously, he was at Goldman Sachs Asset Management Alternatives on the real estate investing team. Kevin was the Lead Director for the Out for Undergrad Business Conference ("O4UB") in 2022 as well as an O4UB Director from 2019 through 2021. Before joining Goldman Sachs, Kevin attended the University of Chicago where he majored in Economics and worked as an experimental and behavioral economics research assistant, with a focus on early childhood education. While in college, Kevin was a co-founder and co-president of the UChicago LGBTQ+ Business Alliance, the first business-oriented LGBTQ+ organization for undergraduate students on campus.



Stella Campaner
Global DEI Strategic Advisor for Citi Pride

Experienced Human Resources and Employee Engagement professional with 17+ years of experience in Recruiting, Diversity and Inclusion, Talent Development, Wellness, HR Operations and Corporate Social Responsibility. Talented at building relationships and moving change management initiatives forward across all levels within global matrix organizations. Demonstrated strengths in successfully working in a fast paced, constantly-changing environment. Skilled at working independently with tight deadlines, multiple priorities, and demanding environments. Fluent in English, Portuguese and Spanish.



Todd Sears
Founder and 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 dividends 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.

Originally from Tarboro, North Carolina, Sears is driven by his confidence that businesses have the power to advance LGBTQ+ equality and generate a high return on equality. He currently lives in New York City.



Anu Gupta
Author of Breaking Bias, Founder and CEO of BE MORE

Anu Gupta is a lawyer, scientist, educator, and the Founder of BE MORE with Anu. He developed BE MORE's science-backed method by applying existing neuroscience and organizational psychology to two decades of study, practice, and original research on the causes of and solutions to organizational diversity, equity, inclusion, and belonging (DEIB) challenges.

Anu is a peer-reviewed author and the principal investigator behind BE MORE's research, Anu is a sought-after expert in DEIB, mindfulness, and breaking bias. His research was supported by the National Science Foundation, New York State Health Foundation, Echoing Green, American Heart Association, Nathan Cummings Foundation, On Being, and the Kellogg Foundation, among others. He has written and spoken extensively, including on the TED stage, the Oprah Conversation, Fast Company, and Newsweek. He currently serves as a Systems Designer and author on Antiracist Leadership for Dickinson Law's Antiracist Development Institute (ADI).

Anu worked as an attorney, a research scientist, and a teacher in the United States, Europe, and Asia prior to founding BE MORE. He has logged over 10,000 hours of meditation and is a trained mindfulness and yoga teacher from Spirit Rock Meditation Center, Insight Meditation Society, and ISHTA Yoga. He teaches meditation on the Insight Timer, Open, and the Ten Percent Happier meditation apps, with a total reach of nearly 20 million people globally. He obtained his JD from NYU Law, where he was a Root-Tilden Scholar, an MPhil in Development Studies from Cambridge University, and a BA in International Relations & Islamic Studies from NYU. Follow him across all social channels @bemorewithanu.



Tag Warner
CEO, Gay Times

Tag Warner is an award-winning industry leader and media figurehead who is the CEO of global LGBTQ+ brand, GT.

Tag, a recent Forbes 30 under 30 honouree, has led the transformation of the historic queer title to a diversified media company that frequently charts as the most trusted, well-known and influential in its field. Under his stewardship, the company won two prestigious Brand of the Year awards at both the British Media Awards and Drum Awards.

He is cited among industry leaders as changing the landscape of modern media by fuelling a shift in power from legacy outlets to diverse identity companies. Not only in LGBTQ+, he has fought for recognition and systemic changes behind the scenes to empower companies that represent other diverse audiences.

Personally, Tag is dedicated to the development of global LGBTQ+ rights and voices. Most notably via Amplifund - which he founded in 2019. An award winning charity partnership with GiveOut that supports vital LGBTQ+ media where it's needed most; the philanthropic initiative is funding work in territories from Iraq, Jamaica to the Middle East.



