

# “HearUsOut.”

## Out Leadership’s Second Annual Transgender & Nonbinary Summit

Celebrating the community and telling the  
stories of people and families

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New York & London Monday March 31<sup>st</sup> 2025  
TRANSGENDER DAY OF VISIBILITY

HOSTED BY



Deutsche Bank

A photograph of Mila Jam, a trans activist, at a protest. She is wearing a bright neon yellow mesh crop top and has long, wavy green hair with black bangs. She is raising her right fist in a solidarity gesture. In the background, other protesters are visible, some wearing helmets and backpacks, and there are street signs and buildings.

“Trans leadership  
elevates us all.”

**Mila Jam**

Trans Leadership Summit Co-Chair  
Recording Artist, Senior Adviser for  
Trans Initiatives, Out Leadership

A photograph of Todd Sears, the founder and CEO of Out Leadership. He is a middle-aged man with short, light-colored hair, smiling at the camera. He is wearing a dark suit jacket over a light-colored button-down shirt. The background is a colorful, abstract graphic with geometric shapes and patterns.

“With the intensifying  
attacks on transgender rights,  
it is more important than  
ever for us to ask questions,  
educate ourselves, and work  
together to fight discrimi-  
natory legislative bills and  
enact policies to protect and  
support all members of the  
LGBTQ+ community.”

**Todd Sears**

Founder & CEO,  
Out Leadership





# TODD SEARS, Founder & CEO, Out Leadership

Dear Leaders,

**It is with immense pride that I welcome you to our second annual Out Leadership Trans & Nonbinary Summit!**

This year is especially meaningful because **we are officially Trans-Atlantic**—gathering simultaneously in New York and London!

Last year's Summit was a great success with more than a hundred trans and nonbinary leaders together on one incredible day. We had such a wonderful turnout, and received so many heartfelt comments from attendees, we knew we needed to bring that joy and spirit to Europe!

**So let's pause and truly appreciate the power of this moment...**

Not only are we uniting on International Transgender Day of Visibility but, at a time when the trans and non-binary community is coping with waves of legislative threats and harmful rhetoric, we come together with even greater resolve to celebrate our achievements, and look forward.

We cannot lose sight of how far we've come. These convenings show the world that trans and non-binary leaders are everywhere—in business, medicine, law, tech, the arts, education—our friends and neighbors.

Of course, there's still work to do. Here's an example that hits close to home. As the Out Leadership team plans these gatherings, many attendees ask us not to publicize locations for their safety. One day that will change. But, it reminds us why we gather.

**Whatever comes our way, Out Leadership is all in.** We're using our resources, connections, and collective strength to counter anti-trans and anti-LGBTQ+ attacks with action, visibility, and joy.

Speaking of joy—today, with our friends at The Gender Cool Project, we launched **"Hear Us Out"**—a series of personal stories of self discovery from the trans and nonbinary community. These first videos were captured at last year's Summit, and they're just the beginning. We're inviting trans and nonbinary individuals worldwide to share their stories at [JoinHearUsOut.org](https://JoinHearUsOut.org), creating an authentic portrait of our community's real and everyday moments.

This is Out Leadership's 15-year anniversary, and I've declared 2025 as our year of gratitude—especially to our corporate leaders and members who have been at our side. I also have to give a **huge shout out to Deutsche Bank for its steadfast support and sponsorship.** Our members have paved the way for equality in the workplace and society—and they are why we're here today.

As always, a special thanks to **Mila Jam, Hannah Graf MBE, Jake Graf, and Devin Norelle** for their continued inspiration. And to all our trans and non-binary colleagues, your dedication shapes everything we do.

Now—for the Summit—the first half is reserved exclusively for trans and non-binary leaders, focusing on leadership development, career growth, and self-care. The second half is open to allies and dives into legal protections, civil rights, healthcare, and the critical role of business in driving progress.

Expect amazing speakers like **Sander Jennings, Marti Gould Cummings, Braxton Fleming, Laverne Cox, Jill Leflour, Georgie Okell, Arlene McDermot and Aby Hawker!** Strategy sessions, fireside chats, and, of course, lively entertainment! We'll also share the latest best practices, updates, and next steps to help navigate the rapidly shifting landscape for trans and non-binary people in the U.S. These insights build on our groundbreaking Business Statement for Trans Equality. You, our trans and non-binary leaders, bring extraordinary talent, insight, and expertise across industries.

This Summit is your safe space to connect, learn, and amplify your voices.

Thank you for being here.

Warmly,

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



Charlotte Hamilton, Co-Founder & CEO, N5 Solar



Jane Barry-Moran, Amber Briggie, Lulu Briggie, Todd Sears, Mila Jam, Hannah Graf and Jake Graf

Scenes from the 2024 Trans & Nonbinary Leadership Summit



# MILA JAM

## Recording Artist, Senior Adviser, Trans Initiatives, Out Leadership

Dear Leaders,

It's my honor to welcome you to the inaugural Trans & Nonbinary Leadership Summit, alongside my fellow co-chairs **Devin Norelle** and **Jake & Hannah Graf**, to elevate the Trans & Nonbinary community.

**The equality of transgender people is under attack.**

Despite years of progress, all marginalized people are facing renewed threats to their rights, and trans folks are still being disenfranchised from cultural, political, and economic institutions.

In this climate, we continue to need a community of trailblazing leaders and a network of influential allies to secure our standing and fight for even greater inclusion. That's why we created the Trans & Nonbinary Leadership Summit.

**As the political arena has become increasingly hostile to the trans experience, the business community persists as a powerful partner for progress.** As we convene trans, nonbinary, and ally leaders from across Out Leadership's over 100 member companies and nonprofit partners, we aim to create momentum within the world's largest companies to defend our rights as trans people and continue to push back against harmful narratives that seek to cancel us. We will not be erased.

In this community of advocates, I hope you find the space to celebrate our joy, build solidarity, and seek out solutions that empower you to stand up against the adversity we face. Trans excellence uplifts us all.

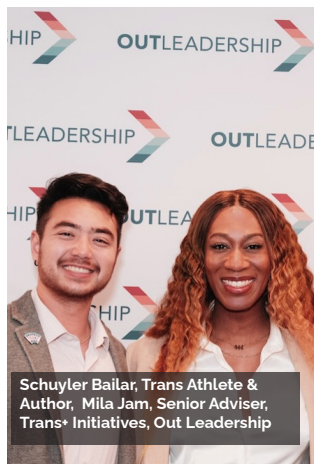
Thank you for standing with us to elevate our community. We're stronger together.

