OUT & EQUAL

2022 WORKPLACE SUMMIT

IMPACT REPORT

UNSTOPPABLE
Out & Equal is the premier global nonprofit organization working exclusively on LGBTQ+ workplace equality. Through our worldwide programs, strategic corporate partnerships, and sought-after events, we help LGBTQ+ individuals realize their fullest, most authentic potential, while supporting organizations in creating cultures of belonging for all.

Our goal is to transform workplaces, inspire leaders, and galvanize systemic change. Together, we can develop truly inclusive cultures—inside our workplaces and out.

That’s the business of Out & Equal.

That’s the business of belonging.
Show me a Fortune 500 company today that doesn’t have a suite of LGBTQ+ inclusion policies, and I will show you a dying minority and a losing business.”

Erin Uritus  She/Her
Chief Executive Officer, Out & Equal

Workplace Summit, October 18, 2022
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2022 SUMMIT AT A GLANCE

5,300 SUMMIT ATTENDEES
3,652 IN-PERSON   1,648 VIRTUAL

111 SESSIONS
35 LIVESTREAMED AND RECORDED
2022 VIRTUAL SUMMIT AT A GLANCE

ATTENDEE FEEDBACK

“Have had such an amazing Summit and so sad the virtual portion is ending today. Would love to stay connected!”

“If this Summit wasn’t virtual, I would have missed it.”

“I’m happy to be here with you all attending remotely. Not all of us thrive in person…”

“We virtual attendees get to talk to ALL of the other online people!”

10,370 CONVERSATIONS
ATTENDEE SURVEY RESULTS

91% rated their Summit experience good or excellent

9 out of 10 attendees would recommend Summit to a colleague or someone outside their organization

91% of attendees said Summit met or exceeded their expectations

86% of attendees said Summit had a good return on investment for their company

90% of attendees said Summit had a good return on investment for them personally

“This was a dynamic I’ve never seen at another conference, where there is so much lived experience and expertise in every room that we all support each other. This provides so much more learning growth than the traditional model of presenters feeling like (or acting like!) they need to know all the answers.”

Workshops

Percentage of Attendees found the Workshops to be:

94% Innovative

91% Engaging

89% Intersectional

89% Diverse

79% Actionable
### Industry Representation

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Advertising/Marketing</td>
<td>2%</td>
</tr>
<tr>
<td>Aerospace/Defense</td>
<td>5%</td>
</tr>
<tr>
<td>Banking/Financial Services</td>
<td>19%</td>
</tr>
<tr>
<td>Chemicals/Biotechnology</td>
<td>5%</td>
</tr>
<tr>
<td>Consulting</td>
<td>6%</td>
</tr>
<tr>
<td>Defense</td>
<td>1%</td>
</tr>
<tr>
<td>Energy/Oil/Gas</td>
<td>2%</td>
</tr>
<tr>
<td>Engineering/Construction</td>
<td>2%</td>
</tr>
<tr>
<td>Entertainment/Media</td>
<td>3%</td>
</tr>
<tr>
<td>Food/Beverage/Grocery</td>
<td>3%</td>
</tr>
<tr>
<td>Government</td>
<td>3%</td>
</tr>
<tr>
<td>IT/Technology</td>
<td>20%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>2%</td>
</tr>
<tr>
<td>Professional Services</td>
<td>6%</td>
</tr>
<tr>
<td>Retail/Consumer Products</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>13%</td>
</tr>
</tbody>
</table>

### Geographic Representation

#### 48 Countries Represented

- United States: **4,438 Attendees**
- Canada: **100 Attendees**
- Great Britain: **97 Attendees**
- Mexico: **68 Attendees**
- Brazil: **61 Attendees**
- India: **36 Attendees**
- Germany: **33 Attendees**
- Ireland: **28 Attendees**
- Netherlands: **24 Attendees**
- Costa Rica: **20 Attendees**
- Philippines: **17 Attendees**