Tina Davis
Head of Enterprise Marketing and Brand Engagement, Citi

Tina Davis is Head of Enterprise Marketing and Brand Engagement at Citi. In this role, Tina leads marketing and brand strategies for one of the leading global banks. Her career journey at Citi has been built on identifying opportunities for powerful campaigns and bringing them to life with a 'village' of team members, peers and partners.

From the creation of a centralized sponsorship team that delivered Citi's first Olympic partnership with Team USA to the launch of the world-renowned NYC Citi Bike program, Tina has helped create a sponsorship portfolio that is designed to provide Citi's clients with the best-in-class experiences. In addition, Tina led the first global refresh of Citi's new visual identity in 15 years as well as the current brand platform – For the Love of Progress, which has led to increased brand attribution and connectivity globally. Taking the 'art and science' of marketing to the next level, Tina is a data-driven marketer who strives to ensure that data enhances the art and that art leverages the science to deliver the Brand Love and ROI for the business.

With over 20 years of industry experience, Tina has proven her ability to stay innovative, working across banking, tourism, sports, retail, packaged goods and other sectors. Tina has led award-winning brand programs for companies such as Brand Jordan/Nike, Pepsi, Las Vegas Tourism, KFC, CA Anti-Smoking and US Army.

Tina is a UCLA graduate with a Bachelor of Arts in Political Science. She supports several charitable organizations including Habitat for Humanity and Greenpeace, and currently sits on the boards of The Apollo Theater, the Park Avenue Armory and Figure Skating in Harlem. She is the proud daughter of a retired U.S. Air Force Major and had the great privilege of living abroad for much of her childhood. Tina lives with her husband Erich in Brooklyn during the week and dashes to their little slice of heaven in the Catskills as often as they can.



Jack Noseworthy
Broadway Cares

Jack joined Broadway Cares/Equity Fights AIDS in 2018 as an Individual Giving Officer and currently manages their NextGen Network - creating opportunities for young professionals to give back to their community. Also an experienced producer whose career has been bolstered by 33 years as a stage and screen actor, he is passionate about bringing authentic, diverse, and socially conscious works of theater, film, and television to life.



Mary Obasi
Global Policy Advisory Executive, Bank of America

Mary Obasi serves as the Global Policy Advisory Executive within the Global Public Policy, Chief Administrative Office. In this enterprise-wide role, Mary's responsibilities include driving operational excellence across Public Policy, Environmental and Corporate Social Responsibility. Additionally, Mary is responsible for legislative and regulatory policy oversight in partnership with the lines of business and the corporate functions.

Previously, Mary was the first Head of Global Climate Risk and in that capacity stood up an enterprise-wide Climate Risk Management function within Global Risk Management. The function is tasked with identifying, measuring, and managing the risks of a changing climate and enhancing preparedness for a sustainable, low-carbon, climate resilient future.

Mary has also held the title of Chief Operating Officer, Process Innovation & Transformation executive for Enterprise Independent Testing (EIT), where she focused on delivering a customer-focused Enterprise Testing Utility offering high-quality, automated independent testing services across Bank of America and leading the efficient operations of a 1500+ organization.

Before joining Bank of America, Mary Obasi was a Senior Manager in Deloitte's Risk and Financial Advisory practice. During her tenure, she led strategic initiatives and executed technology and process implementation projects for leading financial institutions to ensure regulatory compliance, cybersecurity and effectively manage enterprise and operational risk. She started her career at Deloitte in the Cybersecurity practice and started with Bank of America in 2019.

Mary is an active participant in several professional associations. She founded the Risk Management Association (RMA) Climate Risk Consortium and was its inaugural chair. She is also a member of the California Climate-Related Risk Disclosure Advisory Group, the National Association of Black Accountants (NABA) and the Women's Bond Club of New York.

Mary holds the Sustainability and Climate Risk certification, the Certified Information Security Systems Professional (CISSP) certification and the Program Management Professional (PMP) certification. Mary has also been recognized as part of Diversity Women's Elite 100 Class of 2022.

