

OUT & EQUAL
THE BUSINESS OF BELONGING™

**2023 EXECUTIVE FORUM:
LEADING THE BUSINESS OF BELONGING**

**FEDERAL
GOVERNMENT
DAY**

IMPACT REPORT

outandequal.org





2023 EXECUTIVE FORUM: FEDERAL GOVERNMENT DAY

About Out & Equal

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.

The Business of Belonging™

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Message from Out & Equal CEO, Erin Uritus (she/her)

Hello federal government colleagues,

It is not often that I have a chance as Out & Equal's CEO to dive deep into one particular industry, and both witness and help nurture a moment when a group of leaders and employees convene to drive workplace culture forward exponentially. In this case, that industry is the U.S. federal government. And the employees are our nation's civil servants.

Historically, Out & Equal has primarily served and been funded by global multi-national corporations but remains deeply committed to supporting the U.S. federal government (our nation's largest employer!) in its agencies' efforts to be workplaces where LGBTQ+ professionals want to work, will feel that they belong, and can contribute equitably and thrive. Moreover, with the efforts to attract professionals into public service and into agencies specifically at a time when many are retiring, LGBTQ+ equality and DEIB (diversity, equity, inclusion, and belonging) overall is becoming even more important in the race to attract and retain top talent.

On February 28th, 2023, in our nation's Capital, more than 30 U.S. federal governmental agencies joined Out & Equal for what was a first of its kind partnership event. Sponsored by Deloitte, Out & Equal's Executive Forum, Government Day, was a unique opportunity to convene agency stakeholders and leaders to examine today's challenges and emerging

best practices for LGBTQ+ workplace inclusion and help inform Out & Equal's emerging federal government strategy. Together, through vibrant dialogue, personal stories, and inter-agency curiosity, we transformed our ideas into action.

I was uplifted by the dedication, hard work, and inter-agency support of our federal government colleagues. Throughout the day we heard from influential voices including Lieutenant General Leah Lauderback of the U.S. Airforce, Retired Major General Tammy Smith of the U.S. Army, Mahri Monson from the Office of Personnel Management, Robert Morris from Tennessee Valley Authority and Pride in Federal Service, Christina Dragon and Bali White from the National Institute of Health, Catherine Fagan from the Federal Bureau of Investigation, James Tiller and Sara Alexander from the Smithsonian Institute, and Lea Hurley and Aurelio "PJ" Rivera from Deloitte.

Out & Equal is celebrating its 25th year anniversary at a moment when the world is re-emerging from a global health pandemic, economic uncertainty, and a rapidly changing workplace landscape. I believe that when we convene as we did at Executive Forum—in community and in partnership across the private and public sectors to face our greatest challenges—that collective talent, passion, and commitment to the joint-goal of realizing true and sustainable LGBTQ+ workplace equality truly becomes the *Business of Belonging*.



2023 EXECUTIVE FORUM: FEDERAL GOVERNMENT DAY



“ I believe that when we convene as we did at Executive Forum—in community and in partnership across the private and public sectors to face our greatest challenges—that collective talent, passion, and commitment to the joint-goal of realizing true and sustainable LGBTQ+ workplace equality truly becomes the *Business of Belonging*.”

ERIN URITUS (she/her)
CEO, Out & Equal

Welcome

2023 EXECUTIVE FORUM: LEADING THE BUSINESS OF BELONGING GOVERNMENT DAY



ERIN URITUS
CEO
OUT & EQUAL

THIS FORUM IS A UNIQUE OPPORTUNITY TO
convene
MULTI AGENCY
GOVERNMENT
STAKEHOLDERS & LEADERS

Why?
IS THIS WORK
SO IMPORTANT



Together we ...

- ✓ **DIALOGUED**
- ✓ **SHARED STORIES**
- ✓ **INNOVATED**

OUT & EQUAL HAS THE OPPORTUNITY TO MAKE A **BIG IMPACT** TO MOVE DEIA INITIATIVES FORWARD ACROSS AGENCIES

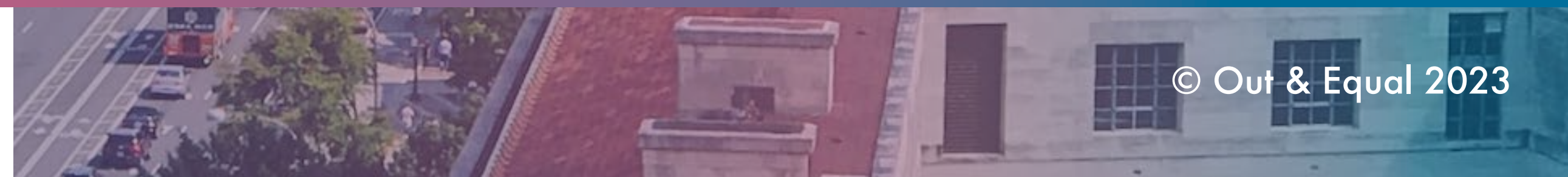
OUR **25th** Anniversary MARKS THE RE-LAUNCH OF OUR STRATEGY

// Listening to the experiences of other Government employees as well as the inclusive initiatives across various Governmental agencies was very inspiring to me. I now feel that I really belong, and I can be proud of who I am."

Antonio Salmeron



ATTENDEE FEEDBACK





Out & Equal The Business of Belonging™ Video

**2023 EXECUTIVE FORUM:
FEDERAL GOVERNMENT DAY**



2023 Executive Forum Retrospective Video

2023 EXECUTIVE FORUM:
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ATTENDEE FEEDBACK

/// My Out & Equal's 2023 Executive Forum – Government Day was fantastic; I was placed into a room with individuals committed to the same goals of creating a diverse and inclusive work environment for their respective agencies, and we were able to brainstorm, plan and explore new ideas together.

As a Special Emphasis Program Manager for my agency, I left feeling enlightened and confident with the knowledge and support I gained...

I knew that the colleagues I met in just one day would continue to be a great resource to keep in my network. I can't wait for this event next year in hopes that I am able to bring along members/ leadership from our employee resource groups."

