

OUT & EQUAL

2017 WORKPLACE SUMMIT

OCTOBER 9 - 12 | PHILADELPHIA, PA

TRIP REPORT



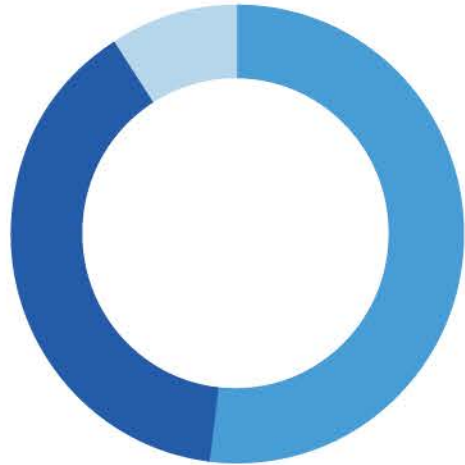
Purpose

- To provide you with an outline for constructing an account of your experience at Summit, to inform management, fellow ERG members and other employees about the impact and benefits of attending the 2017 Out & Equal Workplace Summit and Leadership Day.
- Contains metrics and demographics around Summit participants, information about programming and an overview of educational content.
- Suggests areas of participation that you might want to highlight, where applicable. Feel free to use and adapt this report as needed for your company/organization.

Who's At Summit?

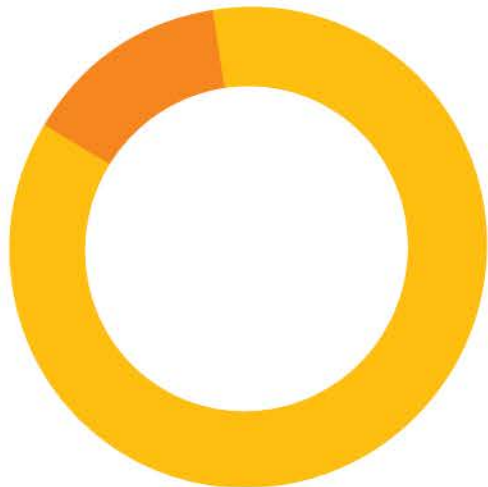
Male: 52%

Female: 39%



Transgender: 14%

Cisgender: 86%



Caucasian: 69%

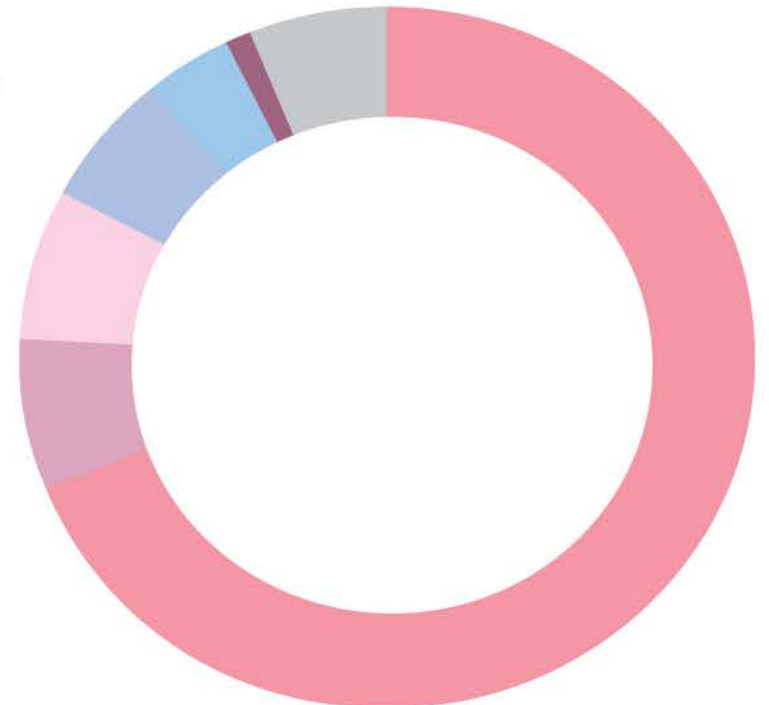
African American or Black: 7%

Latinx: 7%

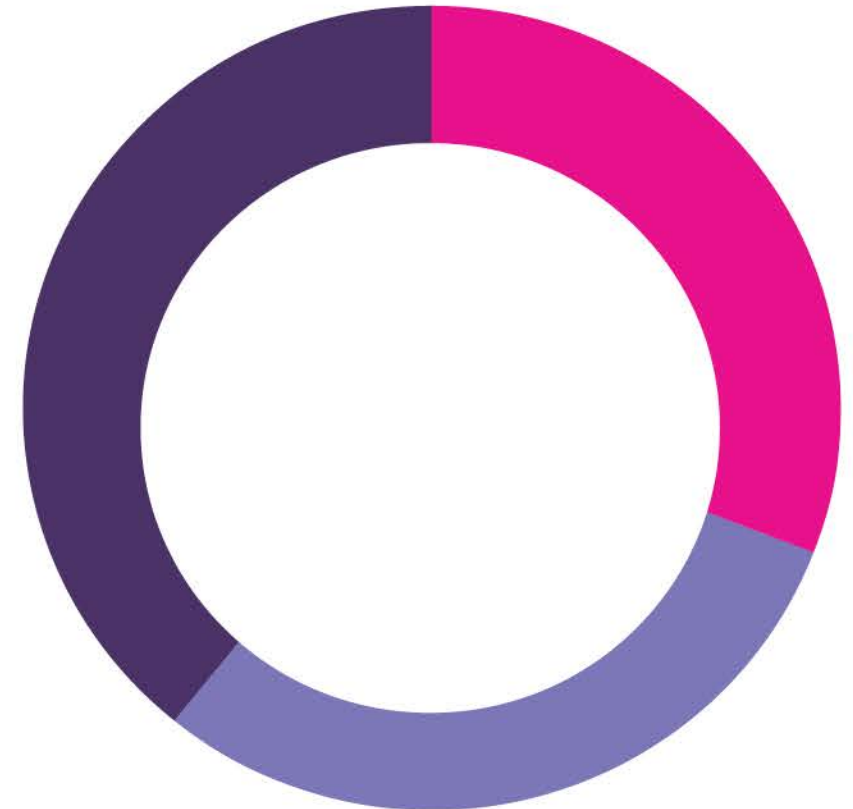
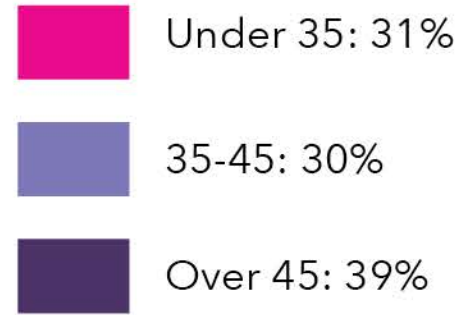
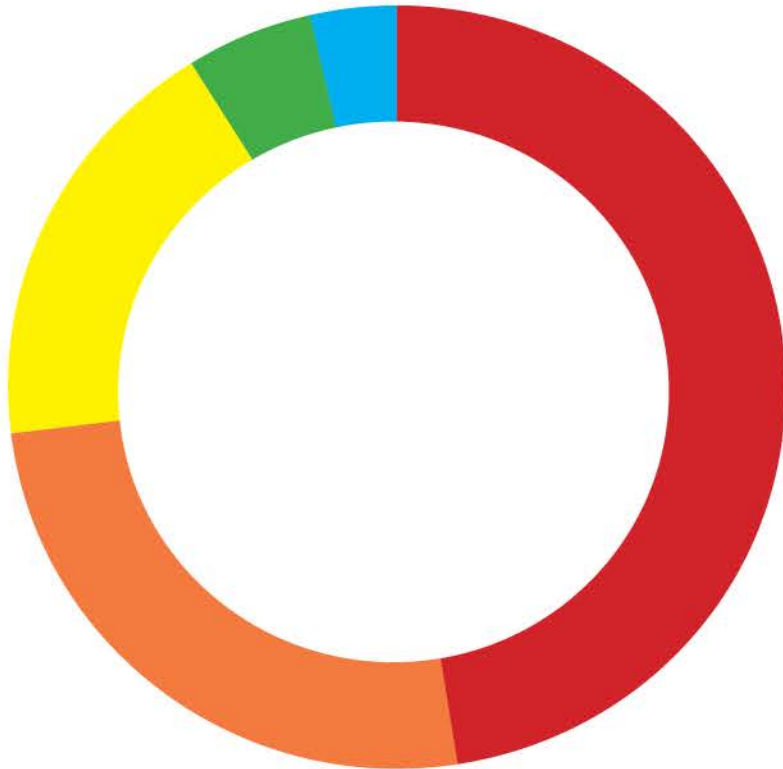
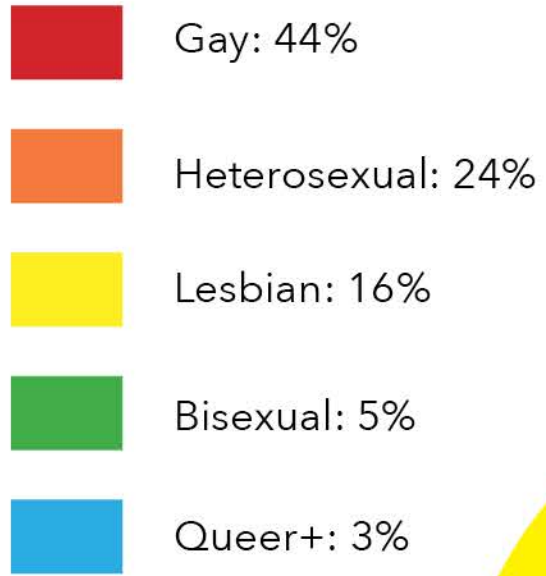
Asian or Pacific Islander: 6%