Mary was born and raised in Geneva, Switzerland and is a Nigerian native. She holds a degree in Computer Science & Engineering from the University of Pennsylvania and resides in Brooklyn, NY with her partner and two dogs. She is active in her local community as a member of Forefront Church in Brooklyn, NY.



Susan Slotoff
Broadway Cares

Susan is the Senior Partnership Officer at Broadway Cares/Equity Fights AIDS. Susan founded the Broadway Run, an annual fundraising 5K for Broadway Cares in 2015. She officially joined the development team at Broadway Cares in 2018. Susan built and leads the corporate partnership program.



Cindy Ouellet
Paralympian

Cindy Ouellet is a dual-sport Paralympic athlete from Canada. Ouellet was diagnosed with bone cancer at age 12, and despite 28 chemotherapy treatments and a complete reconstruction of the left side of her pelvis, sports continued to play a significant role in her life. She was introduced to Wheelchair Basketball by her physiotherapist and made her Paralympic debut in Beijing 2008. Ouellet has continued performing at the sport's highest level, most recently helping Canada to a fifth-place finish at Tokyo 2020. In addition to Wheelchair Basketball, Ouellet took on Para-Nordic Skiing and soon enough secured her spot on the Canadian national team, making her Winter Paralympic debut at PyeongChang 2018. In 2023, Ouellet led the Canadian Wheelchair Basketball team to a fifth-place finish at the 2022 World Championships in Dubai. Cindy is now preparing to make her next Paralympic appearance in Paris 2024. Outside of her athletic achievements, Ouellet published an educational book on anti-bullying and holds a PhD in Biomedical Engineering.



Mark Fowler
Chief Executive Officer, Tanenbaum

Rev. Mark Fowler guides Tanenbaum to the fulfillment of its mission to promote justice and build respect for religious difference by transforming individuals and institutions to reduce prejudice, hatred, and violence. As CEO, Rev. Fowler is responsible for all of Tanenbaum's departments, the design and implementation of all Tanenbaum trainings, and the expansion of Tanenbaum programs nationally and internationally.

Rev. Fowler represents Tanenbaum on the United Nations Multifaith Advisory Council for the UN Interagency Task Force on Religion and Development, the CEO Action for Diversity and Inclusion, the Inclusion Allies Coalition, and Interfaith United NYC.

As architect of Tanenbaum's Corporate Membership Program, Rev. Fowler has conducted trainings at GSK, Merck, Turner Broadcasting, PwC, The Walt Disney Company, CVS Health, Aetna, Bloomberg, Sodexo, Google, Moody's, Bank of America, Walmart, and Target, among others. He has also managed the design of Tanenbaum's Religious Diversity Leadership Summit and the Religious Diversity Symposium, which have brought together senior leaders, DEI practitioners and advocates to strategize on creating religiously inclusive workplaces.

Rev. Fowler led the evaluation of Tanenbaum's Education program and managed the process and creation of its second editions of the Religions in My Neighborhood and World Olympics curricula.

Rev. Fowler is a sought-after keynote speaker and facilitator in all of Tanenbaum's core program areas, and has addressed organizations globally on issues of equality in race, gender, sexual orientation and religion. Recently, Rev. Fowler delivered the keynote at the 2020 Diversity Best Practices EmERGe conference, was featured in a fireside chat with Robert Cook, CEO and President at FINRA's 2020 Virtual Diversity Summit and continued in his role as Navigator at the 2020 unveiling of OUTNext's latest curriculum "Out of the Closet and into the C-Suite."



Jonathan J.J. Gantt
Co-CEO, Barry's Bootcamp

Jonathan J.J. Gantt is Co-CEO at Barry's, the original global high-intensity interval training boutique fitness concept. He previously served as President. Prior to joining Barry's in 2018, Jonathan was a die-hard Barry's client in New York City while serving as the Chief Financial Officer of a publicly-traded hotel real estate investment trust. Prior to this role, Jonathan was a member of the M&A and Treasury team at Starwood Hotels & Resorts. He also has experience with two private equity funds. Jonathan resides in Miami, Florida. He holds a BS degree from Cornell University and an MBA degree from the Tuck School of Business at Dartmouth.



