

OUT & EQUAL

# 2023 Southern States Forum: Pride in Who We Are

## AGENDA

Thursday, June 15th 2023  
Mobile, Alabama

Hosted by **AIRBUS**

[outandequal.org](http://outandequal.org)

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**8:30-9:00 AM**

**Registration opens (Networking & Coffee)**

**9:00-9:20 AM**

**Welcome Remarks**

Speakers:

- Deena Fidas, She/Her, Managing Director & Chief Programs and Partnerships Officer, Out & Equal
- Jennifer Ogle, She/Her, Head of Employee Relations & Transformation, Airbus NA
- Franklin Ortiz, He/Him, Head of Finance, Airbus Services, President Pride@Airbus, Airbus NA

**9:20-10:10 AM**

**Investing in Authenticity**

Speakers:

- Allyn Shaw, EVP, Office of the CTO, Wells Fargo and Vice-Chair of the Out & Equal Board of Directors
- Monique Evans, Senior Associate—CRE, Texas Capital Bank

**10:15-11:15 AM**

**Mass Participation: Our LGBTQ+ and Ally Stories**

Facilitator:

- Deena Fidas, She/Her, Managing Director & Chief Programs and Partnerships Officer, Out & Equal

**11:15-12:30 PM**

**Your Story, Your Truth, Your Power**

Moderator:

- Isabel Porras, She/Her, Senior Director of Leadership, Learning & Development, Out & Equal

Panelists:

- Franklin Ortiz, He/Him, Head of Finance, Airbus Services, President Pride@Airbus, Airbus NA
- Sam Slate, He/Him, Consultant, Commercial Client Product Marketing, Dell

**12:30 -1:15 PM**

**Break for Light Lunch**

**1:15-2:30 PM**

**Telling Your Story for Impact**

Speakers:

- Deena Fidas, She/Her, Managing Director & Chief Programs and Partnerships Officer, Out & Equal
- Isabel Porras, She/Her, Senior Director of Leadership, Learning & Development, Out & Equal

**2:30-2:35 PM**

**Closeout: "Tell Someone" Challenge**

Speakers:

- Deena Fidas, She/Her, Managing Director & Chief Programs and Partnerships Officer, Out & Equal
- Isabel Porras, She/Her, Senior Director of Leadership, Learning & Development, Out & Equal

**2:35 PM**

**Relocate to Buses for Airbus Facility Tour**

**3.30-5.30 PM**

**Airbus Facility Tour**

## About The Speakers

**Monique Evans** has over 20 years tenure in business operations related to various verticals of banking and finance. Currently, she functions as a banking officer in credit delivery for Commercial Real Estate. Additionally, she takes on business development and consultant duties in her role as Enterprise Co-Lead on the PROUD ERG at her company. She is integral to her firm's initiatives, strategic growth and contributes to LGBTQIA+ advocacy in both the workplace and community with leadership at one of the country's largest banks and as a director on the board of a local non-profit in Dallas, Texas. She's in her fifth year of public speaking and is honored to continue her partnership with Out & Equal.

**Deena Fidas** is Out & Equal's Managing Director and Chief Program and Partnerships Officer.

Deena oversees its programs, both domestic and global as well as corporate partnerships, working with global companies and organizations to accomplish the next level of LGBTQ inclusion. Deena is a leading global workplace advocate. She was at the Human Rights Campaign for 12 years prior to Out & Equal where she led their workplace equality programs and Corporate Equality Index. Deena was behind some of the movement's largest corporate public policy mobilization efforts, including turning the tide for Corporate America's support for marriage equality and the Equality Act. Under her leadership, the number of Fortune 500 companies with full LGBTQ protections rose from less than half to a full majority, 90 percent. Deena has led inclusion programs on four continents and pioneered the development of corporate benchmarking tools here in the US and across Latin America and Asia to advance real policy change and impact people's everyday lives. She holds a Master's in Sociology from American University and prior to her work on LGBTQ inclusion, she worked in progressive fundraising, philanthropy and research.

**Jennifer Ogle** has been with Airbus for 10 years, where she currently leads Transformation—employee relations, culture, employee engagement and DEI. She lived in Toulouse France from 2017-2020 where she led inclusion & diversity for Airbus globally. Jennifer's career spans 30 years, where she has enjoyed various HR and operations management roles. She has lived and worked in the southeast, southwest and northeast US, but calls Mobile, Alabama home. Jennifer is married to the love of her life Kristie, and they have a twenty-year-old son Jake, and their second baby, a dachshund named Smokey.