#### 49 States Represented

- California: **645 Attendees**
- Texas: **417 Attendees**
- New York: **362 Attendees**
- Illinois: **309 Attendees**
- Florida: **208 Attendees**
- Virginia: **196 Attendees**
- Massachusetts: **170 Attendees**
- New Jersey: **127 Attendees**
- North Carolina: **127 Attendees**
- Pennsylvania: **126 Attendees**

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DIVERSITY FOCUS

Sexual Orientation

- 12% Lesbian
- 25% Heterosexual
- 35% Gay
- 1% Asexual
- 9% Bisexual
- 5% Prefer Not to Say
- 8% Queer
- 2% Not Listed

Gender Identity

- 44% Female
- 44% Male
- 6% Nonbinary/Genderqueer
- 2% Prefer Not to Say

Age

- 33% 21-34
- 31% 35-44
- 20% 45-54
- 7% 55-64
- 5% Prefer Not to Say
SOCIAL ENGAGEMENT

Total Impressions/Reach:
Over 160,000 (LinkedIn, Twitter, Instagram)

Accounts Reached: 29,000
(up 102% from September)

Accounts Engaged: 1,746
(up 336% from September)

New Followers: 954+
(up 159% from September)

Top Performing Platform: Instagram

@outandequal

Liked by chrismossiah and others
outandequal "States like Texas are trying to get parents arrested for trying to get medical care for their trans kids. The consequences of denying this care can be literally life and death. They’re trying to reverse marriage equality, nondiscrimination protections, and other gains. Let no one diminish these attacks as “it’s politics” — this isn’t politics, this is unconscionable.”
— Deena Fidas, Managing Director, Chief Programs and Partnerships Officer

#OESummit2022 #Unstoppable

At @BoFA_News, we want all teammates to be their authentic selves. That’s why we’re partnering with @OutandEqual for the #OESummit2022 to advocate for a culture of belonging at our company and beyond. bit.ly/3TGAg2H
SOCIAL ENGAGEMENT

After 8 years of not having the courage to ask to attend an LGBTQ+ work conference... my first @OutAndEqual workplace summit was totally worth the vulnerability 😊.

Robin Agnew
@robinragnew

🌞 At @BotA_News, we want all teammates to be their authentic selves. That's why we're partnering with @OutAndEqual for the #OESummit2022 to advocate for a culture of belonging at our company and beyond. bit.ly/31C4RqX

Julio G. Alvarez
@letsgowithjulio

The business of belonging. That's the business of @OutAndEqual #OESummit2022 🌈 BRAVA to everyone on marketing and production quality @mijoch et al

The GenderCool Project
@GenderCool

We are back from #OESummit2022 and "WOW" what an experience. We want to extend a big thank you to corporate partner @DellTech for sharing the mainstage with us and @OutAndEqual for putting on this amazing event.
PREMIER SESSIONS
I’m a real introvert. I read a lot of books about leaders who are introverts because I am not used to speaking up on stage and I’m getting used to it. I also don’t have a concept of being an inspiring person for others. I just, share my stories that you can be a real average person, like me, and still become a CEO. I think that’s the reason I kind of tell a lot of my own stories and to make people feel at ease and safe. That you all have the ability—and what is really inside of you—to make the world a different place.”

Moriaki Kida  He/Him, EY Japan

“That was a wonderful mix of personal story and excellent knowledge and experience of corporate and company structure.”

WHAT ATTENDEES SAY

Moriaki Kida  He/Him, EY Japan

I’m a real introvert. I read a lot of books about leaders who are introverts because I am not used to speaking up on stage and I’m getting used to it. I also don’t have a concept of being an inspiring person for others. I just, share my stories that you can be a real average person, like me, and still become a CEO. I think that’s the reason I kind of tell a lot of my own stories and to make people feel at ease and safe. That you all have the ability—and what is really inside of you—to make the world a different place.”