Brian Derrick
Political Strategist and Founder of Oath

Political strategist, activist, and tech founder Brian Derrick is transforming civic engagement with his message: "Stop doomscrolling. Start doing something." Derrick has built a large online following with his digestible breakdowns of news and politics, including policy, election cycles and voting rights, equality, and more. He is the Founder and CEO of Oath – a civic tech platform supported by Higher Ground Labs. Oath has raised millions of dollars for and engaged hundreds of thousands of people in state and local elections. Derrick is in-demand with groups including Generator Collective, Eleanor's Legacy, The Next 50, Columbia Law School, and more.

A seasoned political consultant, Derrick has consulted on campaigns from city council to president – most notably for Senator Kirsten Gillibrand (D-NY) and Marti Gould Cummings (NYC City Council). Derrick is also a leader in the nonprofit sector. In development roles at Lambda Legal, the country's oldest LGBT civil rights organization, he launched new programs for the next generation of philanthropists. His activism has had lasting impact at organizations including Pelotonia, Equitas Health, and others. Leveraging his experience speaking to individuals and corporations, Derrick offers substantial insight on today's most pressing issues.



Eugene Smith II
Vice President & Chief of Staff to The Global
Head of Diversity and Talent, Citi

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 NICSAs Rising Star Nominee and Gates Millennium Scholar.



Noel Quinn
Former Group Chief Executive, HSBC

Mr Quinn has been with HSBC – or its constituent companies – since 1987, when he joined Forward Trust Group, a subsidiary of Midland Bank (now HSBC UK). He led HSBC's acquisitions of Swan National Motor Finance and Eversholt Leasing Ltd, becoming General Manager of each business in turn.

He subsequently served as Head of Specialized and Equity Finance at HSBC; Group Director of Strategy & Development at HSBC Insurance Services North America; Head of Commercial Finance Europe; and Head of Commercial Banking UK.

From 2011 to 2015, he was the Regional Head of Commercial Banking for Asia-Pacific, based in Hong Kong. Mr Quinn was appointed Chief Executive, Global Commercial Banking in December 2015. He became a Group Managing Director in September 2016.

Mr Quinn is a non-executive director of the Sustainable Markets Initiative, which was founded by HM King Charles III, as Prince of Wales, in 2020, and chairs its Financial Services Taskforce. He is a Principal of the Glasgow Financial Alliance for Net Zero, which commits financial institutions worldwide to align their lending and investment portfolios with net zero emissions by 2050, as well as a member of the World Bank Private Sector Investment Lab and the WEF International Business Council.



Ken Ohashi
CEO of Brooks Brothers

Ken Ohashi is Chief Executive Officer of Brooks Brothers, the iconic 204-year-old brand with \$800M in global sales across 600-plus retail doors worldwide. Ohashi has led Brooks Brothers' highly publicized acquisition and transformed the company to profitability in less than two years.

Ohashi previously served as President of International and Global Retail for Authentic Brands Group (ABG), leading the brand management, business development and marketing of ABG's \$4 billion portfolio of brands outside the U.S. Additionally, Ohashi oversaw the formation of SPARC Group, a joint venture between ABG and Simon Property Group that supports 4,000-plus retail doors and shop-in-shops, a leading e-commerce platform and \$4.7 billion in global retail sales annually. Ohashi previously served as Senior Vice President of International and Global Licensing for Aéropostale, where he oversaw the brand's business development, merchandising, planning, corporate and store operations.

Ohashi's work has been recognized by some of the nation's most prestigious institutions, including Institutional Investor Magazine, Bloomberg, Investor Relations Magazine, the Asian American Business Development Center, and Outstanding, an initiative of Yahoo Finance U.K.