Thank you for being Jamazing.

Mila Jam



Carrie Bloxson, SVP, CDO, Hachette  
Book Group at the Trans+ Summit  
in New York



Schuyler Bailar, Trans Athlete &  
Author, Mila Jam, Senior Adviser,  
Trans+ Initiatives, Out Leadership



Ashton, GenderCool Champion

Scenes from the 2024  
Trans & Nonbinary  
Leadership Summit

# “HearUsOut.”

In honor of International Transgender Day of Visibility, we are incredibly proud to share with you a wonderful project that we're super excited about –and it comes at a time when our trans community really needs everyone's support.

It's called Hear Us Out.

Click here to view the website: [JoinHearUsOut.org](https://JoinHearUsOut.org)

**These are heartfelt and personal short stories of self-discovery from transgender and nonbinary individuals—artists, athletes, veterans, parents, and professionals...our friends and family.**

Out Leadership is partnering with **The Gender Cool Project** for this initiative and it's been a terrific collaboration—with a simple goal of creating empathy and understanding.

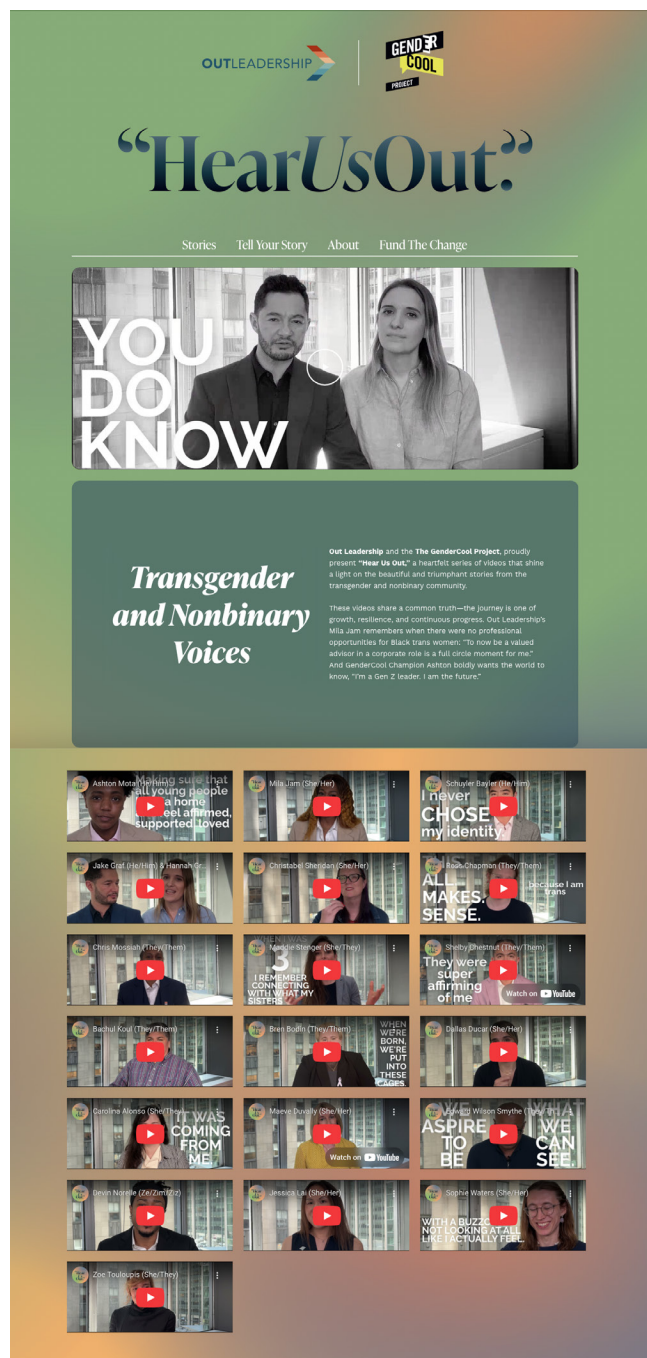
Many of these videos were shot at our first Transgender and Nonbinary Summit and now it's incredible that many more of you are asking to be included—it's just the beginning!

**We really need your help to amplify these stories!**

We're asking trans and nonbinary people everywhere to share an uplifting moment from their journeys on social media—Instagram and Tik Tok and Tag [#HearUsOut](#) [@OutLeadership](#) & [@GenderCool!](#)

We'll add them to this growing collection of voices at “HearUsOut.” and show the world that every story and everyone matters! We want to see the everyday moments that make us all human...these stories have power!

**Please share this with your friends, your colleagues, and social...and help us make this initiative as big as possible!**



# Thank You to our Host and Sponsors

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# The Day

Monday, March 31st, 2025

Trans Day of Visibility

**NEW YORK**



Deutsche Bank

## Morning Session

Elevate Ourselves:

Trans & Nonbinary programming

### 11:00am | Arrival & Coffee

Headshot sign-up open / Trans is human exhibition / Stop Killing us series

### 12:00pm | Lunch & Networking

### 1:00pm | Welcome

**Mila Jam**, Performing Artist, Senior Adviser, Trans Initiatives, Out Leadership

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

**Devin-Norelle**, Professional Model, Award-winning Trans Advocate, Media Figure, and Writer

### 4:25pm: | Video

**Laverne Cox**, Transgender Actress & Advocate

### 1:25pm | Panel: Building your Personal Brand

**Mila Jam**, Performing Artist, Senior Adviser, Trans Initiatives, Out Leadership

**Braxton Fleming**, Shark Tank, entrepreneur

**Maddie Stenger**, Director for Corporate Finance, FTI Consulting

**Chris Mossiah**, Executive Director at JPMorgan Chase & Co.

### 2:10pm | Fireside: Self-promotion & Self-Advocacy

**Devin-Norelle**, Professional Model, Award-winning Trans Advocate, Media Figure, and Writer

**Bailey Dobbs**, Senior Tax Associate at PwC

**Shawn Skelly**, United States Department of Defense

**Alexia Korberg**, Executive Director of Her Justice

### 2:50pm | Break

### 3:00pm | Panel: Power of OutVantage

**Eigen Ott**, Associate | eFX Trading, Deutsche Bank

**Elisa Crespo**, Executive Director at Stonewall Community Foundation

**Richard Mihalic**, Senior Manager, Inclusive Diversity & Equity, Allstate

**Champion Kai**, GenderCool

### 3:35pm | Audience Q&A

### 3:45pm | Group Discussion



# The Day

Monday, March 31st, 2025

Trans Day of Visibility

**NEW YORK**



Deutsche Bank

## Afternoon Session

**Elevate our Community: Allies join**

**4:00pm | Networking & Refreshments**

**4:20pm | Welcome**

**Mila Jam**, Performing Artist, Senior Advisor, Global Transgender Initiatives, Out Leadership

**Devin Norelle**, Professional Model, Award-winning Trans Advocate, Media Figure, and Writer

**4:30pm | Fireside: Allyship and Taking Back the Narrative**

**Sander Jennings**, Social Media Advocate & CEO of DigiEmpower Marketing Agency

**Peppermint**, Actress and Singer

**5:00pm | Panel: Facing hopelessness and staying motivated**

**Camille Witt**, Manager, Member Experience Out Leadership

**J. Harrison Ghee**, Performer

**Christabel Sheridan**, Executive & Lead, GLEAM Americas (US, Canada, and LATAM)

**Marti Gould Cummings**, Drag Artist, Activist

**5:20pm | Q&A/Break**

**5:40pm | Leadership spotlight - Activating Allies and Elevating the Community**

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

**Anne Miller**, Board Chair, PFLAG NYC

**Champion Chazzie**, GenderCool

**John Grosshandler**, Founder, GenderCool

**6:15pm | Final keynote: Gendercool Champion**

**Champion Kai**, GenderCool

**6:30 pm: Cocktail reception begins**

**7:30 pm: Performance**

**Mila Jam**, Performing Artist, Senior Advisor, Global Transgender Initiatives, Out Leadership



# The Day

Monday, March 31st, 2025

Trans Day of Visibility

**LONDON**



Deutsche Bank

## Morning Session

Elevate Ourselves:

Trans & Nonbinary programming

### 11:00am | Arrival & Coffee

Headshot sign-up open / Art tour / Trans is human exhibition / Stop Killing us series

### 12:00pm | Lunch & Networking

### 1:00pm | Welcome

**Jake Graf**, Director, Writer, Actor, and Transgender Rights Activist

**Hannah Graf**, Head of Optimisation, Financial Crime Investigations, HSBC

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

### 1:20pm | Panel 1: Building your Personal Brand

**Jake Graf**, Director, Writer, Actor, and Transgender Rights Activist

**Darkwah**, Multi-Disciplinary Artist, Performer, Public Speaker, Branding Consultant

**Leng Montgomery**, Diversity and Inclusion Leader, Speaker, Advocate, Burberry

**Kit Morey**, Commissioning Editor (VP) Unscripted at Channel 5 / Paramount +

### 1:50pm | Audience Q&A

### 2:00pm | Workshop on self-promotion and marketing

**Tate Smith**, Founder, Tate Smith

### 2:30 pm: | Break

### 2:45 pm: | Fireside

**Rene Matic**, Artist and Writer

**Jesse Glazzard**, Photographer

### 3:00 pm: | Panel 2: Leadership spotlight - Power of OutVantage

**Hannah Graf**, Head of Optimisation, Financial Crime Investigations, HSBC

**Jill Leflour**, Associate Machine Learning Engineer | RFT & EDS Technology | ML Core dbPride UK&I

Steering Group

**Dee Ryder**, Founder & Producer, Misfits Entertainment

### 3:35 pm: | Group Discussion

# The Day

Monday, March 31st, 2025

Trans Day of Visibility

**LONDON**



Deutsche Bank

## Afternoon Session

**Elevate our Community: Allies join**

**4:00 pm: | Networking and refreshments**

**4:20 pm: | Welcome**

**Jake Graf**, Director, Writer, Actor, and Transgender Rights Activist

**Hannah Graf**, Head of Optimisation, Financial Crime Investigations, HSBC

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

**4:25pm: | Video**

**Laverne Cox**, Transgender Actress & Advocate

**4:30 pm: | Panel 3: Activating Allies - Elevating the community and uniting as one**

**Arlene McDermott**, Head of Business Management Group Legal and Compliance. Trans in the City Allies

Executive Director, Trans in the City, LSEG

**5:00 pm: | Q&A / Break**

**5:15 pm: | Panel 4: Leadership spotlight - Taking back control of the narrative**

**Tris Reid Smith**, Co-Founder & CEO, Pride Wide

**Hannah Graf**, Head of Optimisation, Financial Crime Investigations, HSBC

**Ayla Holdom**, Helicopter Pilot And Transgender Equality Campaigner

**Aby Hawker**, Founder, Trans Mission PR

**5:45 pm: | Q&A / Break**

**5:50 pm: | Keynote - Facing hopelessness and staying motivated**

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

**Cairo Nevitt**, Transgender BodyBuilder & Advocate, Head Coach

**Dani St James**, CEO, Not a Phase

**6:15 pm: | Final Keynote - Young Leader**

**Champion Avis**, GenderCool


**6:30 pm: | Cocktail reception begins**

**7:30 pm: | Performance**

**Darkwah**, Multi-Disciplinary Artist, Performer, Public Speaker, Branding Consultant

**8:30 pm: | Event concludes**



A photograph of a man and a woman holding a newborn baby. The man, on the left, has dark hair and a beard, and is wearing a grey t-shirt. The woman, on the right, has long blonde hair and is wearing a black top. They are both looking down at the baby with smiles. The baby is wrapped in a patterned blanket. The background is a rough stone wall.

“We want them to know, from a very young age, that whoever they love, whatever they want to be, or whatever they want to do, is wonderful,”

**Jake Graf**  
**Trans Leadership Summit**  
**Co-Chair**

Director, writer, actor, and  
transgender rights activist

“At its most basic, I want my daughters to be brought up extremely open-minded and very kind. And to understand, there are all sorts of different people in the world,”

**Hannah Graf MBE**  
**Trans Leadership**  
**Summit Co-Chair**  
Captain of the British  
Army (retired) & trans  
advocate



# Speaker Bios

## NEW YORK



**Elisa Crespo**  
Executive Director, Stonewall Community Foundation.

Elisa Crespo joined Stonewall Community Foundation as Executive Director in November 2024. Prior to Stonewall, Elisa spent several transformative years as the founding executive director of the NEW Pride Agenda, where she built the emerging organization from the ground up, creating a thriving state-wide advocacy powerhouse. Elisa was instrumental in the implementation of New York State's multi-million-dollar Lorena Borjas Transgender and Nonbinary Wellness & Equity Fund, one of the first of its kind in the country. After graduating from John Jay College, where she studied political science and human rights, Elisa held numerous community organizing roles and served as the Education Liaison to the Bronx Borough President. As a trans Latina woman, Elisa is a trailblazer in the nonprofit sector, where just 5% of NYC-area nonprofit leaders are Latina women.