Moriaki Kida  He/Him, EY Japan

“That was a wonderful mix of personal story and excellent knowledge and experience of corporate and company structure.”

WHAT ATTENDEES SAY
New Leadership

Presenters
Brad Baumoel  He/Him, Managing Director; Global Head of LGBT+ Affairs, JP Morgan Chase
Chris Mossiah  They/Them, Vice President, Product Manager, JP Morgan Chase
Ceah Justice  Global Head of Employee Engagement, Raytheon Technologies
Lindsay Evans  She/Her, Global Marketplace Diversity Leader, #ProfessionalQueer, IBM
Deena Fidas  She/Her, Managing Director, Chief Programs and Partnerships Officer, Out & Equal

“Take your allyship within our community. Ally to ally across identity within our community and learn how to become an accomplice. Learn how to be a co-conspirator. Get involved. And when you’re having a hard time and you can’t cope, be OK with stepping back. You don’t have to be up and next to everybody all the time. But when you can be, show up.”

Lindsay Evans  She/Her, IBM

WHAT ATTENDEES SAY

“That was an incredible hour.”
The Art of Being Queer: A Lens for Inclusion

Presenters
JD Schramm  He/Him, Author and Founder, J.D. Schramm Communications LLC
Charity Blackwell  She/Her, Professional Spoken Word Artist + Senior Advisor of Arts and Culture, DC SCORES
Kalki Subramaniam  She/Her, Transgender Rights Activist, Artist, Author and Founder of Sahodari Foundation, Sahodari Foundation
Pri Bertucci  They/Them, CEO, [DIVERSITY BBOX]

"I think that valuing art, supporting art, but investing in art...it is just as important as investing in a program officer for your organization, insurance all these important decisions that you’ll have to make but investing in art is worth it and essential for your employees to have a sense of belonging and, as what was said, to bring joy, color, and flavor."

Pri Bertucci  They/Them, [DIVERSITY BBOX]

WHAT ATTENDEES SAY
“Phenomenal.”
When it comes to the transgender kids’ issues, specifically, I’m thinking of my friend Amber Briggle [who] testified down at the Texas Capital, because the reality is...and she’s vocal about this...because she’s a trans kid’s mom. I identify as trans, and although it didn’t affect my mom, it could have been my mom in the same situation.”

Monique Evans  She/Her, Wells Fargo
Coming Out Again: Neurodiversity in the Workplace

Presenters
Carolyn Ladd  They/Xe, Senior Research Specialist | Site Implementation Lead GLAD Collegeville, Dow Chemical
Lindsay Evans  She/Her, Global Marketplace Diversity Leader, #ProfessionalQueer, IBM
Jeiz Robles  She/Her, IBM Asia Pacific Marketplace Diversity Leader, IBM
Michelle Zelnio  They/Them, Accountant, John Deere

I’m still not convinced that this (bipolar disorder) is all I have because when I learn about neurodiversity, I’m starting to personally believe that there are more neuro divergent people than there is identified. So, I would think that a lot of us resonate with some of the experiences we heard today and I think I’m in that journey right now of self-discovery.”

Jeiz Robles  She/Her, IBM

“Very grateful to hear the perspectives of the panelists. Especially appreciated Jeiz and her openness about being bipolar. It is great to learn more and see that representation. Thanks all!”

WHAT ATTENDEES SAY

WATCH HERE (UNTIL DEC 31, 2022)
Pursuit or Escape? The Great Resignation and Belonging

Presenters
- Weena Ekid He/Him, Vice President, Strategy & Project Management, JP Morgan Chase & Co.
- Wil Lewis He/Him, Global Chief Diversity, Equity and Inclusion Officer, Experian
- Hannah Schwab She/Her, Vice President, JP Morgan Chase & Co.
- CV Viverito They/Them, Director, Global Impact Programs, Out & Equal

“Awesome.”