Faith Wade

Federal Energy Regulatory Commission (FERC)

Demographics of Federal Government Day Attendees:

Gender Identity

Female (42%)
 Male (49%)
 Nonbinary/Genderqueer/Gender-Expansive (6%)
 Not Listed (2%)
 Prefer Not to Say (1%)

Sexual Orientation

Heterosexual (13%)
 Lesbian (10%)
 Gay (36%)
 Bisexual (17%)
 Queer (15%)
 Prefer Not to Say (7%)
 Not listed Here (1%)
 Asexual (1%)

Identify as Transgender?

Yes (8%)
 No (85%)
 Prefer Not to Say (7%)

Race/Ethnicity

Latinx/Hispanic (10%)
 Black/African/African American, Caribbean (19%)
 White/Caucasian (57%)
 Asian or Pacific Islander (3%)
 Multi-Ethnic (7%)
 Alaska Native (1%)
 First Nation/U.S. Indigenous (1%)

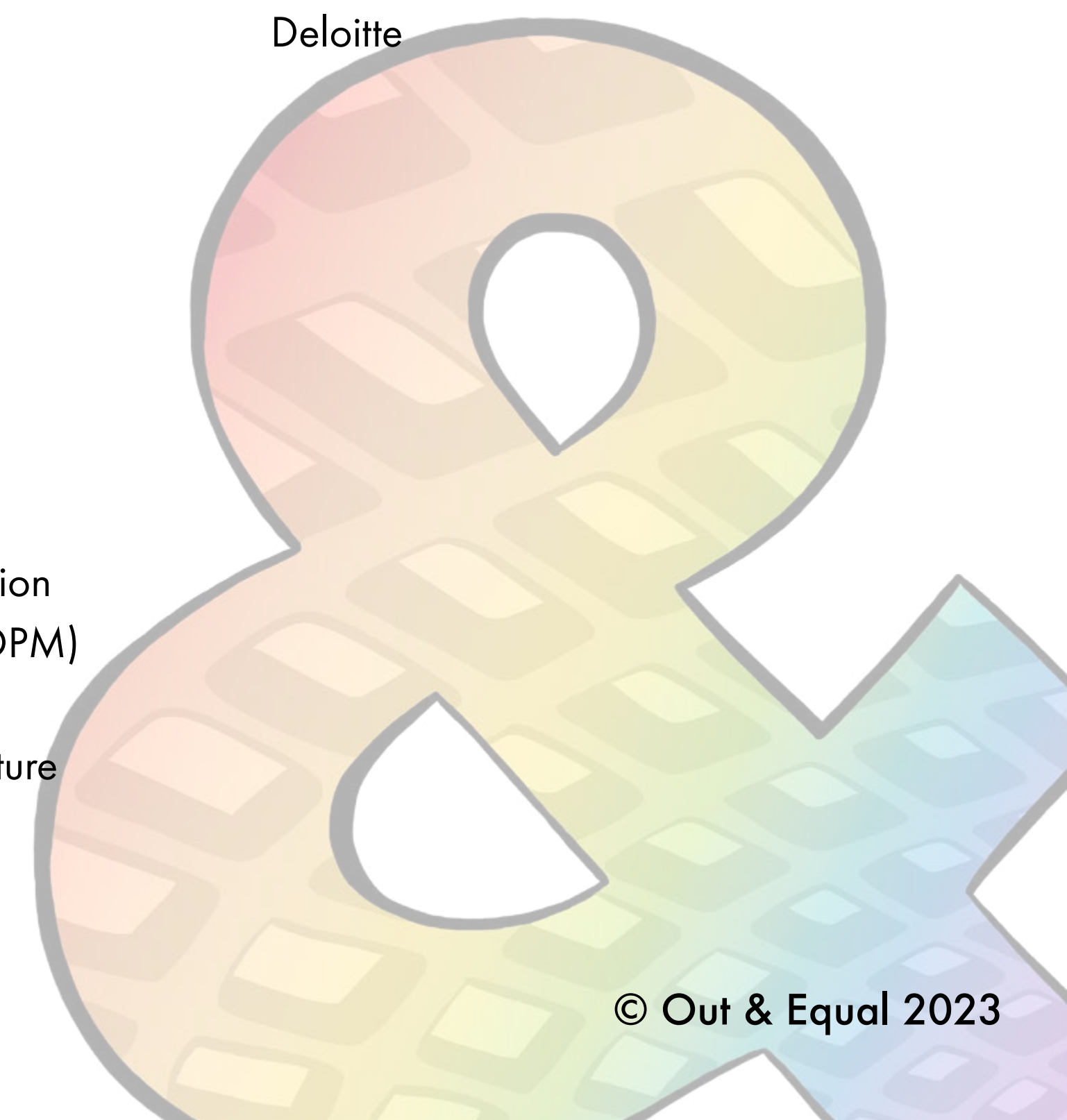
Birth Year / Generations Attended

1960-1969 (26%)
 1970-1979 (26%)
 1980-1989 (28%)
 1990-1999 (22%)

List of All Federal Governmental Agencies Who Attended:

U.S. Navy
 Social Security Administration
 Smithsonian Institute
 National Geospatial-Intelligence Agency
 U.S. Fish and Wildlife Services
 Director of National Intelligence
 Veterans Association
 National Institute of Health
 Naval Nuclear Laboratory
 Federal Aviation Association
 FBI
 General Services Administration
 Environmental Protection Agency
 Department of Energy
 NASA
 U.S. Army
 National Park Service
 Health and Human Services
 Federal Energy Regulatory Commission
 Office of Personnel Management (OPM)
 Millennium Challenge Corporation
 United States Department of Agriculture
 U.S. Airforce
 Fiscal Treasury
 U.S. Department of Justice
 Department of Homeland Security
 State of North Carolina
 Tennessee Valley Authority
 CIA
 Department of Defense (Unspecified)
 The White House
 Department of Commerce
 Deloitte

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2023 EXECUTIVE FORUM: FEDERAL GOVERNMENT DAY

In their role as Deputy Director of OPM's Office of Diversity, Equity and Inclusion and Accessibility, Out & Equal invited Mahri Monson (they/them) to present on **Executive Order 14035**, which set the model for Federal inclusion in the workplace by establishing a government-wide initiative to advance diversity, equity, inclusion and accessibility in all areas of the Federal workforce. EO 14035 requires all agencies to create strategic plans to attempt the elimination of barriers for underserved communities, advance training, establish Chief Diversity Officers, advance pay and workplace equity, and improve the collection of demographic data within the government. President Biden signed this executive order on June, 2021 to reaffirm that the United States is at its strongest when our Nation's public servants reflect the full diversity of the American people. At Out & Equal's Federal Government Day, Monson highlighted the components of diversity, equity, inclusion, and accessibility within the Office of Personnel Management, specifically the role of Employee Resource Groups (ERGs), inclusive policy, and the U.S. Government as a model employer.