Multi-Ethnic: 4%

First Nation: 1%



Who's At Summit?

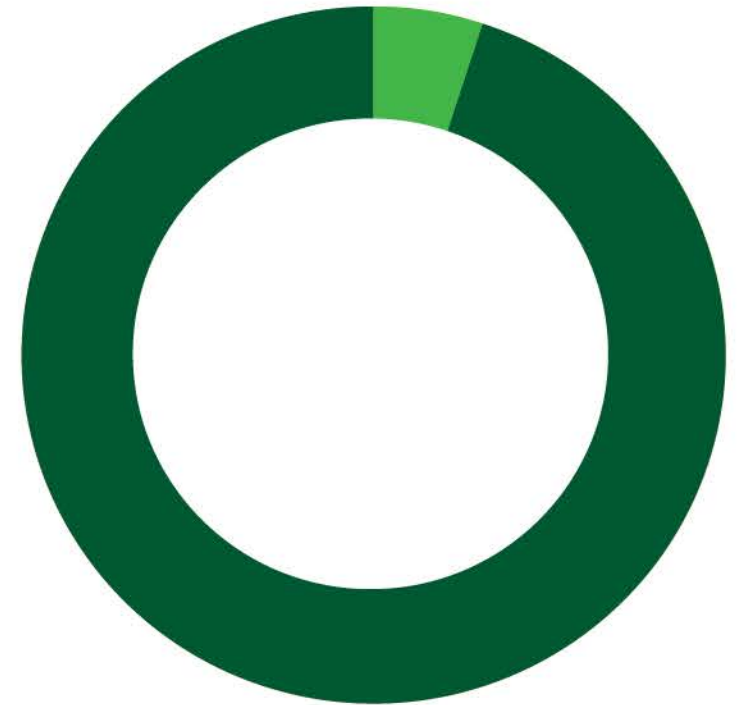
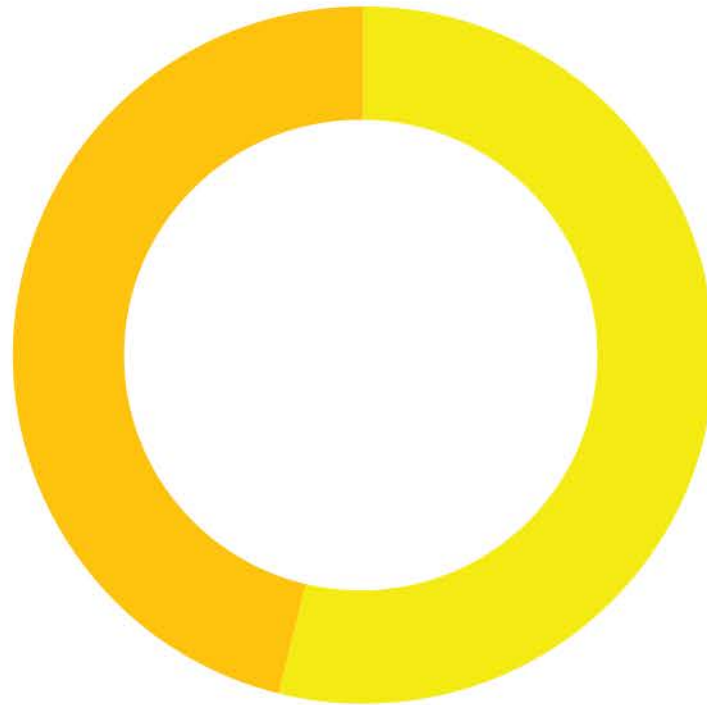
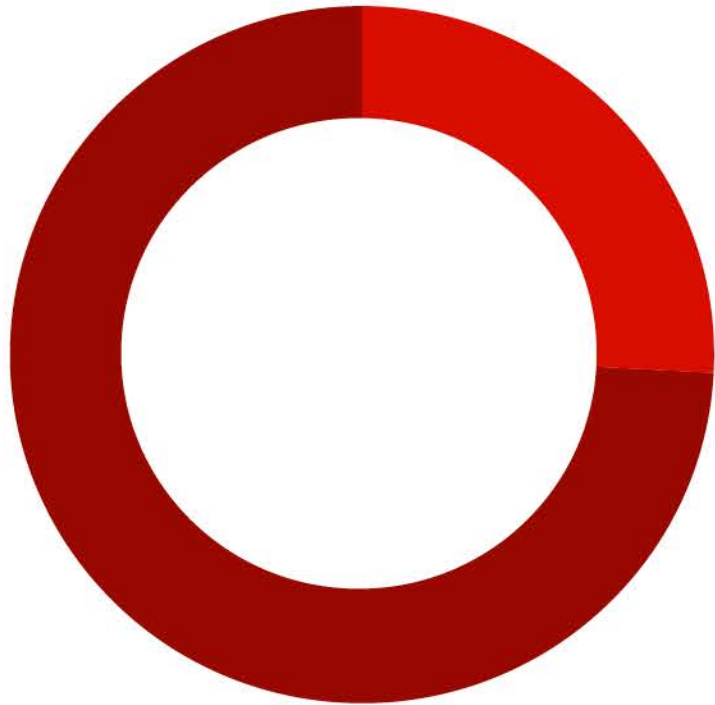


Who's At Summit?

