



OUT LEADERSHIP

EUROPE SUMMIT 2025

13 YEARS IN EUROPE





TODD SEARS, Founder & CEO, Out Leadership

Dear Leaders,

Welcome to our 13th annual Europe Summit! Prepare yourself for a convening designed to capture the collective energy, imagination, and commitment of our incredible community of LGBTQ+ and ally senior business leaders, activists, and luminaries from more than 150 companies.

The Summit would not be possible without the support of our partners and hosts, including **Reed Smith, HSBC, LinkedIn, DLA Piper, and Bank of America**. We applaud their commitment to support shared, in-person spaces where the world's brightest minds can come together to reflect on the powerful intersection of business and LGBTQ+ equality, to celebrate our progress, and to envision the future we're building together all while lifting up the extraordinary work of **15 years of Out Leadership!**

You'd be a fool not to join us on Tuesday, April 1, for a full day of events, including the Q2 Nexus LGBTQ+ breakfast hosted by LinkedIn. The breakfast will feature **Cynthia Fortlage**, News updates, NEXUS, and her popular LGBTQ+ News Digest; **Ben Slater** of the Steering Group of Lloyds Bank's LGBTQ+ ERG; and a robust conversation facilitated by **Birgit Neu**, Senior DEI Adviser, NEXUS with **Daisy Reeves** from BCLP, Emma Cusdin from Global Butterflies, and **Joe Kessler** from the Co-op, about how sponsorship can fuel the training, recruitment, and placement of LGBTQ+ professionals in Senior Leadership positions.

Tuesday concludes with the Self-ID Roundtable Dinner, where, in partnership with Reed Smith, we'll host a high-level discussion about the power of Self-ID as a tool to fortify programs, recruit top-tier talent, and create inclusive workplaces. Bring your best ideas, practices, and insights and be prepared for your peers to do the same at this exclusive engagement.

Wednesday, April 2, features another double header with the OutWOMEN+ breakfast hosted by Bank of America and our OutLEADER Dinner hosted by DLA Piper. At OutWOMEN+, we'll build on our commitment to bringing LGBTQ+ women, nonbinary, and ally leaders together to listen, learn, and leave with the tools to champion one another in the workplace and in the world. Later that evening, CEOs and other C-Suite Executives will gather for our exclusive OutLEADER Dinner. Since 2011, more than 700 CEOs have come together at our dinners to explore innovative ways to build support for their LGBTQ+ employees, consumers, and communities.

On Thursday, April 3, we start the day with the OutNEXT Breakfast and Salon hosted by LinkedIn. OutNEXT, the first and only global talent accelerator dedicated to developing the next generation of LGBTQ+ business leaders, is a tent pole program at Out Leadership and never fails to inspire those who attend and present. The breakfast and salon, like all OutNEXT gatherings, will feature a roster of world-class speakers and a uniquely engaging curriculum.

We'll close out the Summit with our iconic, signature VIP Dinner and Reception at the Globe Theatre's exclusive Underglobe event space. The centerpiece event of every Summit, the VIP Dinner and Reception's theme is **"The Globe of Progress: Leadership, Equality, and LGBTQ+ Joy."** A perfect theme for our challenging times, together we'll reflect on and rejoice in the remarkable progress and commitment of LGBTQ+ leaders in business, entertainment, law, and athletics, while also acknowledging the challenges ahead and the ways we can overcome them.

When Shakespeare wrote, "to thine own self be true," he could have easily been referring to the more than 30,000 business leaders who have attended our Summits, partnered on our research, joined us in high-level discussions, or matriculated through the OutNEXT talent accelerator. **Every year, I am honored and humbled that so many of you choose to join us (some of you, time and time again) at our Global Summits. You are truly the "players" who have allowed Out Leadership to grow, thrive, and continue to advance equality around the world.**

All's well that ends well,

Todd G. Sears
Founder and CEO
Out Leadership



Out Leadership's Europe Summit 2024, VIP Reception, Barbican Centre

Thank You to our Hosts and Sponsors

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ROPES & GRAY



“ The more you explore gender, the more you see the fluidity of it and the parts of yourself that are masculine as well as feminine. Neither are inherently negative or positive or owned by a particular sex – it’s a constant movement.

King Loose Willis
Award-winning
international drag
king Host, comedian,
costumier



“ I have always had a conscience that wants to tackle head on any form of inequality that touches our lives. Discrimination, inequality: that’s always been what I was about, even as a young child.”