MAHRI MONSON (they/them)

Deputy Director, Office of Diversity, Equity, Inclusion and Accessibility

Presenter of "**Diversity, Equity, Inclusion, and Accessibility
in the Federal Government**"



ATTENDEE FEEDBACK



// I'm so glad I was able to attend Out & Equal's 2023 Executive Forum—Government Day! The discussions with folks from other agencies about their challenges and successes inspired me to redouble my efforts to advance LGBTQ+ issues at my own organization."

Rudy Coots

United States Department of Defense

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“ Out & Equal’s Government Day provided us the unique opportunity to share perspectives and experiences as LGBTQI+ federal employees and underscored the power of Visible Leadership. True strength comes from being transparent, vulnerable, and authentic as we share our stories, and it encourages others to do the same.”

ROBERT MORRIS (he/him/his)

Senior Strategic Advisor, Tennessee Valley Authority and
Co-Chair, Pride in Federal Service

Presenter of **"A Mission to Serve, Pride in Federal Service"**



A MISSION TO SERVE - PRIDE IN FEDERAL SERVICE

BECOME A **VISIBLE CHAMPION**
OF THE LGBTQIA2+ COMMUNITY THROUGH PFS



“ WE WILL NOT WIN
OUR RIGHTS BY STAYING
QUIETLY IN OUR CLOSETS ”
- HARVEY MILK



TODAY:

ANYONE
CAN JOIN!

PFS IS A
**Service
organization**
MADE UP OF
250K FEDERAL
EMPLOYEES

HISTORICAL LEGISLATURE

ONLY A
SURFACE LEVEL CHANGE

**TVA
ACT**
MAY 18, 1933

“BUILT FOR THE PEOPLE”
BUT, LGBTQIA+ INDIVIDUALS
WERE NOT REPRESENTED

ANTI-GAY
BILLS
ARE PILING UP

UNTIL CONGRESS CODIFIES
THE EQUALITY ACT
INTO LAW WE ARE
VULNERABLE

EO 10450
**LAVENDER
SCARE**

APRIL 27, 1953

USED THE TERM
“SEXUAL PERVERSION”
AS A WAY TO PREVENT
OR FIRE GAY/LESBIAN
EMPLOYEES

GAY MEANT → **SICKNESS/
DISEASE** **SECURITY
RISK**

- ACCESS A DIVERSE SUPPORT NETWORK
- LEARN THROUGH CHALLENGES TOGETHER
- UTILIZE TRAINING OPPORTUNITIES
- HARNESS THE POWER OF YOUR



ATTENDEE FEEDBACK

“The presenters spoke on very topical issues, the Sexual Orientation and Gender Identity update was extremely timely information. It was highly motivational sharing everyone’s stories, and being empowered within such a great group of dedicated and charged LGBTQ individuals and allies.”

Christopher Poulin

FAA Pride Employee Association

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CHRISTINA DRAGON (she/her)

Measurement & Data Lead
Sexual & Gender Minority Research Office

Presenter of

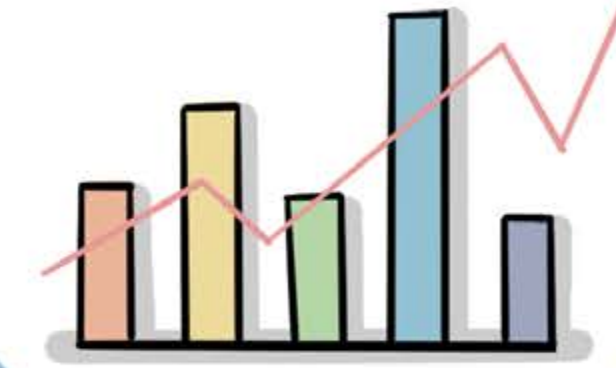
"Updates on a Coordinated Federal Approach to Equitable SOGISC Data, NASEM, The Federal Evidence Agenda on LGBTQI+ Equity and Building Data Action Plans"

UPDATES ON A COORDINATED FEDERAL APPROACH TO EQUITABLE SOGISC DATA

DATA WAS THE **CRUCIAL** POINT TO INFORM FEDERAL POLICY.

SEXUAL AND GENDER MINORITY (SGM) POPULATIONS INCLUDE, BUT ARE NOT LIMITED TO, INDIVIDUALS WHO IDENTIFY AS **LESBIAN, GAY, BISEXUAL, ASEXUAL, TRANSGENDER, TWO-SPIRIT, QUEER, AND/OR INTERSEX.**

SOGISC



GUIDING PRINCIPLES



- INCLUSIVENESS
- PRECISION
- AUTONOMY
- PARSIMONY
- PRIVACY

THERE'S LOTS OF WORK TO BE DONE... THAT'S NO EXCUSE NOT TO **START WHERE WE CAN!**

“ **SOGI DATA ARE DEMOGRAPHIC DATA...** IT NEEDS TO BE LOOKED AT

BROADLY TO DRIVE POLICY & IMPACT.”

WHAT ARE THE **Questions** WE SHOULD BE ASKING?