 Allies: 26%

 New to Summit: 54%

 Military Veterans: 5%



Attendees
hailing
from
49 States
&
41
Countries

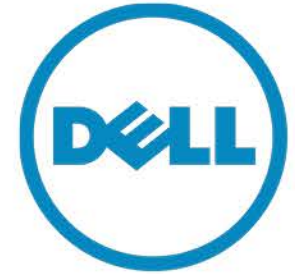


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T-Mobile

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TOP 7 SPONSOR DELEGATIONS

Deloitte. 120

LOCKHEED MARTIN  57


COMCAST
NBCUNIVERSAL 61


PUBLICIS
HEALTH 57

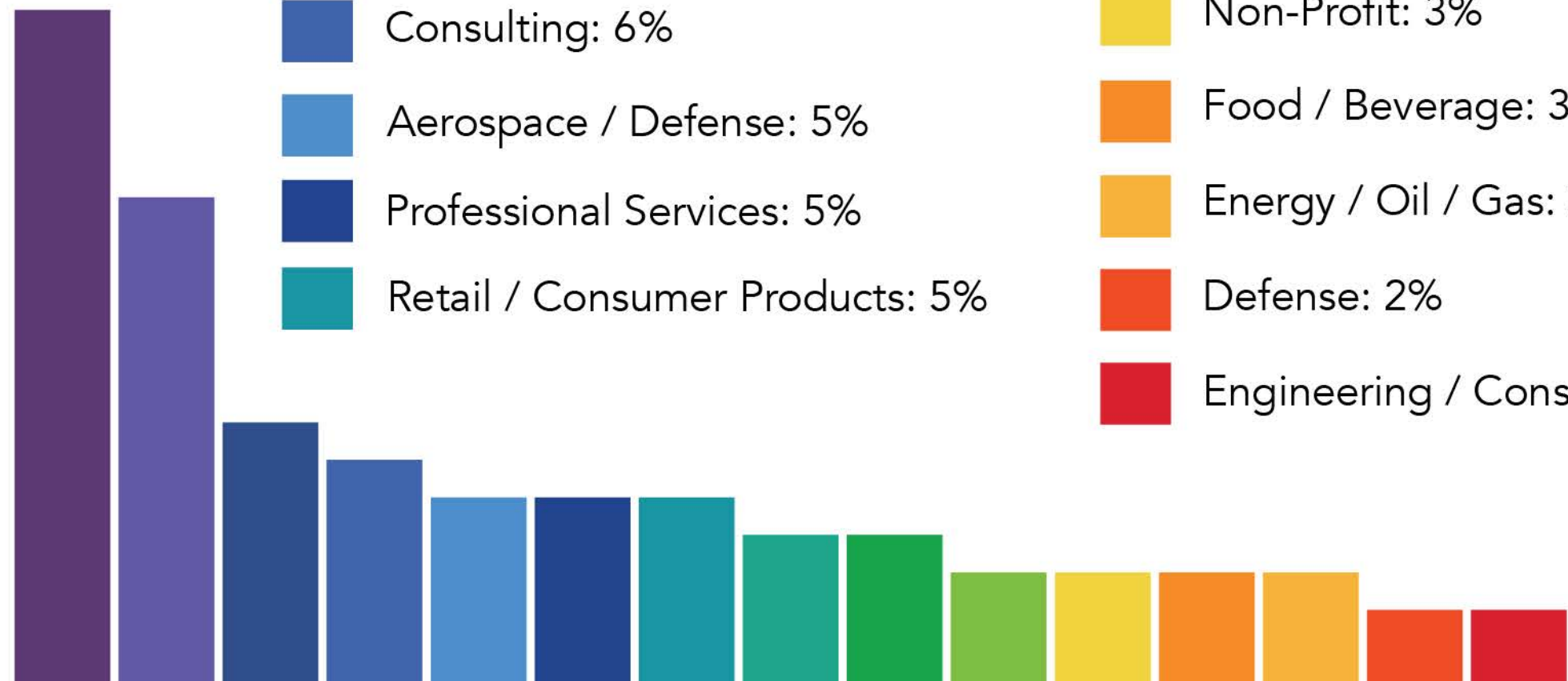

EY
Building a better
working world 61

 *Johnson & Johnson* 53

Representation By Industry



- Banking / Financial Services: 18%
- IT / Technology: 13%
- Chemicals / Biotechnology: 7%
- Consulting: 6%
- Aerospace / Defense: 5%
- Professional Services: 5%
- Retail / Consumer Products: 5%
- Government: 4%
- Advertising / Marketing: 4%
- Entertainment / Media: 3%
- Non-Profit: 3%
- Food / Beverage: 3%
- Energy / Oil / Gas: 3%
- Defense: 2%
- Engineering / Construction: 2%



Representation By Government Sector



LEADERSHIP DAY

SPONSORED BY: 

458 Registered Participants!

Leadership Day* is a unique opportunity to develop in-depth expertise, increase professional development and enhance best practices for you and your organization.

*Separate Registration Fee



FULL DAY SEMINARS

Leadership Development for your
ERG's Early Years (100% FULL)

Facilitated By: **BANK OF THE WEST** 

Global Leadership in LGBT Diversity &
Inclusion (100% FULL)

Facilitated By:      
 JPMORGAN CHASE & CO.  
     

LGBT Diversity & Inclusion Leadership
in the Government (100% FULL)

Facilitated By:     



MORNING SEMINARS

Leadership in BRG's and Advanced ERG's: Progressing to Greater Business Impact (100% FULL)

Facilitated By:  **DIAGEO**

Leadership Development for Allies and Advocates (100% FULL)