**Franklin Ortiz** is a Honduran-American who grew up in the State of Texas and calls Washington D.C. home. He has been with Airbus for 6 years across various functions including the most recent as the Head of Finance for Airbus Services. In his current role, he manages the revenue operations of +\$1B and also leads the Pride@Airbus Employee Resource Group which seeks to advance the understanding and inclusion of LGBTQ+ people throughout Airbus and the communities they have a presence in. Franklin is also an adjunct professor at Georgetown University in the School of Continuing Studies. He is a graduate of Brigham Young University and Georgetown University, with a Bachelor of Science degree in Finance and a Master of Science degree in Project Management respectively. Professionally, Franklin has worked in Academics, Business Transformation, Finance, DE&I and Project & Portfolio Management.

**Isabel Porras** is an LGBTQ+ inclusion expert who facilitates dynamic learning experiences that call people to tap into their power as change agents to cultivate belonging at work. She brings over a decade of university teaching experience in Gender and Queer Studies to her role at Out & Equal. As Senior Director of Leadership, Learning & Development, Isabel designs DEIB learning initiatives and LGBTQ+-focused professional development programs for corporate and government partners. She aims to bring academic critical theory to corporate audiences, and firmly believes that talking about identity at work is good — for business and society. Prior to joining Out & Equal, Isabel earned a BA in Latin American Studies from Smith College and advanced to PhD Candidacy in Cultural Studies at UC Davis.

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**Allyn Shaw** is the Head of the Office of the Chief Technology Office and Re-Imagine for Wells Fargo & Company (WFC). In his current role, he focuses on the intersection of technology, cyber security, enterprise change, finance, risk, environmental, social, and governance while also working across the company to reinvigorate and unleash the potential of Wells Fargo's employees by leveraging innovative technologies and engagement to drive a frictionless and empowering developer experience. Allyn has 27 years of experience in banking and technology. Prior to joining WFC, he was the president of Recycle Track Systems, where he focused on delivering high-tech solutions to elevate the goal of zero waste and reduce the impact of hazardous waste facility operations. In addition, Allyn spent nearly 16 years at Bank of America, where he served as the Chief Operating Officer for both Cyber Security and End User Computing, head of Product Management, and Senior Vice President for Voice, Video, Network & Data Center Infrastructure. During his tenure at BofA, he was awarded a U.S. patent in advanced computing platforms. Allyn also spent five years at Nippon Telephone & Telegraph (NTT West) and began his career at Sprint as a telecommunications engineer. Allyn's commitment to fostering an inclusive environment has received global recognition, and he is considered a leading LGBTI+ executive. He received the Brooklyn Nets Jason Collins Award sponsored by the NBA for courage, and leadership in the LGBTQ community. The U.S. State Department honored Allyn as a notable LGBTI+ American driving economic equality. He is listed on the EMpower List: 100 Ethnic Minority Executives in 2020 and three years in a row, the top 10 list of OUTstanding 100 LGBT+ Executives supported by Yahoo Finance! Allyn is a Diversity Best Practices' Above and Beyond Award winner and was named to Diversity MBA world's top 100 business leaders under 50. In 2020, Allyn was honored by Adweek for his role in The Changing Face of LGBTQ Inclusion across the global landscape. Most recently, he was awarded the Tri-State Unity Council's LGBTQ+ Leadership Award at the 2022 Unity Summit. Allyn is actively involved in the intersection of tech and diversity with Out in Tech, Lesbians WHO Tech, and Out 4 U. He currently serves on the board for the NYC Lesbian, Gay, Bisexual, and Transgender Community Center. Allyn is an elected member of the Victory Fund Campaign Board, where he is active in increasing Queer voices in public office. He resides in New York City.

**Sam Slate.** Father, veteran, athlete, theatre geek, activist, trans out loud and out proud, Sam Slate is a twenty-year veteran of the technology sector. Sam currently works for Dell Technologies on the Client Product Marketing Team, serves as the Pride ERG's Global Advocacy pillar lead, and is a founding member of Dell's Transgender Task Force. He is a graduate of Virginia Tech, a decorated United States Soldier and Marine, and a lover of dogs, books, food, and travel. Sam is a longstanding member of Austin's ZACH Theatre Board of Trustees and serves on the Human Rights Campaign National Board of Directors.