FCSM SOGI RESEARCH

- PROXY MEASUREMENT
- TERMINOLOGY
- TRANSLATION
- YOUTH
- OUTREACH



DATA COLLECTION NEEDS **Compromise.**

INCLUSIVITY + REACH BROADEST BASE



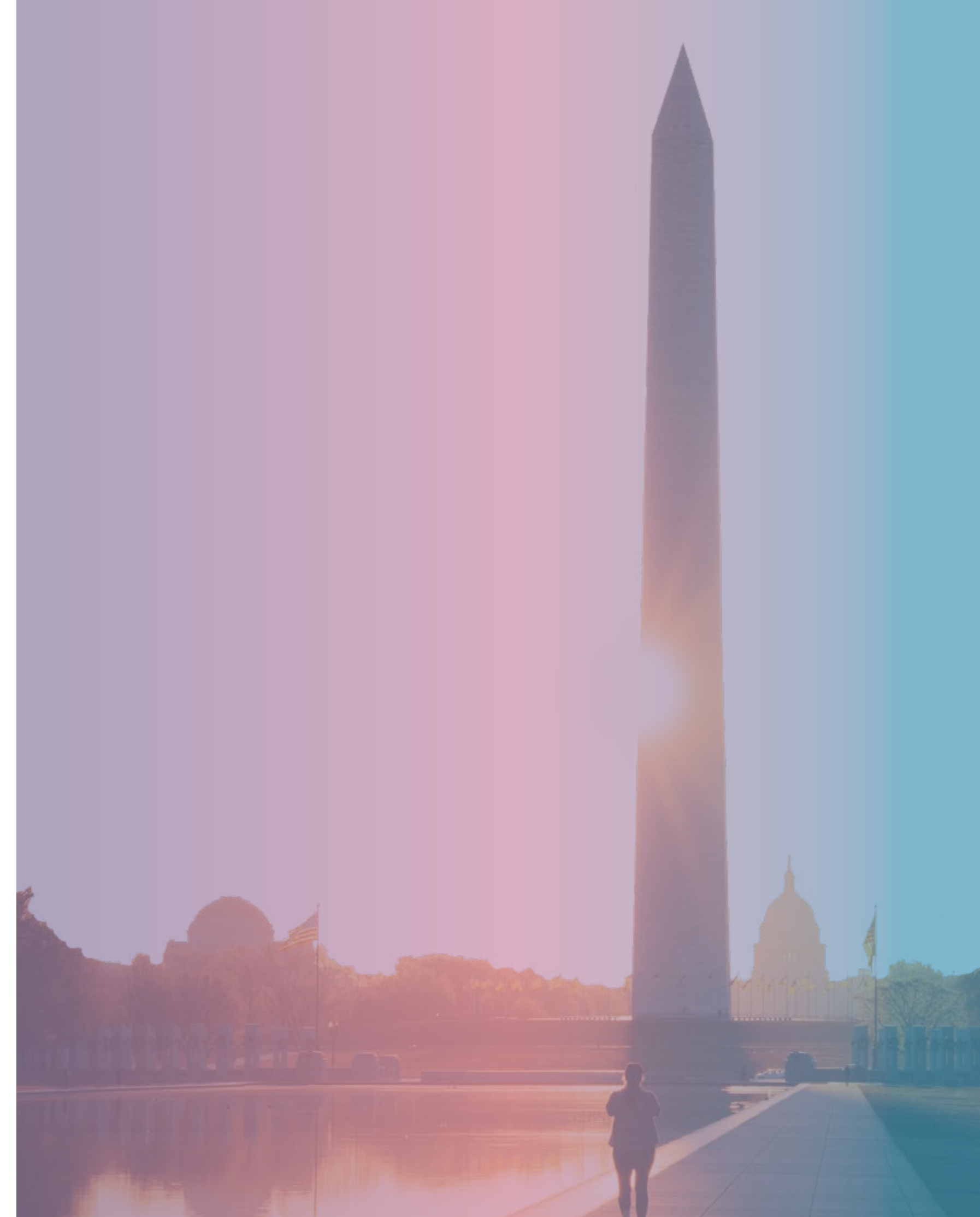
THIS WORK IS THE **Foundation** - NOT THE LIMIT.



In order to recognize the intersectionality of our existence, we must collaboratively grow from ignorance and learn to accept diversity, inclusion and belonging in all aspects our social fabric. To do so any less is to deny if not ourselves then others their humanity."

Abe Borum

U.S. Navy



ATTENDEE FEEDBACK

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SARA ALEXANDER (she/her)

Smithsonian Institute

CATHERINE FAGAN (she/her)

Federal Bureau of Investigation

JAMES TILLER (they/she)

Smithsonian Institute

BALI WHITE (she/her)

National Institute of Health

Presenters of

"G.E.T. (Gender Expansive & Transgender Working Group)"



GENDER EXPANSIVE & TRANSGENDER FEDERAL WORKING GROUP (G.E.T.)



WHAT IS G.E.T.?

- independent working group
- provides peer networking opportunities
- promotes transgender education
- share templates for trans documentation and implementation
- create gender inclusive spaces

JOIN US



HISTORY

- noticed lack of trans services in rural areas
- needed to create precedents for gender confirmation



ATTENDEE FEEDBACK

“It was inspiring and affirming to be surrounded by members of my community and allies all focused on how to better acknowledge and support LGBTQ+ federal employees and the people we serve. I have already drawn on some of the resources I learned of and plan to contact some of the presenters. Thank you for this opportunity!”

Algerlynn Ayo Gill (she/her)

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“What an amazing day full of sharing experiences and lessons learned as well as visioning on how to drive long term systemic change. The energy lifted my soul for the entire week.”

LEA HURLEY (she/her)

Deloitte

Introduction to **"Fireside Chat with Lieutenant General Leah Lauderback and Retired Major General Tammy Smith"**



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AURELIO "PJ" RIVERA (he/him)

Deloitte

Presenter of "**Key Trends Driving DEI Thought
Leadership in the Government**"

Government Day



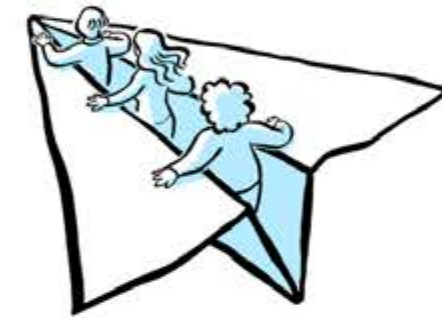
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INTRO TO FIRESIDE CHAT

- ❑ WE USUALLY CHOOSE WHO WE WORK WITH
- ❑ WORKPLACES ARE FULL OF DIVERSE STRANGERS
- ❑ FEDERAL GOV'T IS LARGEST EMPLOYER IN U.S.
- ❑ FEDERAL GOV'T NEEDS TO BE A MODEL OF DEI.