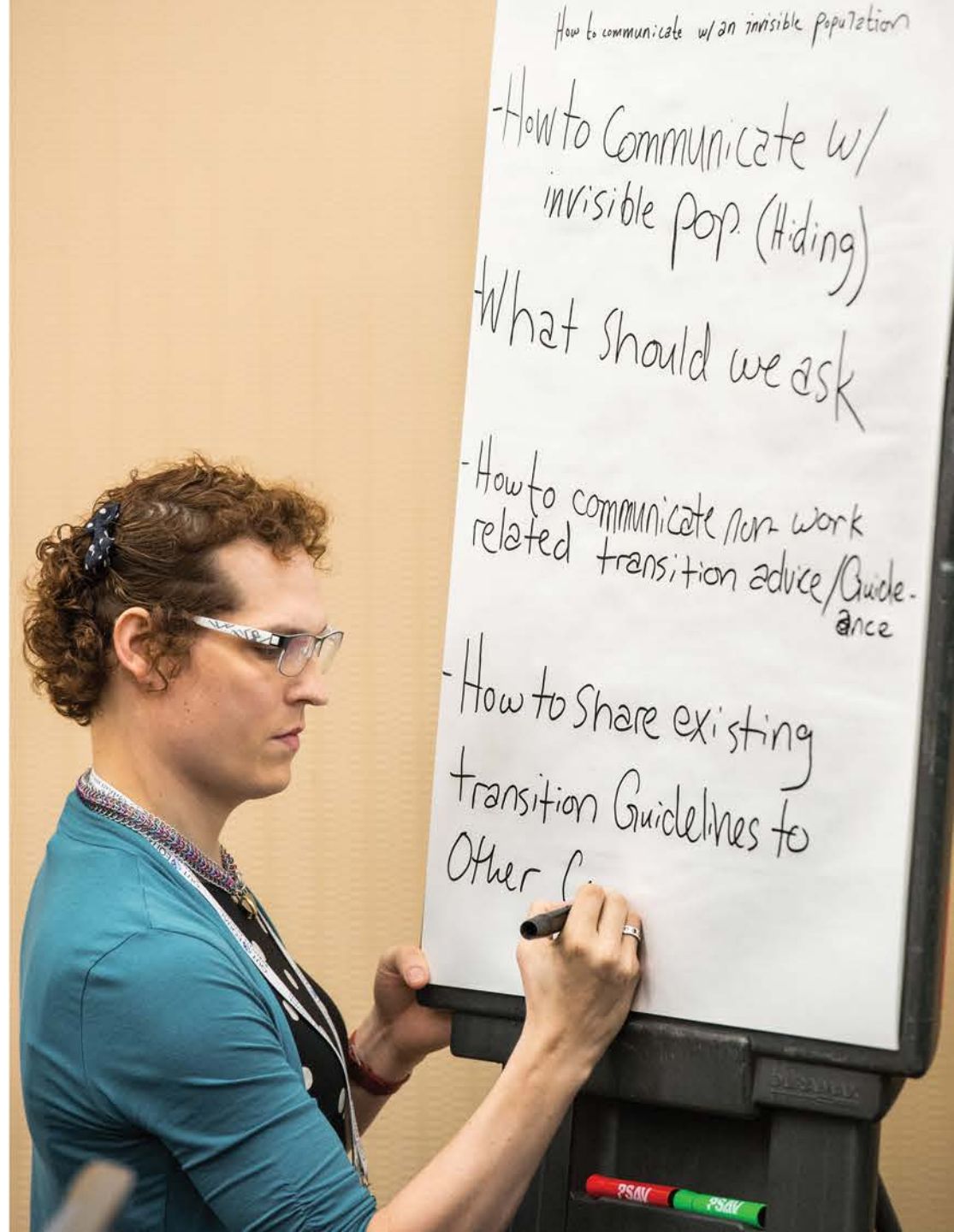
Facilitated By:  **OUT & EQUAL UNIVERSITY**

LGBT Recruitment and Executive Promotion (96% FULL)

Facilitated By: 

Building Leadership Around Transgender Employees and Customers (47% FULL)

Facilitated By:  (Transgender Advisory Committee)



AFTERNOON SEMINARS

Unconscious Bias (100% FULL)

Facilitated By: **Deloitte.** **VISA**

Developing An Ally Engagement Strategy (100% FULL)

Facilitated By: **Bank of America.**

LGBT and ALLY Leaders Navigating the Changing National Climate (100% FULL)

Facilitated By: **Center for American Progress** **AMERICAN UNITY FUND** **Littler**
OUT EQUAL WORKPLACE ADVOCATES

Developing Trans Policy & Culture in Your Company (87% FULL)

Facilitated By: **TransCarnival** **intuit.** **Bank of America.**



LEADERSHIP DAY FEEDBACK

- & "Great content and information that can be used to determine next steps for moving ERG's forward."
- & "Excellent workshop! Took away some great ideas. I was very inspired and am super motivated to go back and share them!"
- & "Good to have cross-company sharing and case studies!"
- & "The fluid question-and-answer style of the panel was wonderful!"



What's New at Summit?

- Double the Programming
- New Mobile App
- Wellness Lab
- O&E University Demo



Download
the
AttendeeHub
app!



TUESDAY, OCTOBER 10TH
9:00 am - 10:00 am - **Zumba**

WEDNESDAY, OCTOBER 11TH
9:00 am - 10:00 am - **Zumba**
10:00 am - 11:00 am - **Yoga**

THURSDAY, OCTOBER 12TH
9:30 am - 10:30 am - **Zumba**
12:00 pm - 1:00 pm - **Yoga**
1:00 pm - 2:00 pm - **Doggy Meet & Greet**



Featured Panel Presenters

Allies



JPMORGAN
CHASE & CO.



Intersectionality



Global



Transgender
Leadership



LGBT SWAT Team:
Navigating Policy in the
New Political Climate



Marketing



Roundtables

People of Color

Hosted by the People of Color Advisory Committee

Presented by the Out & Equal POC Advisory Committee, this discussion focused on the POC experience within the LGBTQ+ community sharing best practices from ERGs that have been more inclusive of racial diversity, understand the layers of intersectionality within our own identification, allyship, and building bridges that support corporate and community partnerships.

Transgender Inclusion

Hosted by Transgender Advisory Committee

Members of the Out & Equal Transgender Advisory Committee discussed ways in which a business provides a setting to foster recognition and provides a growth environment for its transgender employees, respects and retains transgender customers and address possible conflict within its own organization.

Recruitment

Hosted by Krystal Mills (PNC) and Joshua Stewart (PNC)

Facilitated by PNC Bank, this Roundtable discussed how other companies are redirecting their marketing strategies to recruit top LGBT talent from across the country sharing obstacles faced when recruiting job seekers in the LGBT community and how to work with different departments to leverage company commitment to diversity.

Bisexual

Hosted by Bisexual Advisory Committee

The Out & Equal Bisexual Advisory Committee led a roundtable discussion geared towards sharing common experiences, the challenges of inclusivity within the broader LGBT community, and raising awareness by breaking down stereotypes and misconceptions.

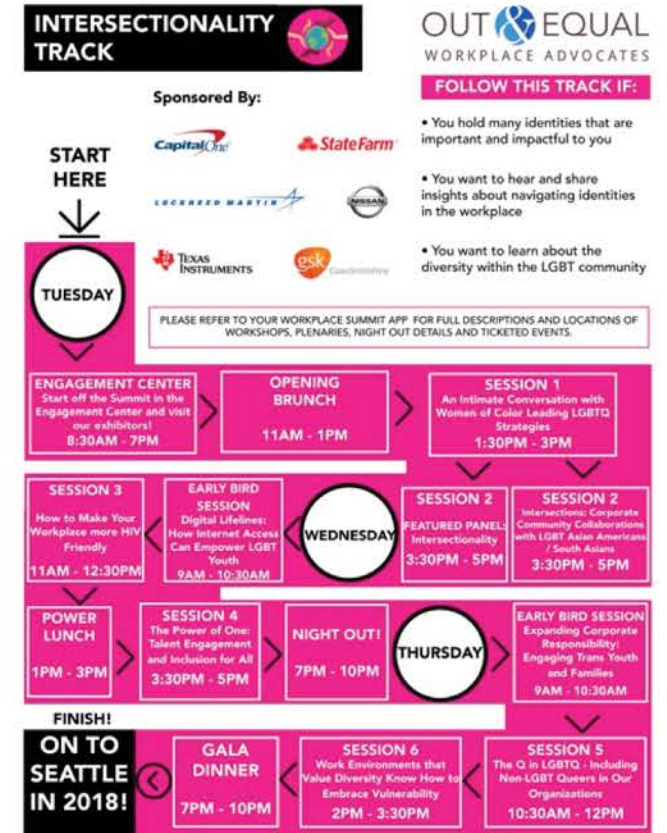
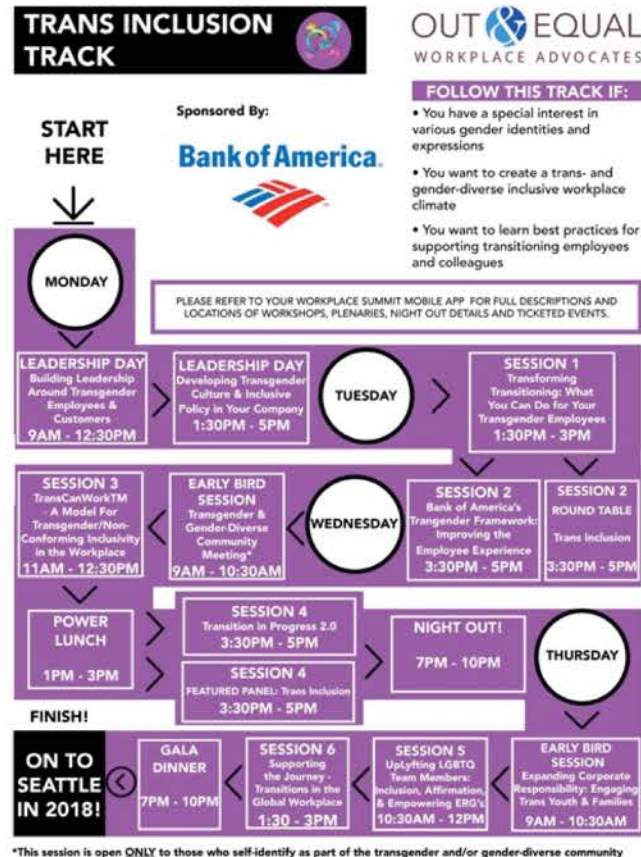
Transgender & Gender-Diverse Community Meeting

