



Out Leadership's 15th Annual

US *Summit* 2025

May 6th-28th, 2025



TODD SEARS, Founder & CEO, Out Leadership

Dear Leaders,

Welcome to Out Leadership's 15th annual U.S. Summit!

We are honored to have you with us as we celebrate our 15th anniversary, and as we take a moment to reflect, with heartfelt gratitude, on the progress we've made together.

This is our first US Summit in what's become a new reality for all of us – it's courageous to continue to show up and stand out in this environment. That's why I am especially proud to recognize the partners and hosts making this year's Summit possible — **our members and supporters who continue to lead with purpose**. We're thrilled to welcome our newest host, **Goodwin**, and to spotlight the steadfast support of longtime allies, including **Mizuho, HSBC, Ropes & Gray, RBC Capital Markets, TD Securities, AlixPartners, Citi, and Reed Smith**. Your commitment matters now more than ever. Now on to the best part— celebrating our community coast to coast!

We begin in Los Angeles with our **OutLEADER Dinner, hosted by AlixPartners**, an intimate gathering reserved for senior executives to speak openly and honestly about the challenges and opportunities of LGBTQ+ inclusion in business, and the critical role of leadership, allyship, and representation in creating lasting change. **In San Francisco, we'll join Goodwin for a thoughtful OutLeader Reception** and a panel discussion exploring what it means to lead in this new reality and how we can continue to drive LGBTQ+ progress forward together.

Then it's back to New York with four more exciting events. **We'll start things off with our OutWOMEN+ Breakfast, hosted by TD**, an empowering space for LGBTQ+ women, non-binary professionals, and allies to come together and uplift one another. This panel will explore how embracing non-conforming leadership styles leads to innovation, authenticity, and resilience in the workplace.

Next, we'll host the **VIP Reception in our beautiful offices**, our premier event honoring the remarkable progress of the LGBTQ+ community (and our 15th anniversary!).

We're also convening two engaging roundtables. **The Self-ID Roundtable, hosted by Reed Smith**, is a dynamic discussion exploring how Self-ID can add value by building strong programs and attracting top talent. And our **CDO Dinner, hosted by Mizuho**, brings together Chief Diversity Officers from our member companies for a candid conversation about what it takes to achieve true equality in today's workplace, and what's next.

This is Out Leadership's 15th year—and a year of gratitude for us. We know we are only as strong as the members and supporters who stand with us. The partner companies that power our Global Summits have never been more important or more appreciated.

Your presence here sends a powerful message. You're here, and they're here because leveraging the power of business to win LGBTQ+ equality makes good sense from the board room to the mail room and everywhere in between.

Warmly,
Todd G. Sears

Founder and CEO
Out Leadership



Thank You to our Hosts and Sponsors

Thank you for your investment and support. Not only does your commitment allow us to convene LGBTQ+ and Ally leaders the world over, but it helps us **drive equality and advocate for progress.**

Out Leadership is the first-ever LGBTQ+ B-Corporation, which means we prioritize profit with purpose. All of our initiatives are made possible by our member companies who contribute not just financial support, but also their resources, talents and spaces.

Hosting an event is about much more than providing a venue. It's about creating an environment where **leaders can be themselves and engage on important top-of-mind topics** that businesses face in today's increasingly diverse and inclusive world.