WE'RE LOSING
BATTLE READY
PEOPLE BECAUSE
OF A LACK OF
INCLUSIVE EDUCATION
& POLICY.



BARRIER ANALYSIS
IS A GRASSROOTS
EFFORT TO MAKE
LIFE BETTER.



EFFORT IS NEEDED
TO CREATE SMALL
EVENTS THAT CREATE
INCLUSIVE COMMUNITY.



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LEAH LAUDERBACK (she/her)

U.S. Air Force

in conversation with

Retired Major General Tammy Smith

Presenters of

**Fireside Chat with Lieutenant General
Leah Lauderback and Retired
Major General Tammy Smith**



2023 EXECUTIVE FORUM: FEDERAL GOVERNMENT DAY

TAMMY SMITH (she/her)

U.S. Army

in conversation with
Lieutenant General Leah Lauderback

Presenters of
**Fireside Chat with Lieutenant General
Leah Lauderback and Retired
Major General Tammy Smith**



FIRESIDE CHAT: LT. GEN. LEAH LAUDERBACK & MAJ. GEN. TAMMY SMITH



“ I CAN'T CHANGE DOD... BUT I CAN CHANGE THE AIR FORCE. ”



WE HAVE TO LOOK LIKE THE NATION WE DEFEND.
DEI IS A NATIONAL SECURITY IMPERATIVE.



WHAT WE'RE TACKLING IN THE AIR FORCE:

- CELEBRATING PRIDE
- UPDATING TRANSGENDER POLICY
- GETTING SOGI DATA
- "LEVEL UP" DEI-FOCUSED TRAINING

ATTENDEE FEEDBACK

// Part of the value of Government Day was hearing the progress achieved by so many agencies. Not only is this inspiring, but it's citable precedent - something that will help enable other agencies to move faster toward equitable workplaces."

James Pater (he/him)
Naval Nuclear Laboratory

In an effort for O&E to better understand the challenges and successes of LGBTQ+ government employees, agency ERGs, and the current government-wide DEIA efforts under Executive Order 14035, we have decided to conduct an initial survey to help inform our new O&E Government Strategy. We asked:

Demographics

- ✓ Name (Anonymized)
- ✓ Agency
- ✓ Title
- ✓ GS Level
- ✓ Phone/Email Address
- ✓ Primary Residence

Total Respondents

 **171**

Narratives, Experiences, Engagement (Themes)

- ✓ ERG Involvement
- ✓ Proudest Points of Progress for LGBTQI+ equality, support in 2022
- ✓ Concerns about LGBTQI+ equality – government or agency wide
- ✓ Opportunities that exist to do more
- ✓ What O&E can do to help or support
- ✓ If you've ever attended the Workplace Summit

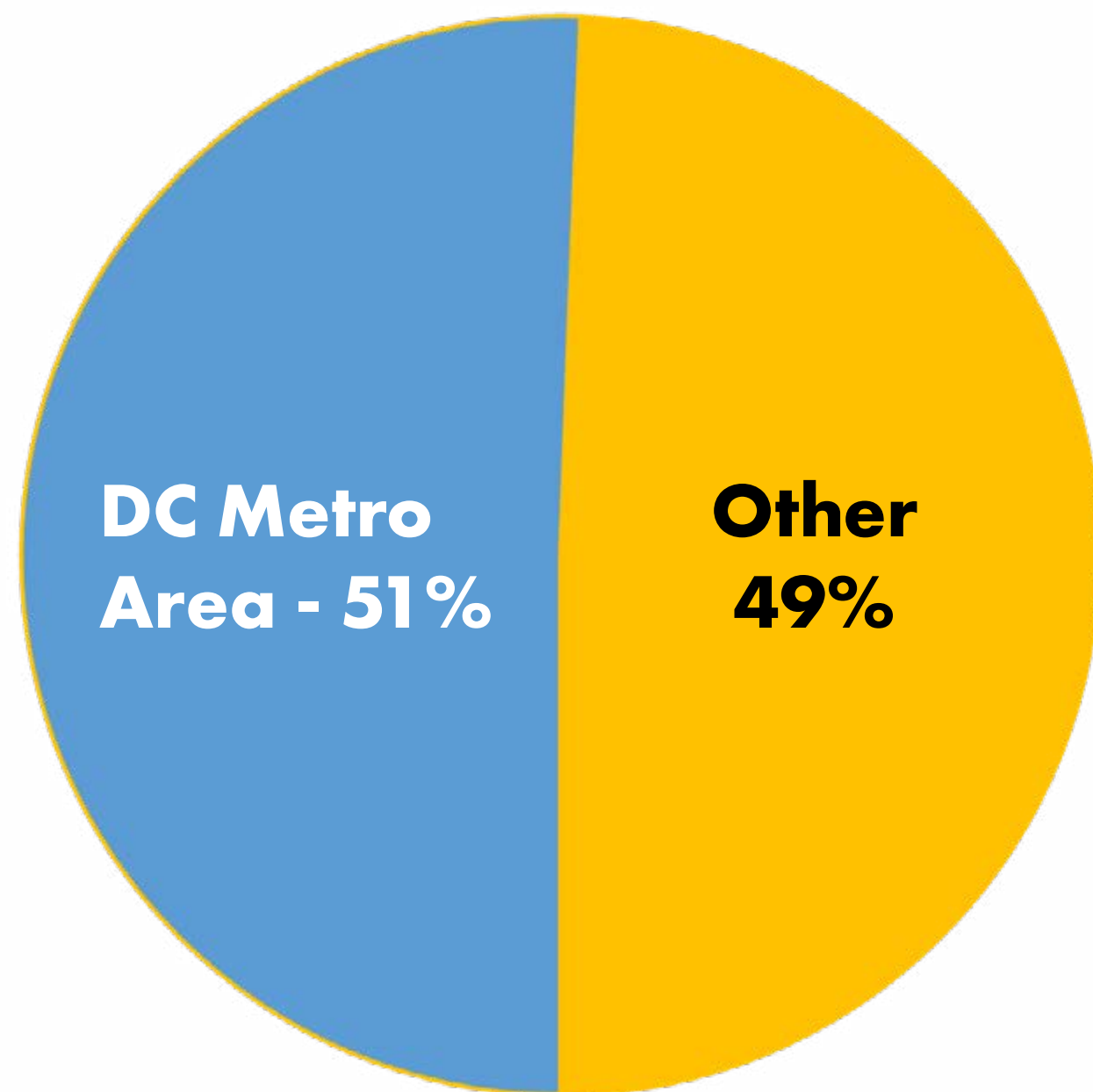
Titles Represented the Most

Research Affairs Specialist Financial Engineer Coordinator Team
Management Chief Analyst Project Manager Manager
Division Specialist Attorney Director Program Analyst
Senior Program Officer Community EEO Assistant
Management Program Analyst Advisor Deputy