Hosted by Transgender Advisory Committee

The Out & Equal Transgender Advisory Committee led a discussion on workplace dynamics with a focus on creating dialogue to improve employment opportunities. Out & Equal's role in this dialogue was also discussed. This session was only open to those who self-identified as part of the transgender and/or gender-diverse community.

Summit Tracks

- 90+ workshops
- 2017 Summit Tracks:
 - Allies
 - ERG/BRG
 - Global
 - Intersectionality
 - Law, Policy & Benefits
 - Trans Inclusion
 - General



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. For further information, please email iporras@outandequal.org.

Summit Tracks

FIRST TIMER TRACK



Is this your first Summit?
This track will help you make the most of your Summit experience by showing you some of the best that Summit has to offer!

FIRST TIMER TRACK



START
HERE

TUESDAY

Sponsored By:



PLEASE REFER TO YOUR WORKPLACE SUMMIT APP FOR FULL DESCRIPTIONS AND LOCATIONS OF WORKSHOPS, PLENARIES, NIGHT OUT DETAILS AND TICKETED EVENTS.

SUMMIT
ORIENTATION
9:30AM - 10:30AM

OPENING
BRUNCH
11AM - 1PM

SESSION 1
Reinventing the Standard:
HP Case Study on LGBTQ
Inclusion
1:30PM - 3PM

SESSION 3
Leveraging Intersectionality
- 5 Ways to Drive ERG
Participation
11AM - 12:30PM

EARLY BIRD SESSION
Making a Difference
with a Purpose - EY
Teaming with the Trevor
Project
9AM - 10:30AM

WEDNESDAY

SESSION 2
Bank of America's Transgender
Framework: Improving the
Employee Experience
3:30PM - 5PM

POWER
LUNCH
1PM - 3PM

SESSION 4
ERG Recipes for
Success: Partnering
with Business
3:30PM - 5PM

NIGHT OUT!
7PM - 10PM

THURSDAY

EARLY BIRD SESSION
Advancing LGBT
Inclusion Within
A Conservative
Organization
9AM - 10:30AM

FINISH!

ON TO
SEATTLE
IN 2018!

GALA
DINNER
7PM - 10PM

SESSION 6
Engaging the Silent Majority:
Tools to Empower Allies in
the Workplace
2PM - 3:30PM

SESSION 5
PRIDE! Create a Symphony
Between Your ERG and
Marketing Team
10:30AM - 12PM

OUT & EQUAL WORKPLACE ADVOCATES

FOLLOW THIS TRACK IF:

- You are attending Summit for the first time
- You want to visit some of the best that Summit has to offer this week!
- You want to make the most of your first Summit experience

DIVERSITY & INCLUSION EXPERT TRACK



This expert level track combines sessions of peer-based networking with executive development for senior D&I leaders and Fortune 1,000 senior executives.

DIVERSITY & INCLUSION EXPERT TRACK



OUT & EQUAL WORKPLACE ADVOCATES

FOLLOW THIS TRACK IF:

- This is your 3+ Out & Equal Workplace Summit
- You're a Diversity & Inclusion senior leader
- You're a senior executive at a Fortune 1,000 company

START
HERE

TUESDAY

Sponsored By:



PLEASE REFER TO YOUR WORKPLACE SUMMIT APP FOR FULL DESCRIPTIONS AND LOCATIONS OF WORKSHOPS, PLENARIES, NIGHT OUT DETAILS AND TICKETED EVENTS.

ENGAGEMENT CENTER
Start off Summit in the
Engagement Center and visit
our exhibitors!
8:30AM - 7PM

OPENING
BRUNCH
11AM - 1PM

SESSION 1
ROI for LGBTQ-Inclusive
Workplaces: Recruiting,
Optimizing, and Improving
Advancement
1:30PM - 3PM

SESSION 3
Engaging Middle Managers
to Drive LGBT Inclusion
11AM - 12:30PM

WOMEN'S
LEADERSHIP
BREAKFAST
Ticketed Event
9:30AM - 11AM

WEDNESDAY

SESSION 2
Intersections: Corporate
Community Collaborations with
LGBT Asian Americans / South
Asians
3:30PM - 5PM

POWER
LUNCH
1PM - 3PM

SESSION 4
Supporting LGBT+
Families in the
Workplace
3:30PM - 5PM

NIGHT
OUT!
7PM - 10PM

THURSDAY

EARLY BIRD SESSION
Expanding Corporate
Responsibility: Engaging
Trans Youth and Families
9AM - 10:30AM

FINISH!

ON TO
SEATTLE
IN 2018!

GALA
DINNER
7PM - 10PM

SESSION 6
Engaging the Silent Majority:
Tools to Empower Allies in
the Workplace
2PM - 3:30PM

SESSION 5
The Power of
Intersectionalities
10:30AM - 12PM

Summit Tracks

ALLIES TRACK

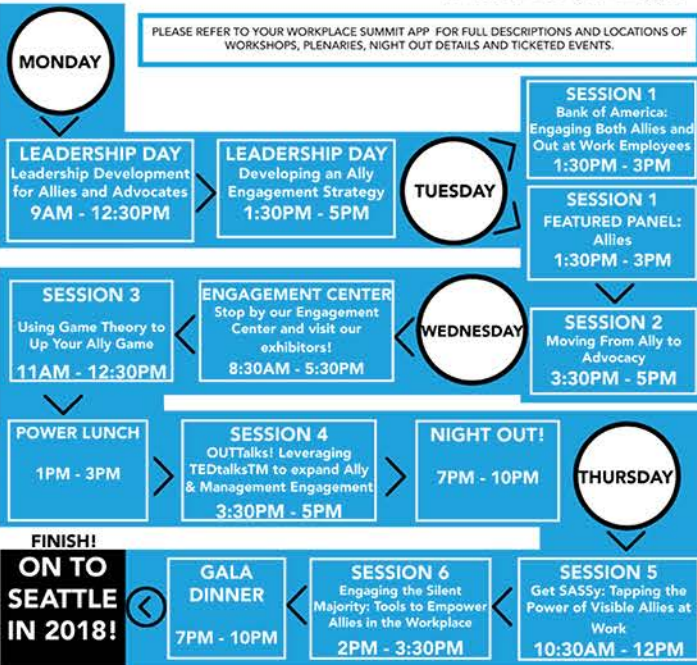


In this track, attendees will transform from allies to advocates!