An advocate for equity and the right to education, Ohashi has formed partnerships between Brooks Brothers and Braven, an organization that helps first-generation students gain college readiness skills, GLSEN, an organization that ensures LGBTQ+ students a school environment free from bullying, and Gold House, an organization that elevates Asians and Pacific Islanders to lead and thrive through investment opportunities and promotion. Ohashi is a member of YPO, the worldwide organization for CEOs under 45, and an active member of the group's LGBTQ+ CEO network. He lives in Brooklyn with his husband, Adam Freed, and their two children.



Jeff McHugh,
Vice President, Brand Advertising at Citi

Jeff McHugh (he/him) joined Citi in 2022 as Vice President of Brand Advertising. In this role, he leads global marketing initiatives that aim to ignite brand love and drive growth for Citi's businesses. He is passionate about messaging strategy, the psychology of advertising, and all things research, measurement, and insights. Additionally, he is a member of the Citi Pride Network Steering Committee.

Outside of work, Jeff serves on the Leadership Council of the Central Park Conservancy's Greensward Circle, a group of young professionals who support the preservation and maintenance of Central Park through volunteerism and philanthropy to help keep the park beautiful year-round.



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.

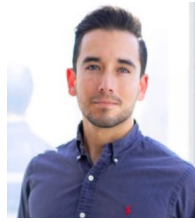
Erika earned a BS in Economics from the State University of New York at



Andres Martinez
Relationship Manager, LinkedIn Sales Solutions

Andres Martinez is a Relationship Manager at LinkedIn based in New York. With a strong focus on helping companies leverage LinkedIn to drive revenue, he manages key relationships within the professional services sector. Andres has a diverse background that spans roles in sales & trading and account management, always with a customer centric approach.

Originally from Ecuador, Andres holds a degree in Economics from the Wharton School at the University of Pennsylvania. Additionally, he co-leads the NYC LGBTQ+ Employee Resource Group at LinkedIn and is an avid consumer of theater.



Diego Garcia Blum
Program Director for the Global LGBTQI+ Human Rights Program at the Carr Center for Human Rights Policy at the Harvard Kennedy School

Diego Garcia Blum is the Program Director for the Global LGBTQI+ Human Rights Program at the Carr Center for Human Rights Policy at the Harvard Kennedy School. His work is dedicated to advocating for the safety and acceptance of LGBTQI+ individuals globally, particularly in regions where they face significant risks. It is a calling born out of his own story of overcoming oppression as a gay man and witnessing the heartbreaking assault on LGBTQ people in repressive areas of the world. At Harvard, Garcia Blum's efforts have centered on driving social change through policy, impactful research, political engagement, storytelling, community organizing, coalition-building, and developing training programs for advocates.

Prior to his current role, Diego worked under Governor Deval Patrick researching LGBTQI+ issues and creating educational programs as the Social Change Fellow at the Center for Public Leadership. Since 2020, he has taught "Queer Nation: LGBTQ Protest, Politics, and Policy in the United States" alongside Dr. Timothy Patrick McCarthy at Harvard. Garcia Blum previously served on the National Board of Governors of the Human Rights Campaign, the largest LGBTQI+ advocacy group in the U.S., where he also volunteered as a community organizer in Washington D.C.

Before dedicating his work to politics and LGBTQI+ rights, Diego was an accomplished nuclear engineer with almost a decade of experience developing zero-carbon energy technologies. Diego holds a Master in Public Policy from the Kennedy School at Harvard University, where he served as Student Body President and as a Presidential Service Fellow. He also holds bachelor degrees in nuclear engineering and political science from the University of Florida.



JD Schramm
Keynote Speaker, Communication Consultant and Trainer

JD Schramm is a top communication speaker who has spoken at TED and TEDx events and has coached scores of others to do the same. His writing has appeared in the Washington Post, the San Francisco Chronicle, the Huffington Post, and HBR Online. A sought-out speaker and trainer, he's worked with firms and groups including the Aspen Institute Presidential Fellows for Community College Excellence, Qualtrics, YPO, Facebook, Breakline, Jane Street Financial, GenenTech, Ciena, AQR Capital, Adams Street Partners, and Google.