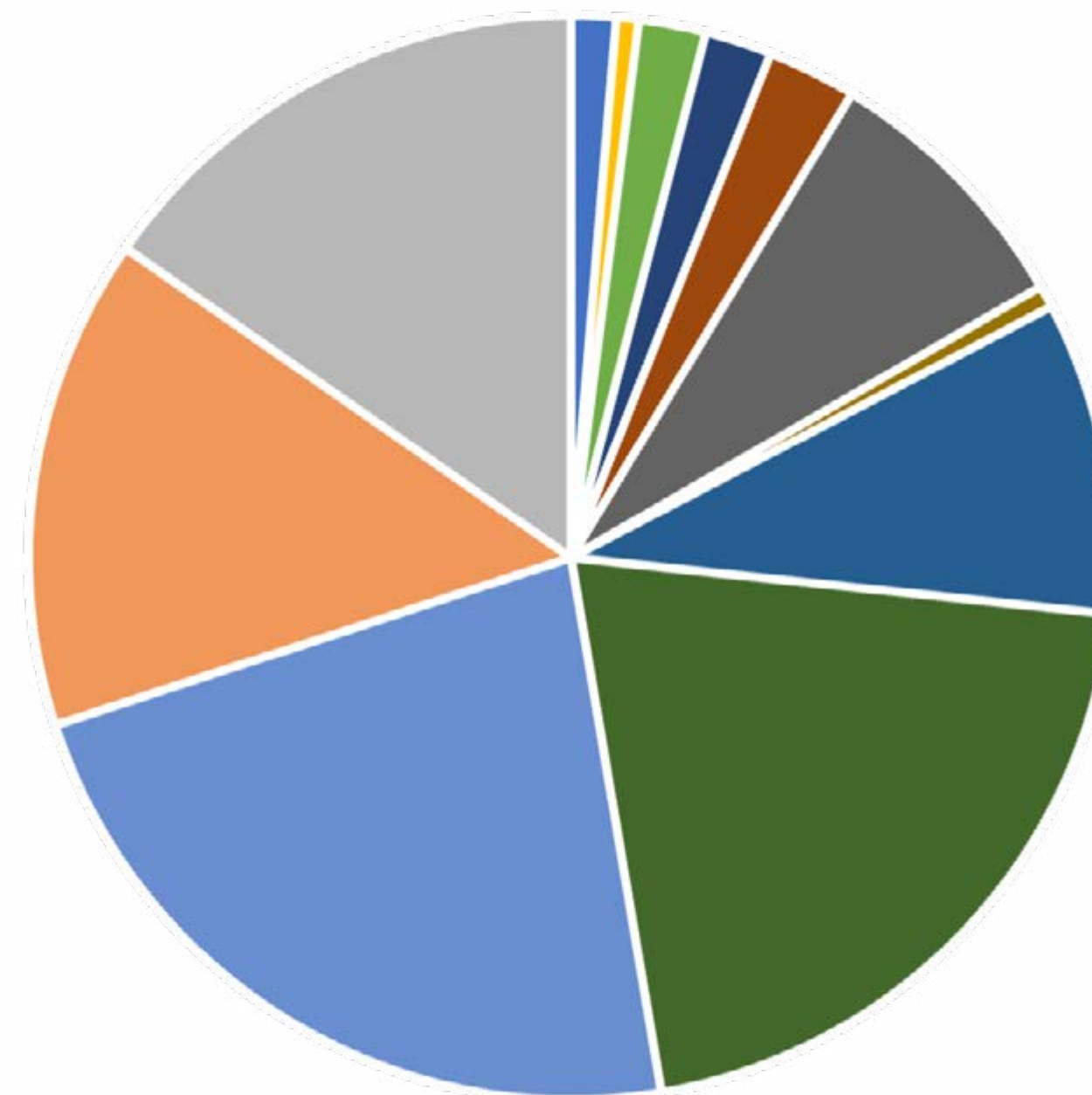


Only half of the respondents lived and worked in the Washington, D.C. (DMV) area, and all other respondents were from other states in the United States. As for GS Level, most respondents reported being Level 12-15, with 22 of the surveyed skipping the question.