ALLIES TRACK



START HERE



Sponsored By:



OUT & EQUAL
WORKPLACE ADVOCATES

FOLLOW THIS TRACK IF:

- You are interested in taking your allyship to the next level!
- You want to learn best practices for ally engagement
- You want to learn new ways to advocate for LGBT your colleagues

RECRUITER TRACK

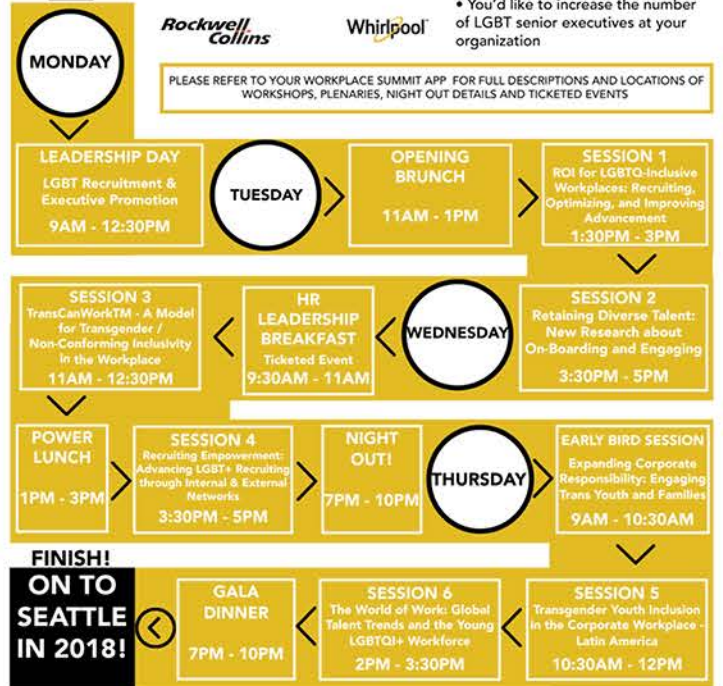
This micro-curated track focuses on cutting edge best practices in LGBT recruitment, retention, and promotion.



RECRUITER TRACK



START HERE



Sponsored By:

CHUBB

First Data

MassMutual

Rockwell Collins

Whirlpool

OUT & EQUAL
WORKPLACE ADVOCATES

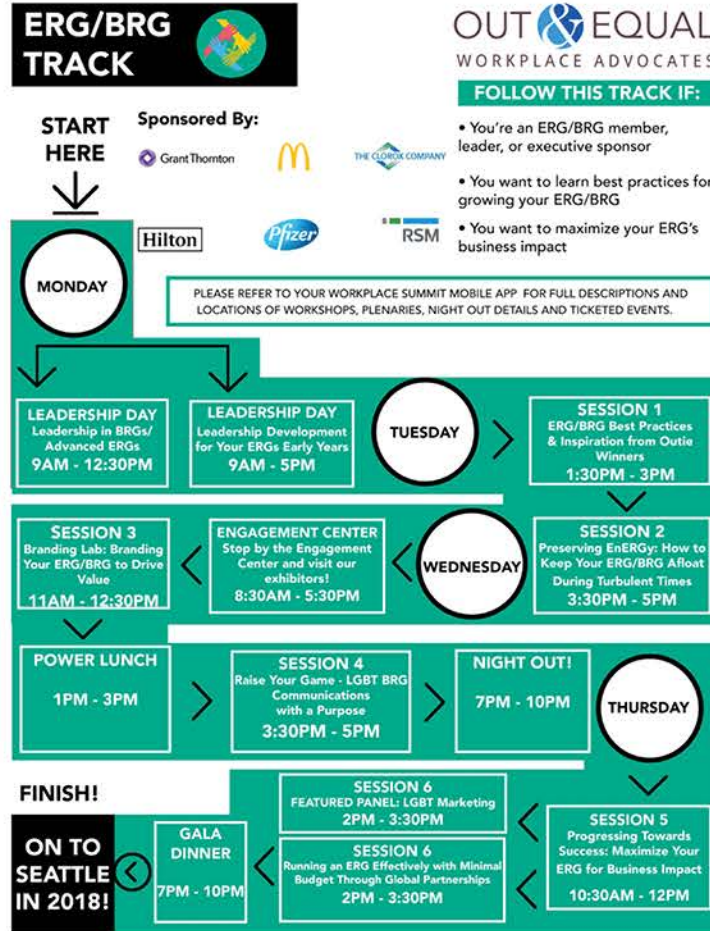
FOLLOW THIS TRACK IF:

- You're a talent acquisition professional
- You're responsible for recruiters and recruitment at your organization
- You'd like to improve your LGBT retention numbers
- You'd like to increase the number of LGBT senior executives at your organization

Summit Tracks

ERG/BRG TRACK

In this track, attendees will learn best practices for building and growing employee and business resource groups.



GLOBAL TRACK

Sponsored by IBM

In this track, attendees will learn innovative ways to implement Global LGBT workplace equality.

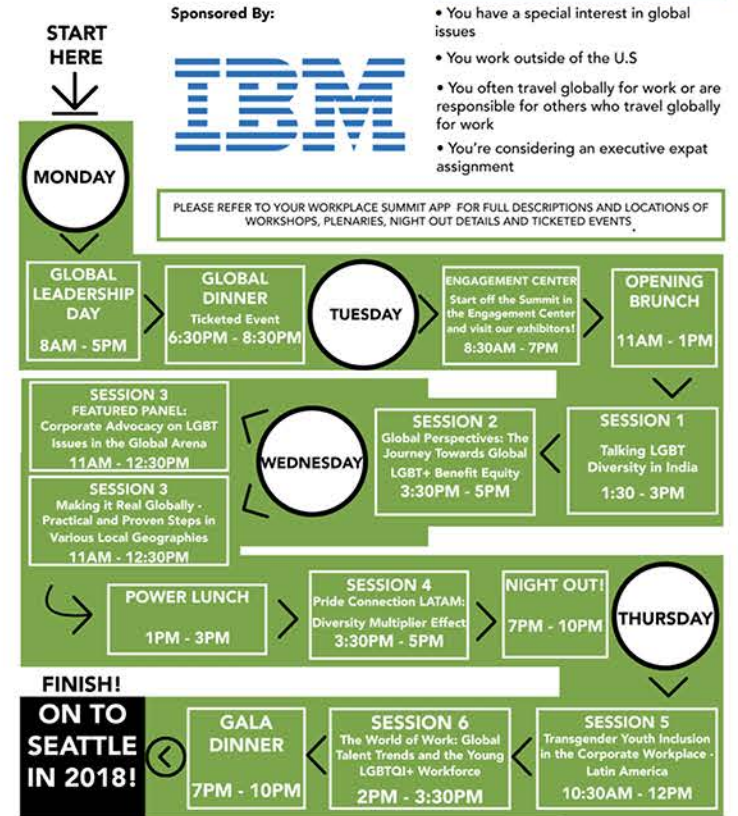


GLOBAL TRACK

OUT & EQUAL WORKPLACE ADVOCATES

FOLLOW THIS TRACK IF:

- You have a special interest in global issues
- You work outside of the U.S.
- You often travel globally for work or are responsible for others who travel globally for work
- You're considering an executive expat assignment