Elisa's movement building efforts have been profiled in numerous media outlets including Them, LGBTQ Nation, OUT Magazine, Marie Claire and NBC News. Her work in the LGBTQ+ community has been recognized by several leading organizations including In Our Own Voices, New York Transgender Advocacy Group, Gay City News, the NYC LGBT Center, Stonewall Democrats of NYC, Lambda Independent Democrats of Brooklyn, the Manhattan Democratic Party, the Bronx Democratic Party, Colectivo Intercultural TRANSgrediendo, GMHC, the NYC Comptroller's Office, and more. Elisa has been featured in City & State New York's "40 under 40" list and graced the cover of their 2023 Pride Power 100 issue. A lifelong New Yorker, Elisa made history in 2020 as the first trans woman to run for public office in the Bronx.



**Marti Gould Cummins**  
Drag Artist

Marti Cummings is a NYC based drag artist. They made history both when they spoke at The United Nations and in their historic run for city council as the first openly non binary and drag candidate for city office.

They serve on the Board of Directors for The Ali Forney Center as well as the advisory boards of The Christopher Street Project and Drag Story Hour NY.

They have worked as a consultant for GLAAD and as a Project Specialist for Equality NY.



**Braxton Fleming**  
Entrepreneur

Braxton T. Fleming is a visionary entrepreneur, nurse, speaker, and advocate dedicated to empowering underrepresented communities. As the founder and CEO of Stealth Bros & Co., a premier luxury storage brand for medical and self-care necessities, Braxton has revolutionized the way individuals manage their healthcare routines with style and dignity. His impactful work has been recognized on Shark Tank, and he has collaborated with major brands such as CVS, Boston Scientific, Stanford University and TD Bank to push for greater inclusivity and representation. With a passion for advocacy and education, Braxton continues to use his platform to inspire, uplift, and drive meaningful change.



**Mila Jam**  
Artist

Mila Jam (she/her) is a Pop recording Artist & Social Media Icon. She is the Senior Advisor of Global Trans Initiatives for Outleadership and a founding chairperson for the Trans Business Leadership Summit. She's the 1st Black openly Trans Woman to voice an openly Black Trans character in a major studio multi player video game (Concord/Sony); sing the Black national anthem for the Democratic National Convention (2024); and headliner for Boston Pride (2024). She has starred as a lead in BCEFA's 'Broadway Bares' and 'I Put A Spell On You' fundraisers. She has performed alongside Chaka Khan, Mark Ronson, Tom Ellis, Angelica Ross, Ultra Naté, Todrick Hall, Bob The Dragqueen, Laverne Cox, MJ Rodriguez, Anthony Rapp, Monet Xchange and more. Appearances include "Saturday Night Live," Cadillac commercial, FX's "POSE," BBC's "The Lilly Allen Show" and MTV. Special features in Ebony, Billboard, Paper, Logo, NewNowNext, OUT Magazine, Them and The Phluid Project. @themilajam

# Speaker Bios

## NEW YORK



**Richard Mihalic**  
Allstate

Richard Mihalic (he/him/they) is an Empath by nature and brings a wealth of professional experience to his workplace. With a remarkable 19-year tenure at Allstate Insurance Company, he has successfully led various business areas demonstrating his expertise and dedication and currently serves as a Senior Manager of Global Programming on Allstate's Inclusive Diversity & Equity Team (IDE). While Richard describes himself as "an insatiably creative, passionate communicator and connector," his professional credentials speak volumes about his capabilities. Throughout his career, Richard has skillfully facilitated numerous workshops and spoken and stages around the world, covering a diverse range of topics. His passion lies in the realm of Storytelling & Effective Communication, an area where he consistently finds intersectionality in the human experience. Richard's commitment to fostering inclusivity is evident through his continued involvement with Allstate's national PRIDE Employee Impact Group (ERG). In the past, he served as both the National PRIDE ERG President and the Membership Engagement Director, further demonstrating his leadership and dedication to advancing inclusion, diversity and equity for the LGBTQ+ community. He currently oversees Allstate's enterprise-wide PRIDE efforts in executing on Allstate's yearly PRIDE parade activations (around the world!)

As a vital member of Allstate's IDE Team, Richard plays a crucial role in ensuring that DEIB practices are seamlessly integrated into all decision-making processes, business practices, policies, and solutions. By prioritizing inclusivity, he aims to create an environment where every employee and customer feels valued and appreciated, cultivating a culture of belonging.

When Richard is not working, he enjoys spending quality time in Detroit, MI, where he resides with his husband and their daughters – soon to be empty nesters! Outside of his professional endeavors, Richard finds joy in live theatre, the sport of tennis, and indulging in all things Disney-related! (Be sure to ask him about his and his husband's "dual proposals!")

With his professional background and unwavering dedication to fostering inclusivity, Richard is an invaluable asset and a champion for positive change inside and outside the walls of Allstate.



**J. Harrison Ghee**  
Allstate

J. HARRISON GHEE won the 2023 Tony Award for Best Leading Actor in a Musical, making history as the first non-binary actor to be nominated and win in this category for their role as "Daphne/Jerry" in SOME LIKE IT HOT, a role which also garnered them Grammy, Drama Desk and Outer Critics Circle Awards, as well as Drama League and Chita Rivera Award nominations. Most recently J. starred in the world premiere of Midnight in the Garden of Good and Evil. Ghee was selected by Billy Porter to star as "Robyn/Kevin" on the hit FOX series ACCUSED, and previously played the series regular of "Kwame" on Netflix's RAISING DION. On Broadway, they starred as "Lola" in KINKY BOOTS, created the role of "Andre Mayhem" in MRS. DOUBTFIRE, and have dazzled audiences in roles such as "Velma Kelly" in CHICAGO and "Johnny Hooker" in THE STING, opposite Harry Connick, Jr. Ghee hopes that something they do or say reaches the heart of at least one person to inspire them to dream big and go full-out for those dreams.