US SUMMIT HOSTS & SPONSORS



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Summit Overview

OutLeader Dinner

Tuesday, May 6, 2025

Host: AlixPartners

555 Flower St #4200, Los Angeles, CA 90071

6:00pm: Guests Arrive

6:00 pm: Cocktail Hour

7:05 pm: Host & Out Leadership Welcome

Todd Sears, Founder & CEO, Out Leadership

7:10 pm: Dinner Group Discussion Begins

8:20 pm: Tea, Coffee, and Petit Fours Served

8:45 pm: Final Thoughts and Closing Remarks

9:00 pm: Event Concludes

AlixPartners

OutLeader Reception

Thursday, May 8, 2025

Host: Goodwin

525 Market Street, San Francisco, CA 94105

6:00 pm: Guests Arrive

6:00 pm: Cocktail Hour

7:00 pm: Host Welcome

7:05 pm: Out Leadership Welcome

Todd Sears, Founder & CEO, Out Leadership

7:15 pm: Panel Discussion

7:45 pm: Networking continues

9:00 pm: Event concludes

 **GOODWIN**

Summit Overview

OutWOMEN+ Breakfast

Tuesday, May 13, 2025



Host: TD

287 Broadway, New York, NY 10007

8:30 am: Guests arrive / Breakfast and networking

9:00 am: Welcome from Host

Jenny Platt, UVP of Marketing for TD

9:10 am: Opening Remarks

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

9:20 am: Panel discussion

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

Lauren Puffer, TD Panelist Managing Director, Sustainability Banking

Lauren Zimmerman, Partner, Selendy Gay

Kenya Simon, Head of Global Partnerships, Open for Business

9:50 am: Q&A

10:00 am: Closing

10:05 am: Networking

10:30 am: Event Concludes

VIP Reception

Tuesday, May 13, 2025



Host: Out Leadership

Out Leadership HQ, 135 W 26th St, New York, NY 10001

6:00 pm: Guests Arrive

6:00 pm: Cocktail Hour | Drinks and canapes to be served

7:00 pm: Host welcome

7:05 pm: Out Leadership welcome

Todd Sears, Founder & CEO, Out Leadership

7:25 pm: Networking and drinks

8:00 pm: Closing remarks

8:10 pm: Tea, Coffee, and petit fours served

9:00 pm: Event concludes

Summit Overview

Self-ID Roundtable and Dinner

Wednesday, May 14, 2025

ReedSmith

Host: Reed Smith

599 Lexington Ave, New York, NY 10022

6:00 pm: Guests arrive

6:00 pm: Cocktail Hour

6:30 pm: Welcome remarks from Reed Smith

6:40 pm: Welcome remarks from Out Leadership

Todd Sears, Founder & CEO, Out Leadership

7:30 pm: Dinner Available

7:40 pm: Programming Begins

8:00 pm: Tea, Coffee, and dessert served

8:50 pm: Final thoughts and closing remarks

9:00 pm: Event concludes

CDO Dinner

Thursday, May 15, 2025

MIZUHO

Host: Mizuho

1271 Avenue of the Americas, New York, NY 10020

6:00 pm: Guests Arrive

6:00 pm: Cocktail Hour | Drinks and canapes to be served

7:00 pm: Host welcome

7:05 pm: Out Leadership welcome

Todd Sears, Founder & CEO, Out Leadership

7:25 pm: Networking and drinks

8:00 pm: Closing remarks

8:10 pm: Tea, Coffee, and petit fours served

9:00 pm: Event concludes

Summit Overview

Allyship Breakfast

Tuesday, May 28, 2025

Host: Citi

Los Angeles, CA

9:00 am: Guests Arrive

9:30 am: Welcome from the Host

Bradford Pollard, Managing Director, Citi Private Bank

9:35 am: Workshop Begins

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

10:15 am: Q&A/Discussion

10:30 am: Guests Depart



Speaker Bios



Bradford Pollock
Managing Director, Citi

As a Managing Director and Senior Private Banker at Citi Private Bank, Bradford is uniquely positioned to inspire other LGBTQ+ leaders, especially those in client-facing roles, to live authentically and drive progress. He also serves LGBTQ+ individuals with customized private banking solutions to expand and preserve their wealth legacy.

In 2021, Bradford was asked to serve as North America Co-Chair for Citi's Global Pride Inclusion Network, the first person outside of the company's NYC headquarters to ever serve in the role. In this position, he oversees 32 co-chairs, 17 business sponsors and 6,000+ employee members of the North America Pride Network chapters. He has been an instrumental figure in instituting Citi's creation of an LGBTQ+ Leadership Development Program and the implementation of dialogues related to global inclusion.

Bradford oversees the company's North America LGBTQ+ reverse mentoring program with 664 participants in addition to serving as a senior mentor. He leverages his voice to lead a variety of focus areas, including trans inclusion and legislative matters; most recently, he spear-headed Citi's global public campaign for 2022 Transgender Day of Visibility. Bradford has fostered community impact on issues ranging from homelessness to educational fulfillment for LGBTQ+ students.



Jane Barry-Moran
Managing Director, Programs & Research

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



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.

Speaker Bios



Jennie Platt
Chief Marketing Officer, TD US

Jennie Platt is Chief Marketing Officer at TD Bank, America's Most Convenient Bank®. In this role, she oversees Brand, Integrated Marketing, and Marketing transformation and delivery in the U.S. Jennie leads a team of 250 dynamic professionals responsible for brand advertising; sponsorships; creative services; product, customer, and digital marketing strategy; and distribution and regional marketing programs.

Jennie joined TD from Citi, where she most recently served as Head of Customer Marketing for the U.S. Consumer Bank. In this role, Jennie led an organization of 150+ marketers responsible for the end-to-end customer marketing strategies across the U.S. Cards, Retail Bank, and Wealth Management businesses, focused on delivering personalized, omni-channel communications to drive customer engagement. Prior to this role, Jennie held various leadership positions within Citi's U.S. Consumer Marketing organization, managing high priority client segments and marketing programs to drive customer loyalty and retention. From 2012-2019, she led New Product Development & Innovation for Citi Cards where she managed an innovation operating model; led growth strategies; and developed new card products, capabilities, and partnerships.