What really makes me happy is giving access to others. I think there are so many people out there that don’t realize the potential they have or realize that there is this opportunity. What they need is somebody to give a vote of confidence to help support them along the way... Who is that one person that you can change their lives by just telling them it’s ok to go after your dream it’s ok to start. That’s my driver.”

Wil Lewis He/Him, Experian
When companies listen to their employees and their stories, it pulls it out of the political realm and makes it much more humane and relatable. So, I would say to companies, ‘Stand on your values. You said these things matter to you. Get centered on your north star about who you are. Govern your actions from that’. No matter whatever hits you take, your employees are going to remember when you stood up and when you ran away. And when they get courted by your competitor who didn’t blink, who didn’t waiver, they will remember that, too.”

Nadine Smith  She/Her, Equality Florida

“What attendees say

“This was such an engaging session and I thank the panelists and moderator.”
Presenters

Gabriel de la Cruz Soler  He/Him/Él, Global Impact Programs Manager, Out & Equal
Karla Arnaiz  She/Her/Ella, MD, Talent and DEI LATAM Head for LATAM, Canada and The Bahamas and Mexico HR Country Head, JP Morgan Chase
Pía Bravo Arenas  She/They, Executive Director, Presente
Ananda Puchta  She/Her, Social Mission Manager, Ben & Jerry’s Brazil
Tamara Adrián  She/Her/Ella, Parliamentarian, Professor of Law, Lawyer, Human Rights Activist, Asamblea Nacional de Venezuela

“...from management level to the lowest level in the company—you will find people willing to fight for equality because for me, equality is an unstoppable force.”

Tamara Adrián  She/Her/Ella, Asamblea Nacional de Venezuela

WHAT ATTENDEES SAY

“I’m just thankful this panel exists.”
Many of us in this work are living in bodies and experiencing the world through marginalization as well. And we don’t give ourselves the space to recover, to heal, as we’re doing the work. I’ve had leaders tell me ‘you are the conscious of the company.’ And I’m reminded, if you know me—if you spend any time with me at all, I love quotes. Toni Morrison has this quote: if you want to fly, you’ve got to give up that shit that weighs you down. And holding on to the fact that you are the conscious of a company, you just gotta let it go. And you’ve also gotta give yourself the space to be able to heal and recover. Because we are living through and dealing with trauma.”

Theresita Richard  She/Her, Capital One
Tectonic Shifts: Gender-Based Advocacy in Today’s Environment

Presenters
Theresita Richard She/Her, Global Head of Diversity, Inclusion & Belonging, Capital One
Pepe Estrada He/Him, Director, Public Affairs, Wal-Mart Stores, Inc.
Chris Crespo Chris/She/They, Inclusiveness Director, EY
Sarah Warbelow She/Her, Legal Director, Human Rights Campaign
Deena Fidas She/Her, Managing Director, Chief Programs and Partnerships Officer, Out & Equal

“People like us, like Baby Boomers, we need to get out of the way of young people. Our role is to understand that we did things our way and they got us here, but what got us here is not going to get us to tomorrow. So, let’s stop and let’s empower young people to let them do what they want to accomplish. People in my generation have built enough social capital. It’s time for us to spend it and stop being the barrier, the naysayers of our young leaders and empower them to be the changemakers that we need them to be, but they need our air cover and we’re not giving them air cover.”

Pepe Estrada He/Him, Wal-Mart Stores, Inc.
Queer Money Matters

Presenters
Abigail Lovell  She/Her, Chief of Sustainability, Experian
David Auten-Schneider  He/Him, Co-Founder & Co-host, Queer Money Podcast & Debt Free Guys
Hilary Knight  She/Her, Olympic Gold Medalist, US Women’s Hockey Team
Deena Fidas  She/Her, Managing Director, Chief Programs and Partnerships Officer, Out & Equal
Twiggy Pucci Garçon  She/They, Chief Program Officer, True Colors United
John Auten-Schneider  He/Him, Co-Founder & Co-Host, Queer Money & Debt Free Guys
Kate Anthony  She/Her, CEO, Euphoria

“Thanks so much! It has been AMAZING.”