Lady Phyll
Co-Founder and Chief
Executive, UK Black Pride



Summit Overview

NEXUS Breakfast

Tuesday, 1st April, 8am

Host: LinkedIn

123 Farringdon Rd,
London EC1R 3DA

8:00am | Guests arrive & breakfast

8:30am | Welcome Remarks

Birgit Neu, Senior Advisor, Speaker, Author

Dan Ricard, Business Management Director, COO function, LSEG (London Stock Exchange Group)

8:40am | Quarterly News Digest

Cynthia Fortlage, Founder & CEO of The FORTLAGE Collective

9:00am | 10 Minute Blitz

Ben Slater, Associate Director, CIB Portfolio Management team, Lloyds Bank

Dan Ricard, Business Management Director, COO function, LSEG (London Stock Exchange Group)

9:15am | Panel Discussion

Daisy Reeves, Partner, BCLP

Emma Cusdin, Fellow, Chartered Institute, Personnel & Development

Joe Kessler, Chief Transformation Officer, Co-op Group

Birgit Neu, Senior Advisor, Speaker, Author

10:00am | Closing Remarks

Todd Sears, Founder & CEO, Out Leadership

Dan Ricard, Business Management Director, COO function, LSEG (London Stock Exchange Group)

10:15am | Conclusion



Self-ID Roundtable

Tuesday, 1st April, 6pm

Host: Reed Smith

Reed Smith Offices
1 Blossom Yard, London,
England E1 6RS

6:00pm | Arrival & cocktails

6:30pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

Marco Martinot, Chief Growth & Financial Officer, Out Leadership

7:30pm | Buffet

7:40pm | Programming

8:45pm | Closing remarks

9:00pm | Conclusion



Summit Overview

OutWOMEN+ Breakfast Wednesday, 2nd April, 8:30am

Host: Bank of America

Bank of America, 2 King Edward Street
Room: King Edward Hall

8:30am | Arrival & Breakfast

9:00am | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

9:20am | Panel Discussion

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

Lotte Jeffs, Award-winning magazine writer, author and podcaster

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

Lady Phyll, Co-Founder and Chief Executive, UK Black Pride

9:50am | Q&A

10:00am | Networking

10:30am | Conclusion

BANK OF AMERICA 

OutLEADER Dinner Wednesday, 2nd April, 6pm

Host: DLA Piper



6:00pm | Arrival & cocktails

6:30pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

7:20pm | Dinner & Discussion

8:45pm | Closing Remarks

9:00pm | Conclusion

Summit Overview

OutNEXT Salon and Breakfast

Thursday, 3rd April, 8:30am



Host: LinkedIn

123 Farringdon Rd,
London EC1R 3DA

8:30am | Guests arrive & breakfast

9:05am | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

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

9:25 am | OutVantage activity

9:50 am: Fireside Chat: OutVANTAGE

Todd Sears, Founder & CEO, Out Leadership

Bruna Gil, Head of Partnerships EMEA @ LinkedIn | Vice Chair @ GiveOut

Howard Ou, Chief of Staff, Out Leadership

10:20 am | LinkedIn Coaches - Develop Your Personal Brand

Nick Taylor, Lead Client Solutions Manager | Global Strategic Accounts, LinkedIn

10:50am | Building Your Personal Brand

Todd Sears, Founder & CEO, Out Leadership

11:10 am | Closing remarks

11:30 am | Conclusion

Summit Overview

VIP Dinner and Reception

Tuesday, April 11th, 2024

The Underglobe,
21 New Globe Walk,
London SE1 9DT, United Kingdom

6:00pm | Arrival, cocktails & live music

7:00pm | Welcome Remarks

King Loose Willis, Award-winning international drag king Host, comedian, costumier
Todd Sears, Founder & CEO, Out Leadership

7:35pm | Dinner

8:00pm | Fireside chat

8:30 pm | Performance

King Loose Willis, Award-winning international drag king Host, comedian, costumier

8:35pm | Closing remarks

Todd Sears, Founder & CEO, Out Leadership

8:45 pm | Coffee and dessert

9:30pm | Conclusion

Speaker Bios



Todd Sears
Founder & CEO, Out Leadership

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

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

Sears has spent over 20 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors in Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

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.

Initially 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.



Bruna Gil
Head of Partnerships EMEA @ LinkedIn | Vice Chair @ GiveOut

Bruna Gil joined LinkedIn in 2015, and currently leads the Partnerships business across EMEA, driving the growth of LinkedIn's Marketing Partner ecosystem in the region. Bruna is passionate about driving inclusion in the workplace and has served as Global Co-Chair for Out@In (LinkedIn's LGBTQ+ Network), growing its membership to over 1,500 employees, and creating various programs to build community amongst LinkedIn's LGBTQ+ employee base.