Prior to joining Citi, Jennie spent 11 years at American Express, where she held a variety of partner management, product management, and marketing positions in both the Corporate Services and Consumer Services divisions.

Jennie is passionate about diversity, equity, and inclusion. She serves as Chair of TD's enterprise-wide Forever Proud Executive Steering Committee and is the 2SLGBTQ+ Area of Focus Executive Lead for the Bank's Inclusion & Diversity Leadership Council. At Citi, she served on the Global Pride Affinity Steering Committee, championing work to drive visibility and connection among Citi's 2SLGBTQ+ colleagues and allies. Jennie's work in the space earned her the #15 spot on INvolve's 2024 Outstanding Role Model list.

Jennie serves on the Board of Directors for the TD Charitable Foundation and the Board of Advisors for the Boston Bruins Charitable Foundation.

Jennie holds a B.A. from Princeton University and an M.B.A. from New York University's Stern School of Business. She resides in Brooklyn, New York with her wife and two young daughters.



Kenya Simon
Head of Global Partnerships, Open for Business

Kenya Simon is a strategic partnerships and client relations leader with nearly 20 years of experience across music, fashion, and business. She is currently the Head of Global Partnerships at Open for Business, where she leads a global coalition of major companies committed to advancing LGBTQ+ inclusion through economic research, policy engagement, and strategic collaboration. Kenya also serves as the founder of ArchHaus, a hybrid agency and consultancy designed to bridge business services with creative processes.

Prior to joining Open for Business, Kenya led corporate partnerships at Out Leadership, advising Fortune 500 companies globally on LGBTQ+ engagement strategies. Before that, she worked in marketing at PwC, where she managed client entertainment and experience programs and served as a leader in the firm's global LGBTQ+ network. Her career began in the music industry, where she spent over a decade specializing in A&R management and music licensing at Warner Music Group, Sony Music, and LA Reid Music Publishing.

Kenya serves on the board of the Tyler Clementi Foundation, supporting efforts to end bullying in schools and workplaces. She is a frequent panelist and speaker on industry trends, global cultural shifts, and their influence on business strategy.

Originally from New Jersey, Kenya holds a B.A. in Music Industry and Public Relations from Monmouth University and has lived in New York City for nearly two decades.

Speaker Bios



Lauren Puffer
Managing Director, M&A, TD Securities

Lauren joined TD Securities (formerly Cowen) in March 2022 and is a Managing Director on the Shareholder Advisory team within M&A. Lauren focuses on advising public company IROs, management teams, and boards on shareholder advisory including strategic investor engagement, corporate governance, transaction-related strategic messaging, and activism preparedness.

Lauren spent ten years working in IR consulting, where she had direct dialogue with C-suites and boards on business strategy, shareholder engagement, and M&A opportunities. She was responsible for engaging with shareholders on material performance and governance issues, informing both their investment and proxy voting decisions. She continued her connectivity with IR teams and investors while in Sales & Trading at Barclays and Jefferies. During her time at Jefferies, Lauren also worked on the sustainability strategy for the firm, in partnership with the board of directors' ESG committee. She was instrumental in writing the company's sustainability report, where she partnered with executive management as well as the board. Lauren has presented at various IR industry conferences and was previously on the board of the National Investor Relations Institute's virtual chapter and was a member of the National Association of Corporate Directors.

Lauren holds the Fundamentals of Sustainability Accounting certification, which is granted by the Sustainability Accounting Standards Board (SASB), has a bachelor's degree from Georgetown University and an MBA in Finance from the Stern School of Business at New York University.



Lauren Zimmerman
Partner, Selendy Gay

Kenya Simon is a strategic partnerships and client relations leader with nearly 20 years of experience across music, fashion, and business. She is currently the Head of Global Partnerships at Open for Business, where she leads a global coalition of major companies committed to advancing LGBTQ+ inclusion through economic research, policy engagement, and strategic collaboration. Kenya also serves as the founder of ArchHaus, a hybrid agency and consultancy designed to bridge business services with creative processes.

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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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*Emeritus

Out Leadership Team



Todd Sears
Founder & CEO



Marco Martinot
Chief Growth
& Financial Officer



Jane Barry-Moran,
Managing Director,
Programs & Research



Michael Paterson
Chief Marketing



Megan Stretton
Director, Global Events



Cameron Wu
Manager, Programs
& Research



Timothy Jolley
Manager, Digital Media
and Communications



Camille Witt
Manager, Member
Experience



Cara Crosby
Associate, Events &
Marketing



Manuel Gallegus
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Mila Jam
Senior Adviser,
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Get involved: info@outleadership.com