**Marti Gould Cummings**  
Drag Performer and Activist

Marti Cummings is a NYC based drag artist. They made history both when they spoke at The United Nations and in their historic run for city council as the first openly non binary and drag candidate for city office.

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They have worked as a consultant for GLAAD and as a Project Specialist for Equality NY.

# Speaker Bios

## NEW YORK



**Christabel Sheridan**  
Account Executive, Microsoft & Tech Evangelist

Christabel is a passionate tech evangelist with a focus on networking and Microsoft technologies. She has been part of the Microsoft ecosystem for over 20 years doing various levels of consulting, design, and implementation work. Her love for technology began at an early age and has only expanded through the years with the help of lots of great mentors. She is a proud transgender woman and advocate for more diversity and inclusion in the tech world. In her spare time, she loves spending time camping and outdoors with her wife and two children.



**Chazzie**  
GenderCool Champion

Chazzie (she/her) is an 18-year-old singularly focused on living her life with purpose. As the inspiration behind The GenderCool Project, she realizes that by telling her powerful, positive story, she is helping people understand that transgender and nonbinary kids are just like all other kids.

At 11 years old, Chazzie shared her story nationally on TODAY and helped launch GenderCool to a global audience. She has spoken at corporations, conferences, black-tie galas, houses of worship and schools across the country and been featured in national media including The New York Times, USA Today, ABC News, NBC News and Adweek. Her work has garnered a GLAAD Media Award. Chazzie has also had the honor of speaking at the White House and collaborating with the administration around progressing equality for transgender and nonbinary young people.

As a recent high school graduate, Chazzie discovered her love of cross-cultural service and broadcast journalism in her teens. As a member of the broadcasting club at her high school, she was an on-air anchor for her high school's television network and delivered programming in both English and Spanish. Chazzie also has a driving passion for volunteering. Whether serving meals for people experiencing food insecurity, supporting families at the Ronald McDonald House, or providing tutoring through Rotary Club, she's at her best when giving back. Chazzie is a founding Champion of The GenderCool Project and will be attending the University of Arizona to further her studies in broadcast journalism.



**Sander Jennings**  
Social Media Advocate (@sander\_jennings)  
& CEO of DigiEmpower Marketing Agency

Sander Jennings is a dedicated ally and advocate for LGBTQ+ inclusion, widely recognized as a cast member on TLC's I Am Jazz. As the CEO of DigiEmpower, he leads digital marketing efforts for mission-driven brands and nonprofits, helping them build community and drive impact. With over 1.4 million followers across social media, Sander uses storytelling and strategic content to promote allyship, amplify underrepresented voices, and support meaningful change.



**DEVIN NORELLE**  
Model, Award-winning Trans Advocate, Media figure, and Writer

Devin-Norelle (ze/zim/zis) is a professional model, award winning trans advocate, media figure, and opinion writer, with published work in GQ, Teen Vogue, Allure, them, and Out Magazine, among others. Ze has graced the New York Fashion Week runway for shows like Chromat and dapperQ, appeared on campaigns for Bonobos and Bella + Canvas, starred in RuPaul Drag Race's 2023 Smirnoff commercial, and is the current host of the PBS show Brave Spaces. Devin-Norelle facilitates D.E.&I. trainings for trans sensitivity and implicit bias in the workplace or healthcare, and facilitates a tailored training about the origins and significance of Juneteenth. As a former member of NYC Pride's Community Council, ze has helped guide Heritage of Pride towards reducing police presence for future Pride marches & events. Devin-Norelle is based in New York City, Los Angeles, California, and London, UK for consulting, modeling, acting, hosting, or other projects. you can find him exploring the city, working out, or playing guitar.



# Speaker Bios

## NEW YORK



**Eigen Ott,**  
Associate | eFX Trading, Deutsche Bank

Eigen Ott is an Associate Quant Trader on the Spot FX desk at Deutsche Bank, one of Wall Street's largest FX/precious metals liquidity providers. Having joined DB full time 3 years ago, he now manages market risk for 50+ currencies on a daily basis, in addition to applying statistical methods to optimize DB's pricing and risk management algorithms. Prior to this he graduated with a B.S. in Computer Science from Columbia University. Outside of work, he is obsessed with trail running, competing in 50k and 100k ultramarathon races.



**Elisa Crespo**  
Executive Director, Stonewall

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Elisa's movement building efforts have been profiled in numerous media outlets including Them, LGBTQ Nation, OUT Magazine, Marie Claire and NBC News. Her work in the LGBTQ+ community has been recognized by several leading organizations including In Our Own Voices, New York Transgender Advocacy Group, Gay City News, the NYC LGBT Center, Stonewall Democrats of NYC, Lambda Independent Democrats of Brooklyn, the Manhattan Democratic Party, the Bronx Democratic Party, Colectivo Intercultural TRANSgrediendo, GMHC, the NYC Comptroller's Office, and more. Elisa has been featured in City & State New York's "40 under 40" list and graced the cover of their 2023 Pride Power 100 issue. A lifelong New Yorker, Elisa made history in 2020 as the first trans woman to run for public office in the Bronx.



**Camille Witt**  
Manager, Member Experience, Out Leadership

Camille Witt (she/her) is the Manager of Member Experience at Out Leadership, which is the only LGBTQ+ global B-Corp that focuses on the intersection of LGBTQ+ equality and business. In her role, she manages partnerships with Out Leadership's nearly 90 member companies, helping them leverage member benefits to reach their goals for LGBTQ+ inclusion and diversity more broadly. Most of her career has been spent with LGBTQ+ organizations, as she previously led marketing for National Queer Theater, where she supported programs and productions for many parts of the community, including people living with HIV and international artists facing censorship. She is passionate about the well-being of young professionals and led a mindfulness session at Out Leadership's OutNEXT Global Summit in 2023.

Camille was raised in North Carolina and is a graduate of Case Western Reserve University.



**Champion Kai**  
Content Creator, GenderCool Champion

Kai (he/him) is a 21-year-old creator and performer, known for his charismatic personality, intelligence, and amazing sense of humor. He is currently studying media science and film production at Boston University (BU) and plans to pursue a career in content creation.

Kai is part of BU's Digital Marketing Institute, the head of post-production for BU's hit soap opera, a writer for the university's satire newspaper, and a member of the school's theater group. In high school, Kai was a member of his school's drama club, served as class president, and was an elected representative in multiple district-wide leadership teams.