Global At Summit

- Global Leadership Day
- Global Dinner
- Global Featured Panel
- Global Series Workshops
- 196 Registrants from outside the U.S. representing 41 countries





Albania



Argentina



Australia



Austria



Belgium



Bermuda



Brazil



Canada



China



Colombia



Costa Rica



Czech Republic



France



Germany



Hong Kong



India



Ireland



Israel



Italy



Japan



Kazakhstan



Kenya



Latvia



Mexico



Netherlands



New Zealand



Nigeria



Panama



Philippines



Singapore



Slovakia



South Africa



Spain



Sri Lanka



Sweden



Switzerland



Taiwan



Tajikistan



Thailand






United Kingdom



United States

GLOBAL HIGHLIGHTS

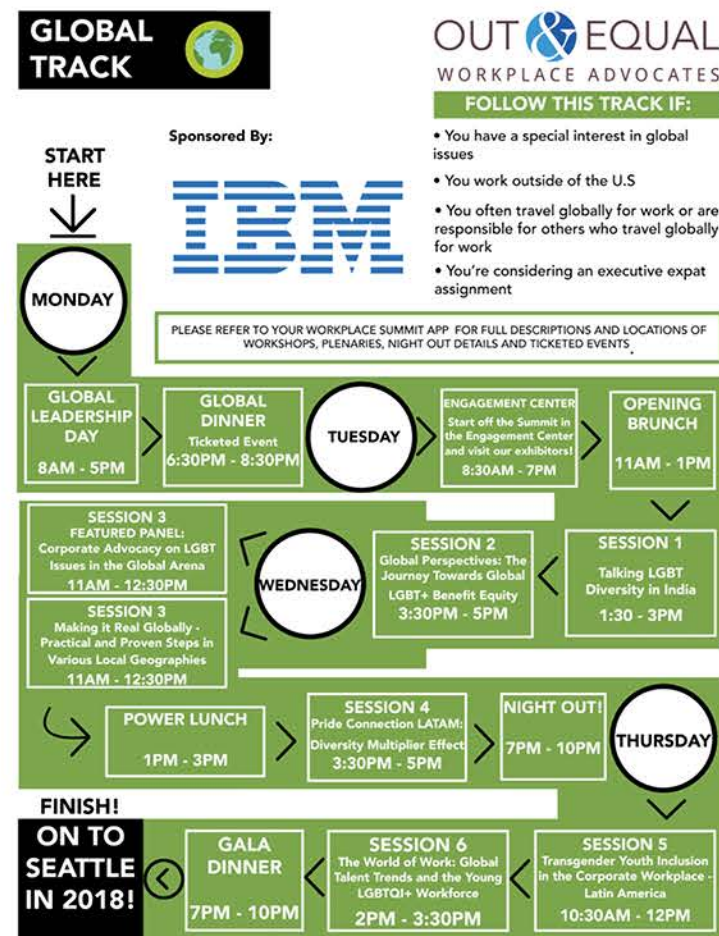
The 2017 Workplace Summit was our most global ever, with the largest number of attendees from outside the U.S. of any Summit, and a huge range of globally focused content, programming and networking opportunities tailored to attendees from outside the U.S. and those working to advance LGBT equality in the global workplace.

-  **42%** increase in attendees from outside the U.S.
-  **40%** increase in countries represented at Summit
-  **113%** increase in Global Leadership Day attendance

GLOBAL WORKSHOP TRACK

The Global Workshop Track included workshops focused on topics and issues of particular relevance to global audiences. Some of this year's innovative panels include:

-  Global Perspectives: The Journey Towards Global LGBT Benefit Equity
-  Pride Connection Latin America: Diversity Multiplier Effect
-  Talking LGBT Diversity in India
-  The World of Work: Global Talent Trends and the Young LGBT Workforce



GLOBAL DINNER

SPONSORED BY: **IBM**

**100+ Attendees representing
more than 20 countries!**

A new addition to our 2017 lineup, the Global Dinner was a special networking event for international Summit attendees and those who work in the global space. Each attendee received a flag lapel pin representing their home country to wear during the dinner.



NBC News Panel

This standing-room only workshop featured **Yvette Miley, Senior Vice President of MSNBC & NBC News** who facilitated a panel of NBC News and MSNBC on-air talent, news managers and influencers who shared perspectives on local laws, corporate policies, recent high court decisions and presidential mandates that challenge the universal idea of LGBT equality.