Bruna holds board leadership roles on several LGBTQ+ organizations, including her current position as Vice Chair of the Board of Trustees for GiveOut, an award-winning charity. She is a founding board member of Pride in Tennis, a network dedicated to making British tennis open and accessible for all LGBTQ+ communities. Bruna is also a member of the EDI Advisory Group at the Lawn Tennis Association (LTA) and Brentford Football Club.



Nick Taylor
Lead Client Solutions Manager | Global Strategic Accounts, LinkedIn

Nick Taylor is a tenured professional within LinkedIn Marketing Solutions' Global Strategic Accounts team, supporting global brands with marketing impact on LinkedIn and serving as a platform expert. He has a history of working with the c-suite at global tech brands to enhance their profile building, thought leadership, and executive presence.

Currently, Nick is the Global External Partnerships Lead at Out@In (LinkedIn's LGBTQ+ Network) where he supports a community of over 1,500 employees and has focused on global programs benefiting nonprofit organizations.

Speaker Bios



Loose Willis
Drag King & Cabaret Performer

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

"Darkly hilarious" - The Stage

@kingloosewillis on Instagram, Tiktok and Twitter



Lady Phyll
Co-Founder and Chief Executive, UK Black Pride

Phyll Opoku-Gyimah is the nucleus of the award-winning celebration and protest that is UK Black Pride. Widely known as Lady Phyll – partly due to her decision to reject an MBE in the New Year's Honours' list to protest Britain's role in formulating anti-LGBTQI+ penal codes across its empire – she was also the executive director of Kaleidoscope Trust, an organisation working to uphold the human rights of LGBTQI+ people around the world; a community builder and organiser; an Albert Kennedy Trust patron, and a public speaker focusing on race, gender, sexuality and class. With an honorary doctorate recognising her exceptional contributions, Lady Phyll's over two decades of dedication to human rights advocacy have left an indelible mark. She's regularly called upon to advise nascent LGBTQI+ organisations around the world to help leaders create cogent organising strategies, establish robust partnership networks and work effectively in service of the LGBTQI+ community and inspire all who strive for equality and justice.



Lotte Jeffs
Award-winning magazine writer, author and podcaster

Lotte Jeffs (she/they) is an award-winning magazine writer, an author and podcaster. They are a contributing editor for Grazia and have hosted the award-winning podcast 'Some Families'. Lotte writes for broadsheet newspapers, and international magazines, most recently interviewing Lady Gaga in a worldwide exclusive profile for the cover of ELLE. Her debut novel THIS LOVE was published by Dialogue in Feb 2024. Lotte is also the author of How To Be A Gentlewoman: The Art of Soft Power in Hard Times (Octopus) and of The Queer Parent: Everything You Need To Know From Gay To Ze (Bluebird), and the children's book My Magic Family (Puffin). Her next non-fiction book Do Ask, Do Tell with Stu Oakley, published by Bluebird in May, will lay bare queer life, love and culture.



Hannah Graf
Head of Optimisation, Financial Crime Investigations, HSBC

Lotte Jeffs (she/they) is an award-winning magazine writer, an author and podcaster. They are a contributing editor for Grazia and have hosted the award-winning podcast 'Some Families'. Lotte writes for broadsheet newspapers, and international magazines, most recently interviewing Lady Gaga in a worldwide exclusive profile for the cover of ELLE. Her debut novel THIS LOVE was published by Dialogue in Feb 2024. Lotte is also the author of How To Be A Gentlewoman: The Art of Soft Power in Hard Times (Octopus) and of The Queer Parent: Everything You Need To Know From Gay To Ze (Bluebird), and the children's book My Magic Family (Puffin). Her next non-fiction book Do Ask, Do Tell with Stu Oakley, published by Bluebird in May, will lay bare queer life, love and culture.

Out Leadership Member Investors



Out Leadership Member Companies



Nonprofit Partners

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



About Out Leadership

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

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

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

Certified



Corporation

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Out Leadership Team



Todd Sears
Founder & CEO



Marco Martinot
Chief Growth
& Financial Officer



Jane Barry-Moran,
Managing Director,
Programs & Research



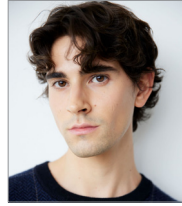
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Howard Ou
Chief of Staff

Get involved: info@outleadership.com