Kai believes that being a well-rounded individual is the best way to live your life, and he is proud to call himself a GenderCool Champion. As a Champion, Kai has shared his story with millions across the country, helping others understand that transgender young people are talented, resourceful, ambitious, and just like all other young people. In his free time, you can find him exploring Boston, working out, or playing guitar.

# Speaker Bios

## NEW YORK



**Jane Barry-Moran**  
Managing Director of programs and 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!

# Speaker Bios

## LONDON



**Aby Hawker**  
Founder & CEO, TransMission PR

Aby Hawker is the founder and CEO of TransMission PR, a communications consultancy which specialises in transgender and non-binary inclusion and awareness. During her 25 years in the PR industry, Aby has worked with clients in sectors ranging from airlines to aggregates. She launched TransMission PR at the start of 2022, after a six year stint in-house with a trans-focused healthcare provider gave her an unfiltered view of the extent of the systemic challenges facing the community. Now in its fourth year, TransMission PR has built a reputation as the trusted guide for companies navigating the nuanced landscape of gender inclusivity.

Under Aby's leadership, the firm delivers transformative communications strategies that propel clients beyond superficial gestures into substantive action. TransMission PR crafts powerful campaigns that not only demonstrate genuine organisational commitment but also elevate trans+ voices, creating spaces where community members are authentically seen, heard, and valued. TransMission PR's approach combines tactical stakeholder engagement with media expertise and a deep cultural understanding, enabling clients to navigate complex conversations with confidence while making meaningful contributions to trans+ representation and inclusion.



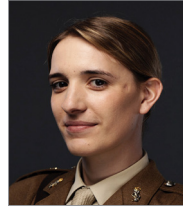
**Kit Morey**  
(VP) Commissioning Editor, Paramount

Kit Morey has worked in Television since the late 90's, the last six years of which have been as Commissioning Editor (VP) at Paramount / Channel 5.

Last Year at the DIVA Awards, Kit was so incredibly proud to have been awarded the Inspirational Role Model, particularly as both DIVA and Kit were celebrating 30 years of coming out!

On screen Kit strives to make each programme they commission have inclusive casting and storytelling, giving voices to those too often underrepresented.

Off screen Kit is Executive Champion for the PROUD ERG, advocating for the LGBTQIA+ community, is a Director of The Trans Solidarity Alliance and co-produced with the wonderful Jude Guaitamacchi the Trans Youth Are Loved campaign last year. And having just been through their own cancer experience, Kit's now working with Cancer Research UK to help them provide better, more inclusive services for Lesbian, Non-Binary and Trans patients.



**Hannah Graf, MBE**

Captain Hannah Graf (née Winterbourne) is an Officer of the British Army serving with the Royal Electrical and Mechanical Engineers. She is a decorated Officer, having deployed to Afghanistan, Kenya and Canada.

In 2013 Hannah came out as a transgender woman and became one of the highest ranking transgender soldiers within the British Army. As part of the Army LGBT Forum, she became the Army's Transgender Representative where she had responsibility to advise Senior Army commanders on transgender policy, educate the wider Defence and most importantly, mentor and support the Army's many transgender soldiers.

Citing the positive effect that openly trans people had on her own transition, Hannah was very keen to become a visible role model for others, in particular showing that transgender women don't have to be pigeon holed into stereotypically feminine jobs.

Hannah made the decision to share her personal story of transition with the UK press, and her story quickly went viral with pick up across the world's media outlets. She has since conducted frequent TV interviews as a transgender advocate including appearances on Lorraine, The One Show, Good Morning Britain and The Victoria Derbyshire Show.

Since coming out, Hannah has received recognition in the form of awards from the British LGBT Awards, Cosmopolitan Ultimate Women Awards, Stonewall, Out in Work 100 Awards and an Honorary Fellowship from Cardiff University.

Hannah has always been keen to use her platform to better the lives of other LGBTQ people and supports as many charities and events as possible. In 2015 she became the first Patron of the charity Mermaids and as an active and competitive person, Hannah is an Ambassador for LGBT Sport Cymru (Wales). She has also been a judge for the British LGBT Awards and supports other organisations such as Pride in London, Trans Military and the Being Me charity.

Hannah was awarded an MBE in the 2019 New Years Honours List, receiving the award from HRH The Duke of Cambridge in June 2019.

Following retirement from the British Army in 2019, Hannah embarked on an exciting new career within the financial sector. Bringing her leadership skills and work ethic developed in the military, she has enjoyed various roles, working to prevent global financial crime.

In her spare time, Hannah enjoys helping Jake develop his film ideas and taking a supporting role behind the camera.



# Speaker Bios

## LONDON



**Jake Graf**  
Award Winning Director, Writer & Actor

Jake Graf is an international award winning director, writer and actor based in London known for his roles in 'The Danish Girl' and 'Colette' and for films 'Headspace', 'Dawn' and 'Dusk'.

Jake uses the medium of film to elicit positive change, giving representation to rarely seen characters and stories with a view to promoting acceptance and understanding.

Jake's first feature film 'Lavender' is currently in development with MisFits Entertainment ('Alleycats'/'McQueen') and Ardimages ('God's Own Country') and his next short film 'Stone' with Wychwood Pictures. In November 2021 he wrote and directed a series of branched narrative films for Verizon Media, using groundbreaking Morphcast technology. All of his films are used as educational tools in universities, schools, prisons and media events internationally. Recent acting roles include 'Colette' directed by Wash Westmoreland ('Still Alice'), BBC Doctors and ITV's 'Butterfly'.

Using his platform to give a voice to the trans male community, Jake is widely considered to be one of the most visible trans men in the UK. He has appeared on Lorraine, Sky News, Good Morning Britain, Channel 5 News and London Tonight and has written for The Evening Standard, Cosmopolitan, GNI Magazine, BOYZ and Gay Star News.

He and wife Hannah Graf MBE were the subjects of 2020's hit Channel 4 documentary 'Our Baby: A Modern Miracle', following their journey to becoming parents to daughter Millie (produced by Parable Works). The film has screened globally to great acclaim.

Jake has spoken internationally on trans issues, particularly in relation to film and media. In 2015 he was a panelist as part of the first trans specific event at The White House, and the following year was invited to present in Speaker's House, Westminster. In July 2017, his short film about legislative change was launched in The Houses of Parliament.