Place of Residence/Work



GS Level

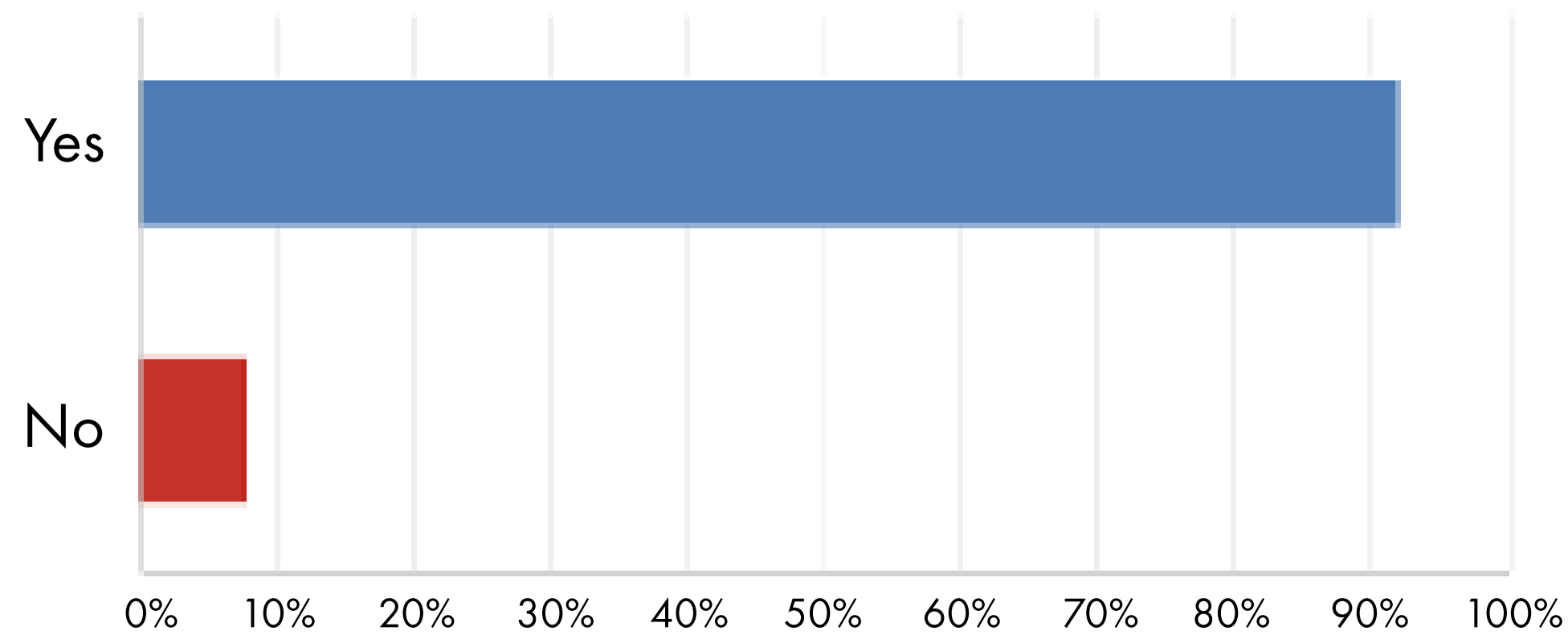


- GS 1
- GS 2
- GS 3
- GS 4
- GS 5
- GS 6
- GS 7
- GS 8
- GS 9
- GS 10
- GS 11
- GS 12
- GS 13
- GS 14
- GS 15

Almost exclusively, everyone taking the survey responded as being in their agency Employee Resource Group and numbers were approaching half when asked if on their ERG's leadership team.

Are You a Member of Your Agency's LGBTQ ERG?

Answered: 166 Skipped: 2



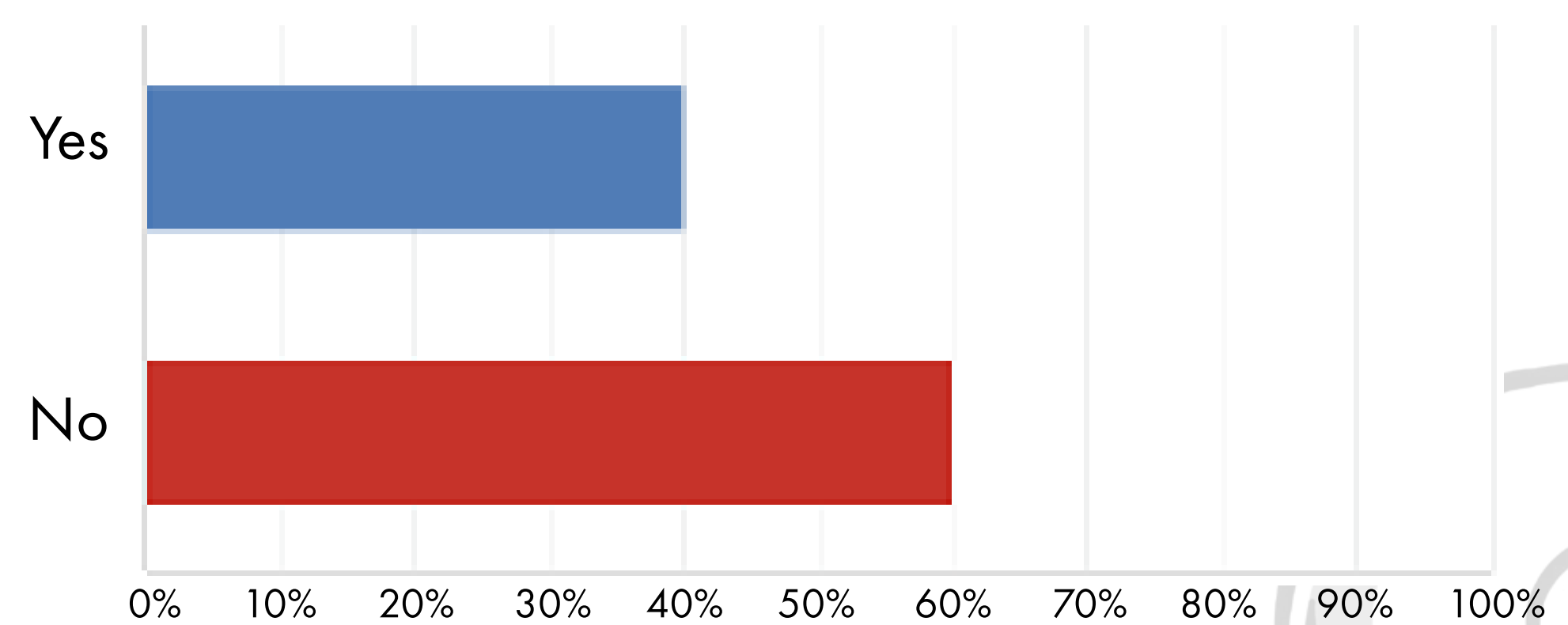
Yes: 92.17% 153 Responses

No: 7.83% 13 Responses

166 Total Responses

Are You a Member of Your Agency's LGBTQ ERG Leadership Team?