“It’s hard (keeping hope and planning for the future). One of the things about being a part of the community is that we are forced to live in moment by moment because we’re not sure when the road is going to run out. The way I do it? I think about the next Kate that’s going to walk into a space and she needs me to exist. She needs me to prove out someone like me can make it to retirement and she needs me to make pathways and solutions that are going to make her life easier.”

Kate Anthony  She/Her, Euphoria
WATCH NOW (UNTIL DEC 31, 2022)

- Office of LGBT+ Affairs—A Breakthrough Model for Equity and Inclusion
- Enhancing Social Impact through Corporate Community Partnerships
- You Say You Want an Evolution: Partnering & Accelerating for LGBTQ+ Impact
- Transgender Apprentice Program
- Journeys to DEI Leadership: Perspectives from Tech, Beverage, and Finance Leaders
- The Power of Persistence When Building an Inclusive Culture for the LGBTQIA+ Community
- Self-Identification Programs Create a More Inclusive Workplace
- Religion and LGBTQ+ Intersectionality
- Drivers Needed: Uber’s Public Journey from Accountability to Ownership
- The Power of Vulnerability and Creating Psychological Safety for LGBTQ+ Employees
- Impact Storytelling: Creating Space, Changing Minds, and Building a More Inclusive Workplace
- Quantifying the Unquantifiable—the Quest for LGBTQ+ Equity Using Country-Appropriate Strategies
- Surround Sound: Maximizing Your LGBT+ Non-Profit Partnerships
- Meeting the Moment: What’s Next for Advancing LGBTQ+ Inclusion in the Workplace
- Lead with Your Brand ™: Are You Coffee or Are You Starbucks?
- To Bi-Finity and Beyond! Collaborative Workshop: Building Bi+ Space at Your Company
- Maintaining ERG Momentum through Corporate Change
- Know Your Audience—Adapting LGBTQ+ Training for Enterprise-Wide Relevance
- July 1st and Beyond: Navigating Consistent Engagement with LGBTQIA+ Consumers & Communities
- #SlayAllDay: Innovation and Purpose
- Work Is a Drag!
- Rain or Shine: Protecting Ukrainian LGBTQI+ Refugees through Corporate and Non-Profit Partnerships
2022 WORKPLACE SUMMIT LIFETIME ACHIEVEMENT AWARD

2022 RECIPIENT GEORGE KALOGRIDIS

“...The praise really needs to be shared with the Out & Equal staff and board members who have collaborated with such intelligence and courage over the years and to that I have to add my allies, peers and team at Disney.”
OPENING BRUNCH
I am living proof of the power of workplace belonging...and every day I get to witness what happens when you unleash the power of the LGBTQ community and the allies for (this) change.”

Erik Day  He/Him
Senior Vice President, Global Small Business Sales, Dell Technologies
Out & Equal Board Chair
Erin Uritis  She/Her
Chief Executive Officer, Out & Equal
“Keep hope, breath will come.”

**Tituss Burgess**  He/Him, Emmy and SAG Nominated Actor, Musician, and Writer

in conversation with **Theresita Richard**, She/Her

Global Head of Diversity, Inclusion & Belonging, **Capital One**, Out & Equal Board Member
“Does the leadership in your boardroom and senior staff look like your tweets? Your company may tweet #translivesmatter, but there’s nothing worse than performative social media without the teeth to make systemic change.”

Kal Penn  He/Him
Actor, Writer, Producer, former Associate Director of the White House Office of Public Engagement
POWER LUNCH

OUT & EQUAL
2022 WORKPLACE SUMMIT
IMPACT REPORT

UNSTOPPABLE

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"If one of my identities isn’t being accepted, none of them are. You get all of my communities, or none of them.”