Jake was listed in OUT Magazine's OUT100 List, The Independent's Rainbow List and The Guardian's Pride Power List. He is a patron of the Mermaids Charity, The Albert Kennedy Trust, an ambassador for Age UK and a judge for The National Diversity Awards, The European Diversity



**Jill Lefleur**  
Machine Learning Engineer, Deutsche Bank

Jill Lefleur is a Machine Learning Engineer at Deutsche Bank. As the Trans Representative and Events Lead of dbPride, Deutsche Bank's LGBTQ+ employee resource group, Jill has spearheaded a range of initiatives to improve trans and non-binary inclusion including educational panels, awareness training for senior leaders, and better self-identification options in internal systems. His dedication secured Deutsche Bank a significant jump in the Stonewall Workplace Equality Index, earning him the Stonewall Changemaker of the Year 2024 award.

Beyond the corporate world, Jill volunteers with LGBTQ+ youth, coaches an LGBTQ+ boxing class and advocates for trans athletes in grassroots sports. His own journey as a boxer was featured on Channel 4, Gay Times, ITVX, Sky and Huck Magazine



**Arlene McDermott**  
Executive Director, Trans in the City

Executive Director of Trans in the City/ Head of Business Management and Chief of Staff to Group GC, Group Legal and Compliance, London Stock Exchange Group

As Head of Business Management, Arlene is dedicated to enhancing ways of working and promoting collaboration. She passionately champions inclusion of the LGBTI+ community and works tirelessly to create spaces where everyone can show up as their best selves in all areas of life.

# Speaker Bios

## LONDON



**Rene Matic**  
Artist

Rene Matic (b. 1997 Peterborough, UK), lives and works in London, UK. Their work spans across photography, film, sculpture and writing in a meeting place they describe as rude(ness). They have shown work in galleries such as Arcadia Missa Gallery, London (UK), Chapter Gallery, New York (US), Tate Britain, London (UK), Kunsthalle Wien, Vienna (AT), Leslie-Lohman Museum, New York (US), Sadie Coles HQ, London (UK); The Walker Art Gallery, Liverpool (UK); The Hepworth, Wakefield (UK). They have work in prominent collections such as Tate, London (UK); Foundation Louis Vuitton, Paris (FR); The Hepworth Wakefield, Wakefield (UK); UK Government Art Collection, London (UK); Arts Council Collection, London (UK); Martin Parr Foundation, Bristol (UK); University Arts London Collection, London (UK); Walker Art Gallery, Liverpool (UK); South London Gallery, London (UK); Leslie-Lohman Museum of Art, New York (USA) and Deutsche Bank Collection, Berlin, (DE).



**Darkwah**  
Non-Binary Artist, Performer and Brand Architect

Darkwah, a member of the esteemed DAZED 100 Class of 2023, is a versatile artist, content creator, and activist. Their creative pursuits are dedicated to uplifting and amplifying the voices of historically marginalized communities, both in front of the camera and behind the scenes. At age 23, Darkwah held the role of Fashion Editor at Gay Times and has been featured in British Vogue.

Their impactful work serves as a source of inspiration and collaboration, advocating for social justice and positive change through partnerships with renowned brands such as COTY, THE DOG'S TRUST, MERCEDES, META, SAMSUNG, SLEEK MAKE-UP & BOOTS, UGG'S, PINTEREST, WEEKDAY, COMEDY CENTRAL, URBAN DECAY, MARC JACOBS FRAGRANCES and more. Darkwah also made their acting debut in the film 'Layla', portraying Lucilla, one of the core five characters. The film premiered at the Sundance International Festival & opened BFI Flare 2024.



**Leng Montgomery**  
Diversity and Inclusion Leader, Speaker, Advocate, Burberry

Leng Montgomery is a DE&I Leader who actively engages and consults with private and public sector companies. He is a regular speaker within the DE&I field and has appeared on BBC radio, he has also written policy and delivered keynote speeches to many organisations Globally. He's worked as a consultant for luxury brands but also in house for companies such as Burberry, ASOS, BDO, Sainsbury's and Cushman & Wakefield. Prior to this, Leng worked at Stonewall, where notably he worked on the Workplace Equality Index and the Trans inclusion guides that were launched in 2016.

He is a Non-Executive Director for Outvertising and is on the advisory board for IMPROPER agency.

In addition to this Leng also has done a lot of work in the Disability, Race & Ethnicity and Gender equality space leading on strategic planning and has a very keen passion for activating allyship and getting companies to work with people by applying an intersectional lens.

He's also very active on working with Social Mobility and has specialist knowledge and expertise in activating psychologically safe ways of working and has encouraged and designed policies around safe guarding, sexual harassment and domestic violence and finding ways for employers to support colleagues and to provide shame free spaces.

In 2014 he was the first openly trans masculine contestant on BBC's Masterchef and for two years running from 2014-2015 he was listed on the Independent's Rainbow List in the 'Ones to Watch' category. He's also one of the Top 10 2018 LGBT awards Corporate Rising Star category and a TEDx London speaker in 2018. In 2022 he was awarded Trans In The City Corporate Champion Award and was a Top 12 LGBT+ Trailblazer nominee in British LGBT Awards. In 2025 he was "Highly Commended" as Diversity Ambassador of the year in the British Diversity Awards.

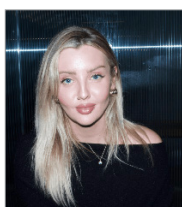
# Speaker Bios

## LONDON



**Rene Matic**  
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**Dani St. James**  
CEO, Not A Phase

Danielle St James is a prominent figure within the trans+ community in the UK, alongside her media work and other projects, she our Chief Exec at Not A Phase. As a founder of the charity back in 2020, Danielle has driven the organisation to success and notoriety in the charity sector in the UK. She is heavily involved in all aspects of it's operations, splitting her time between the day-to-day duties of the role and working with brands and organisations in all sectors on improving their trans+ inclusion and use of trans+ people for visibility.

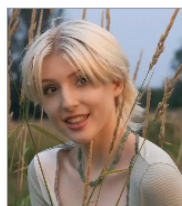


**Cairo Nevitt**  
Fitness & Wellbeing Coach and Community Organiser

Cairo Nevitt is Caribbean and English Trans man from London. Cairo was Britain's first Openly Transgender man to be featured in a mainstream Fitness Magazine in 2018 (Muscle & Fitness UK) In 2022, Cairo Nevitt made history again as a Trans athlete; by competing as a bodybuilder and winning 3 titles; Mr. Model, Mr Model Pro & Men's Athletic Physique Champion at two of Europe's largest fitness federations; Miami Pro & Pure Elite. He has worked as a personal trainer and has coached thousands of trans people as a freelancer & Former Head Coach of Not a Phase's Misfits programme. He is currently a third year Sport Psychology student at St. Marys university.