OPENING BRUNCH



The Hon. Jim Kenney
Mayor of Philadelphia



Frank Bisignano
Chairman & CEO
First Data

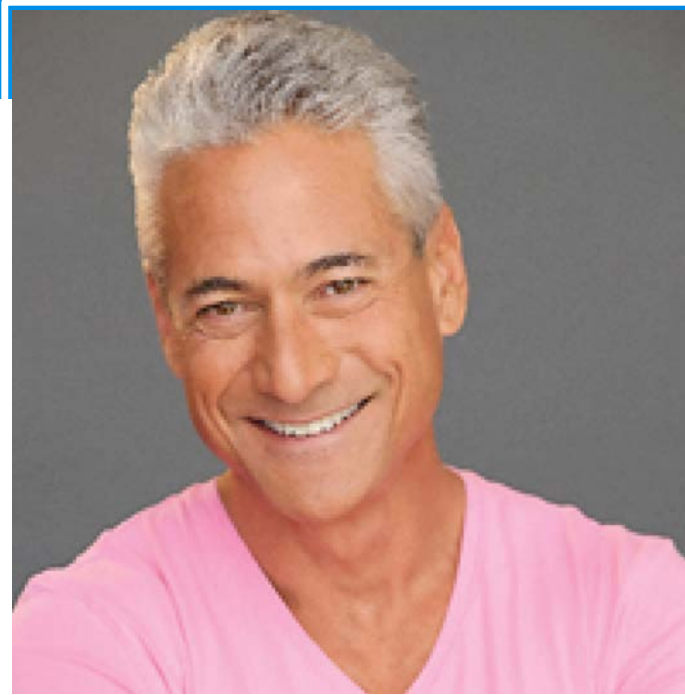


Trace Lysette
Actress

OPENING BRUNCH



Christian Siriano
Fashion Designer

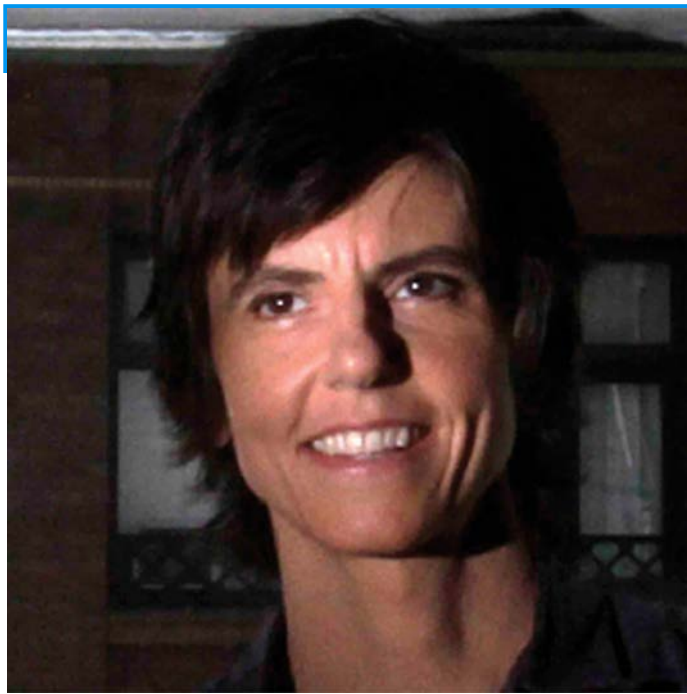


Greg Louganis
Olympic Gold Medalist
LGBT Rights Advocate



Antigone Rising
Lesbian Rock Band

POWER LUNCH



Tig Notaro
Actor/Comedian



Selisse Berry
Founder & CEO
Out & Equal



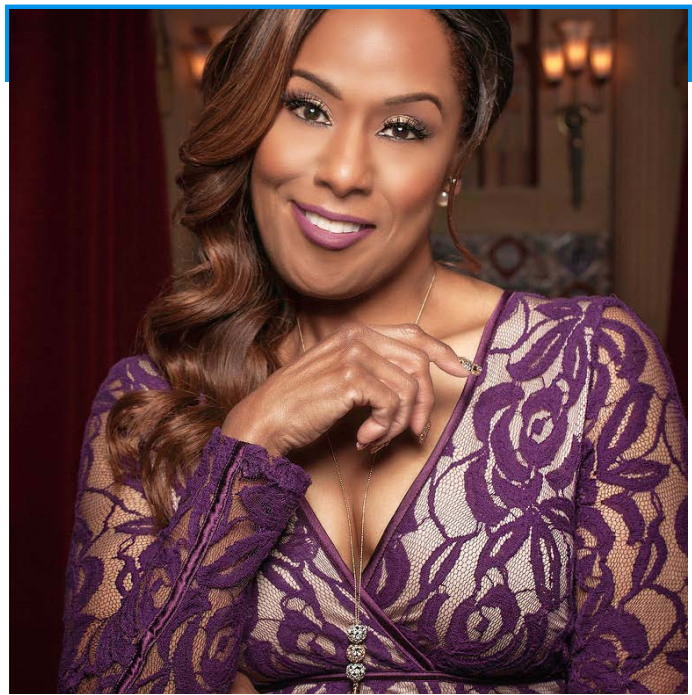
José Berenguer
CEO
J.P. Morgan Brazil

CELEBRATING SUMMIT AT NIGHT OUT!

OUT & EQUAL
WORKPLACE ADVOCATES



GALA



Jennifer Holliday
Actress/Musician



Philadelphia
Gay Men's Chorus

GALA



Chely Wright
Singer/Songwriter



10,000 Maniacs
Rock Band

WOMEN'S LEADERSHIP BREAKFAST

SPONSORED BY: *sodexo* **415 Attendees**

We heard from three impressive and powerful women who shared their personal career arch, tenants of leadership and authenticity in the workplace.

Kristi Mitchem, CEO and Head of Wells Fargo Asset Management



Katheryn King, Corporate D&I Consultant at Lockheed Martin



Michaela Mendelsohn, Founder of TransCanWork



HR LEADERSHIP BREAKFAST

SPONSORED BY:  MARSH & McLENNAN
COMPANIES

304 Attendees

Human Resources executives from Fortune 1000 companies discussed the strategic implementation of trans-inclusive policies and guidelines, intersectionality, and best practices for implementing LGBT HR policies.

Diego Ramirez

Global Health Product Leader at Mercer

Adrienne Schneider

Senior Manager Benefits Strategy at American Airlines

Andrew McCartney

SVP GHR Service Delivery Executive at Bank of America



GOVERNMENT LEADERSHIP BREAKFAST

SPONSORED BY: ***NORTHROP GRUMMAN***

300 Attendees

This year's Government Leadership Breakfast featured elected officials presenting local and state perspectives on their efforts to promote LGBT workplace equality through advancing legislative priorities.

Brian Sims

Pennsylvania House of Representatives

Amber Hikes

Executive Director, Office of LGBT Affairs,
Philadelphia



EXECUTIVE LUNCHEON

SPONSORED BY: 

294 Attendees

By invitation only, the Executive Luncheon features accomplished and influential LGBT executives who have come out boldly, sharing their stories of challenges and success and the impact of being OUT and open at work.

Beth Brooke-Marciniak

Global Vice Chair – Public Policy for EY

Ken Janssens

Managing Director, Global Technology
J.P. Morgan

Margot Slattery

Country President
Sodexo Ireland and Northern Ireland



Board Meet & Greet

SPONSORED BY: **Deloitte.**

Executives from sponsor companies are invited to meet Out & Equal's Board of Directors and learn more about opportunities for joining the board.



2017 OUTIE AWARDS

These highly competitive awards honor individuals and organizations who are leaders in advancing equality for LGBT employees in the workplace. Out & Equal recognizes innovative approaches, thought leadership and proven successes to help create safe and equitable workplaces.



OUTIES RECEPTION

Outie Award Finalists are invited to a networking reception in celebration of their advocacy and achievements progressing LGBT workplace equality.



Champion Award Finalists

José Berenguer

JPMORGAN
CHASE & CO.

Suzanne Theden



Ramkrishna Sinha



Mitchell Harris



Jayzen Patria



Antonio Zappulla



Debbie Lang



Rebecca Powers



CHAMPION OF THE YEAR

Ramkrishna Sinha 

Ramkrishna Sinha is the Graphics Hardware Engineer at Intel Corporation. Ramkrishna organized Intel's first participation in the Bangalore Pride Parade for 2016. He believes that as an individual he has the journey of coming out from denial to tolerance to acceptance, organizations go through a similar journey. He helped Intel come out as a LGBT friendly employer in India, which is impressive given the legal challenges and social prejudice.



LGBT ERG of the Year Award Finalists

League at AT&T



OUT



GLOBE & Allies

Deloitte.

dbPride



Spectrum



Walmart Pride



GLOBE of Verizon



IC Pride



LGBT ERG OF THE YEAR AWARD

IC Pride

United States Intelligence Community



IC Pride is most notable for three things: the way it maximizes and propels rapid diversity change, its use of senior executives to support that speed of change, and the way it has helped reverse long-lived stereotypes of the U.S. government and the Intelligence Community as non-LGBT friendly employers.



Workplace Excellence Award Finalists

Bank of America[®]




COMCAST
NBCUNIVERSAL



BLACKROCK[®]

Deloitte.

**WELLS
FARGO**



First Data[®]

WORKPLACE EXCELLENCE AWARD

Bank of America

Bank of America.



Through Bank of America's LGBT Ally program, LGBT employees and their allies are visible through every line of business, across 36 countries and 48 U.S. states. Currently, more than 21,000 employees have made themselves visible as allies or by being out at work.



Engagement Center

- 77 sponsor booths
- LGBT Career Day (200+ Registrants)
- Exhibitor Branding & Visibility



Visibility

- Event Branding
- Workshop & Seminar Branding
- Program Book Ads
- Sponsor Recognition



Beyond Summit

- Out & Equal University
- Global & Virtual Summit
Webinar Series
- Global Forums
- Executive Forum
- Momentum Gala
- Equality Institute



GET IN TOUCH

PARTNERSHIPS

For more information about year-round partnership opportunities, please contact Stephen Huey, Senior Director of Corporate Engagement and Government Relations at shuey@outandequal.org

GLOBAL

To learn more about our Global Initiatives Program and how your company can become involved, please contact Steve Roth, Senior Director of Global Initiatives at sroth@outandequal.org

EDUCATION

To learn more about Education and Professional Development opportunities, please contact Isabel Porras, Associate Director of Out & Equal University at iporras@outandequal.org

THANK YOU FROM ALL OF US AT OUT & EQUAL!