Billy Porter
Emmy, Tony and Grammy Award-winning, and Golden Globe-nominated, actor, singer, director, composer, and playwright

Billy Porter is an Emmy, Tony and Grammy Award-winning, and Golden Globe-nominated, actor, singer, director, composer, and playwright from Pittsburgh, PA.

His electric portrayal of Pray Tell in FX's breakthrough series "Pose," earned him a Golden Globe nomination and a Critics' Choice Award nomination. On screen, Porter recently appeared on "American Horror Story: Apocalypse" and Baz Luhrman's "The Get Down" on Netflix. Under the direction of Barry Levinson, Porter starred in The Humbling, alongside Al Pacino and Greta Gerwig. His other film credits include Noel, The Broken Hearts Club: A Romantic Comedy, Intern, Anastasia, and Twisted.

A veteran of the theatre, Porter reprised his role as Lola in the smash hit Broadway musical Kinky Boots, for which he won the 2013 Drama Desk and Tony Awards for Best Actor in a Musical. His other Broadway acting credits include the Tony nominated Broadway musical, Shuffle Along, directed by George C. Wolfe, Miss Saigon, Five Guys Named Moe, Grease, Smokey Joe's Café, and Dreamgirls (20th anniversary Broadway concert and LA Ovation Award).

His Off Broadway and regional credits include Angels in America (Signature Theater), Romance In Hard Times, The Merchant of Venice, House of Lear, and Radiant Baby (The New York Shakespeare Festival), Birdie Blue (Second Stage), Angels in America (Actors Theatre of Louisville), Going Native (The Long Wharf), Jelly's Last Jam (Alliance), Topdog/Underdog (City Theatre), King Lear (Exit, Pursued By A Bear), Jason Robert Brown's Songs for a New World (original cast), Jesus Christ Superstar, Antigone, A Chorus Line, and Chicago.

His one-man show Ghetto Superstar: The Man That I Am, debuted at The Public Theater in conjunction with City Theatre of Pittsburgh and was nominated for a 2005 GLAAD Media Award. Porter was also named "Pittsburgh's Performer of the Year 2003-2004" by the Pittsburgh Post-Gazette.



Jaymes Black
CEO, Trevor Project

Jaymes Black (they/she/he pronouns) is the CEO at The Trevor Project, the leading suicide prevention and crisis intervention organization for LGBTQ+ young people. He oversees the organization's 24/7 crisis services, research, education, advocacy, and peer support programs. They are The Trevor Project's first Black nonbinary lesbian CEO.

Black is an accomplished, empathetic senior leader with more than 20 years of experience managing high performing teams at scale. Their expertise blends nonprofit and corporate competencies, spanning business and community leadership, LGBTQ+ advocacy and coalition building, fundraising strategy and innovation, large budget oversight and financial acumen, call center operations and user experience, and more. She brings compelling lived experience that helps The Trevor Project work towards its mission to end suicide among LGBTQ+ young people.

Prior to joining The Trevor Project, Jaymes was the President and CEO at Family Equality, the leading national organization for current and future LGBTQ+ families. Family Equality works to ensure everyone has the freedom to find, form, and sustain their families by advancing LGBTQ+ equality through advocacy, support, storytelling, and education.

Jaymes has more than two decades of experience managing large, high-performing teams across both nonprofit and corporate sectors. Prior to turning his passion into a profession within the LGBTQ+ movement, Jaymes held a variety of senior leadership roles across the technology, defense, and finance industries, leading teams at major corporations including Charles Schwab, Sabre Corporation, and Northrop Grumman. Jaymes was honored on The 2022 Out Magazine's Out100 list — a compilation of the year's most impactful and influential LGBTQ+ people, and has a master's of science in Business Administration and Management from Colorado Technical University.

Jaymes grew up in South Texas, and currently lives in the Washington, D.C. area with their wife and twin boys.

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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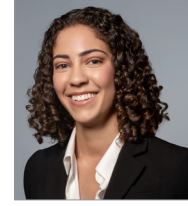
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What will you do with your platform?