Cairo is also a professional Actor & award-winning poet/Filmmaker. Cairo's TV Appearances include: Channel 4 The Making Of Documentary series. (2018) He has been the face of multiple international campaigns as the face of Absolute Vodka, Starbucks and Libresse. Guest presenter, in a NIKE trans fitness pride workout on the NIKE app and has featured in many magazines over the years; including Gay Times and walked for London Queer Fashion Show, modelling for Beyond Retro, Yer One, War Pig. As a trans advocate, he predominantly works as a guest speaker & facilitator on the topics of diversity & inclusion, trans healthcare, intersectionality, mental health, as well as motivation.

His collaborations include Huffton Post, Therapy Expo, UEL, The University of Australia, Salomond institute, Euromoney's international panel, Tate Modern, Common Press, Trans Fest, NHS, Kent Police, London Fire Brigade, Stonewall, BBC Bite Size, Pink News, Mermaids, Gender intelligence, Diversity Role Models, Sony, Young Vic, Budweiser, London's Southbank Centre, Colours Network, My Genderation, Netflix, 201 Dance Company.



**Champion Avis**  
Young Leader, Gender Cool Champion

Champion Avis (they/them) is a queer non-binary student, actor, singer and model.

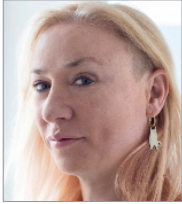
They have done projects with akt, Google, British Youth Council, University of Kent and more, regarding queer joy, campaigning skills and research on queer homelessness. They have also performed at queer events such as Exeter Pride and Come As You Are Festival.

For their future, they want to study Applied Social Sciences at University of Sheffield, to gain the tools to tackle social issues that target minorities. They hope to contribute to trans and intersectionality awareness and education in the UK, working in Equity, Diversity and Inclusion.



# Speaker Bios

## LONDON



**Dee Ryder**  
Founder and Producer, MisFits Entertainment

Andee (Dee) is a BAFTA and Emmy award-winning film producer. Dee developed her craft as a filmmaker working her way up across different roles on productions from low budget movies to blockbusters like BATMAN DARK KNIGHT & STARDUST. She then produced a short (BALE) in 2008 which became highly successful and launched her producing career.

In 2016 Dee co-founded the London based film production company MISFITS ENTERTAINMENT. In the same year, she produced her debut feature, ALLEYCATS. In 2018 Dee produced VIKING DESTINY, along with the double BAFTA-nominated documentary MCQUEEN. She was an executive producer on the double Emmy award-winning documentary RISING PHOENIX. In 2022 she executive produced her first series, the 4-part documentary, KINGDOM OF DREAMS. She produced the documentary film THE CONTESTANT which premiered at TIFF to rave reviews then swiftly sold to HULU who distributed the film. In 2024 she executive produced Sundance smash hit Super/Man: The Christopher Reeve film which went on to win a BAFTA along with 23 other major film awards around the globe.



**Tate Smith**  
Founder, Tate Smith Consulting

Tate Smith is an award-winning activist, speaker and consultant dedicated to trans rights, gender equality, social mobility and redefining masculinity. Recognised as one of Attitude Magazine's '10 LGBTQ+ Trailblazers' and a LinkedIn Top Voice, Tate also features on the 2023 Diversity Power List as one of the '50 Champions of Inclusion.' Celebrated by Glamour for tackling male violence against women and girls, his work has been featured across platforms like Forbes, The Atlantic, Metro, Huffington Post and ITV News.

In 2023, Tate founded Tate Smith Consulting, collaborating with clients such as Barclays, McCann, JP Morgan and the Science Museum to create more inclusive workplaces. Through his dynamic Fireside Chats, Tate candidly shares his journey as a "working-class Essex boy who just happens to be trans," while addressing key topics like toxic masculinity, men's mental

health, male privilege and menopause. Known for his intersectional approach and relatable style, Tate is a sought-after voice both online and in boardrooms. Whether inspiring business leaders or connecting with his generation, he challenges stereotypes and sparks meaningful change across communities and organisations.



**Ayla Holdom**  
Helicopter Pilot And Transgender Equality Campaigner

Ayla (she/her) served in the RAF for thirteen years, did a ground tour in Iraq in 2008, and then spent seven years as a Sea King helicopter captain for the RAF's Search and Rescue Force, based in North Wales, North Devon and the Falkland Islands. She now flies helicopters for the National Police Air Service, supporting Police Forces across the UK. Ayla came out as transgender around 2010 and remained serving with her operational Search and Rescue unit throughout. The support and pragmatism of her colleagues and the wider armed forces made that transitional time not only possible, but empowering and successful. Ayla is the professional she is today, because she wasn't forced to hide who she is.

In 2015 after taking part in a Stonewall Leadership Programme and delivering a Keynote speech at Stonewall's Workplace Conference, Ayla joined the Stonewall Trans Advisory Group, as Stonewall began its journey to being fully and proudly trans-inclusive, and now sits on the Stonewall Board of Trustees.

In 2018, Ayla was portrayed in the critically acclaimed stage production 'Still Point Turning' by the Sydney Theatre Company and featured as one of many 'RAF Stories' at the RAF Museum, London. Ayla also briefly flew Sea King helicopters again as a civilian after leaving the RAF, for the privately run Historic Helicopters.

She lives outside a small village on a hill in Devon with her wife, Wren (an ICU doctor), their three cats, many marine fish and numerous chickens. In November 2020, Wren and Ayla welcomed their newborn daughter, River, into the family.



**Tris Reid Smith**  
Journalist and editor

Tris Reid-Smith is a journalist and editor. He was previously editor-in-chief of Pink Paper, Gay Times, DIVA and AXM. He co-founded the world's first Digital Pride festival and Gay Star News, which was the leading LGBTQIA+ global news provider until it closed in 2020. He is now co-founder and CEO of the new global NGO, Pride Wide, with a mission to build the narrative power of LGBTQIA+ communities.

# 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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**Megan Stretton**  
Director, Global Events



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Manager, Programs  
& Research



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and Communications



**Camille Witt**  
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Experience



**Cara Crosby**  
Associate, Events &  
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**Manuel Gallegus**  
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Strategist



**Mila Jam**  
Senior Adviser,  
Trans Initiatives



**Kalyn Jahansou**  
HR Director



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