Jillian Mercado  She/Her
Actor, Model & Activist

in conversation with Rolddy Leyva, He/Him
Chief Diversity Officer, Splunk, Out & Equal Board Member
“At eight years old, I learned the word transgender, and something just clicked. It was like putting on your favorite pair of jeans. They fit so right; they made me feel more me. I finally had language to explain to my parents and friends who I was. I knew I wasn’t alone.”

Rebekah Bruesehoff  She/Her
GenderCool Project
I wanted to do my part and contribute to a long line of people who had made it possible for me to be there...when I entered that hearing, I had a purpose...our voices matter. It really hit me when I was 12. I lobbied state legislatures with my mom for the first time. And having adults listen to me at such a young age showed me how my power and my voice can create change.”

Stella Keating  She/Her  
GenderCool Project, the youngest transgender person ever to testify in front of the United State Senate in support of the Equality Act
Mass Participation “Snowflake” Exercise

Designed to change how individuals see themselves and how they see, and value, one another, we asked attendees to write down what messages they carry that might be getting in the way of their leadership or ability to connect meaningfully with others, and what would it mean to be free of those messages. In a powerful and dynamic moment, the entire room tossed crumpled messages in a mass “snowball fight”, and then sat with what they caught, to discuss commonalities in what they saw reflected on paper and ways to free ourselves of unnecessary limitations such as imposter syndrome or otherness.
"I hope you’ve gotten to really appreciate and sit in that beautiful space that is the precursor to learning. The space of being wrong...That is I believe part of the sacred space where ignorance is transformed to new knowledge. Prejudice about someone else or a whole group of people is transformed to understanding and empathy."

Deena Fidas  She/Her
Managing Director, Out & Equal
INAUGURAL RECIPIENT
SANDRA EVERS-MANLY

“...It has been so beautiful to witness all the work that the Northrop Grumman leadership, the diversity equality and inclusion teams, plus our ERGs and employees have accomplished over the years in supporting and creating a safe environment all of our LGBTQ employees AND their families.”
The Outie Awards annually recognize individuals and organizations who are leaders in advancing LGBTQ+ equality and creating workplaces of belonging for all. Our winners this year have all demonstrated #Unstoppable energy and leadership in their organizations and beyond.

Learn more about our current and past winners:
“We are showing that trans and gender non-confirming people cannot only serve, but are thriving in their service.”

Commander Emily Shilling  She/Her
United States Navy

Winner
LGBTQ+ Advocate of the Year

2022 WORKPLACE SUMMIT OUTIE AWARDS
At Bank of America, we ask everyone a question: ‘What would you like the power to do?’ I asked for power to change the world and got it. My sons were very excited, but my wife was very upset and asked: ‘Why do you have to do this?!’ She is one of our strongest (LGBTQ+) allies now!”

Mukesh Batra  He/Him
Bank of America
After all of these talks and speeches at Summit I realize there is still more to be done...and have the courage to make this place a better place."

Javier Constante  He/Him
Dow Latin America

Winner
Global LGBTQ+ Corporate Advocate

2022 WORKPLACE SUMMIT OUTIE AWARDS
Winner
Belonging & Equity Visionary

2022 WORKPLACE SUMMIT OUTIE AWARDS

outandequal.org
Medtronic

Winner

New Employee Resource Group of the Year

2022 WORKPLACE SUMMIT OUTIE AWARDS
Winner

Employee Resource Group of the Year

2022 WORKPLACE SUMMIT OUTIE AWARDS

GLAD
Winner
Workplace Excellence

2022 WORKPLACE SUMMIT OUTIE AWARDS
2022 WORKPLACE SUMMIT RECAP
SAVE THE DATE

2023 WORKPLACE SUMMIT
ORLANDO, FLORIDA, USA

SEPTEMBER 11-14, 2023