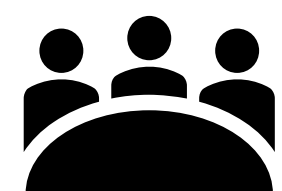
Answered: 165 Skipped: 3



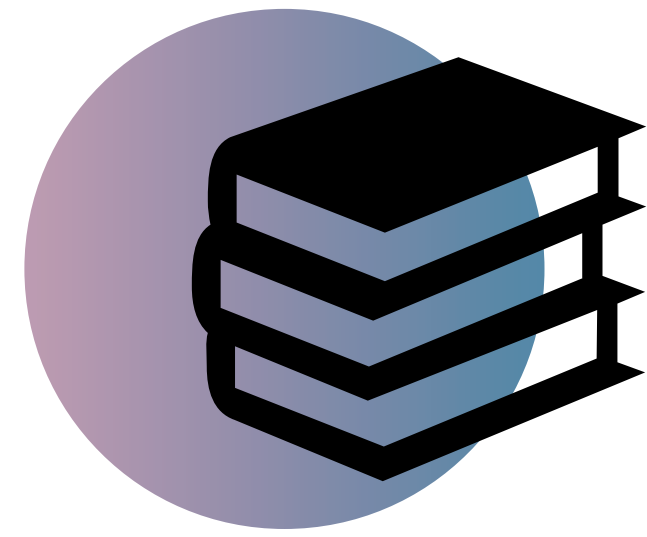
Yes: 40% 66 Responses

No: 60% 99 Responses

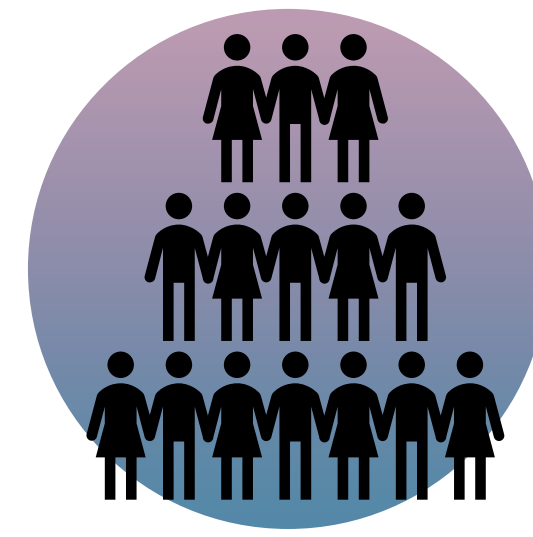
165 Total Responses



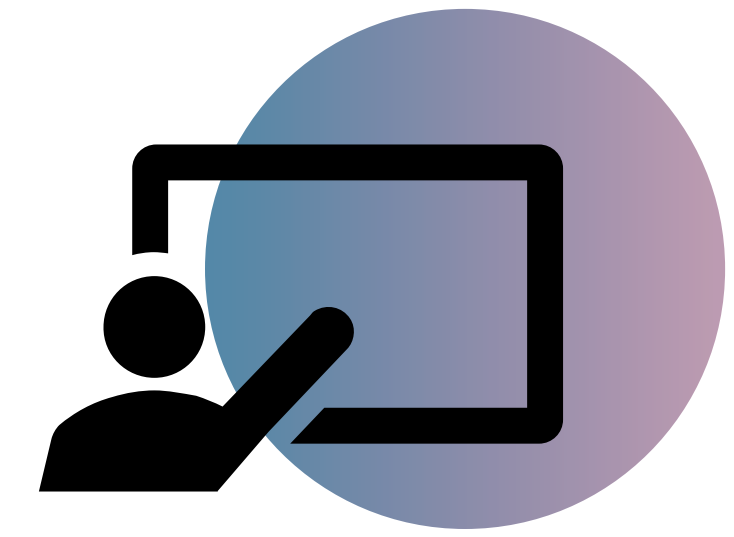
169 Total Respondents



The sharing of educational materials and resources between departments and agencies

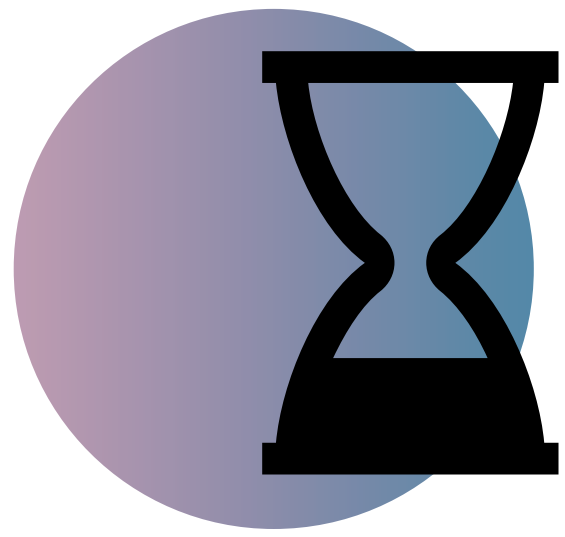


Recognition for ERGs/SEPs that are championing DEIA work

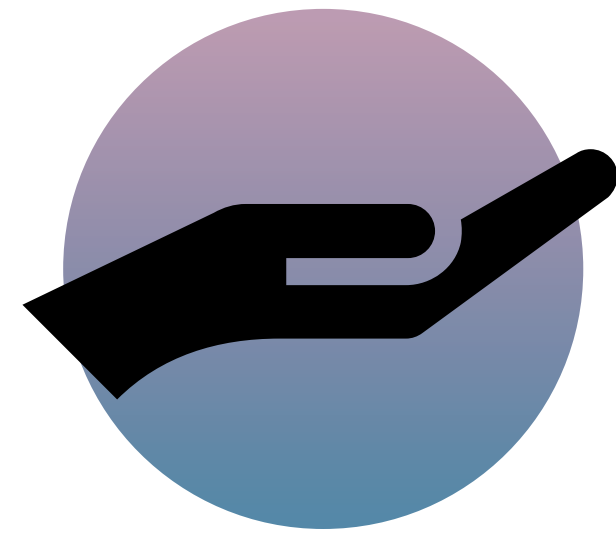


More all-staff, agency-wide initiatives and trainings have been implemented

“As someone that has entered the federal workforce from a conservative privately held company, I appreciated the various Pride Month events that my Agency planned. The weekly seminars coupled with the spotlights of fellow USDA employees was refreshing and helped create a sense of belonging and ease.”



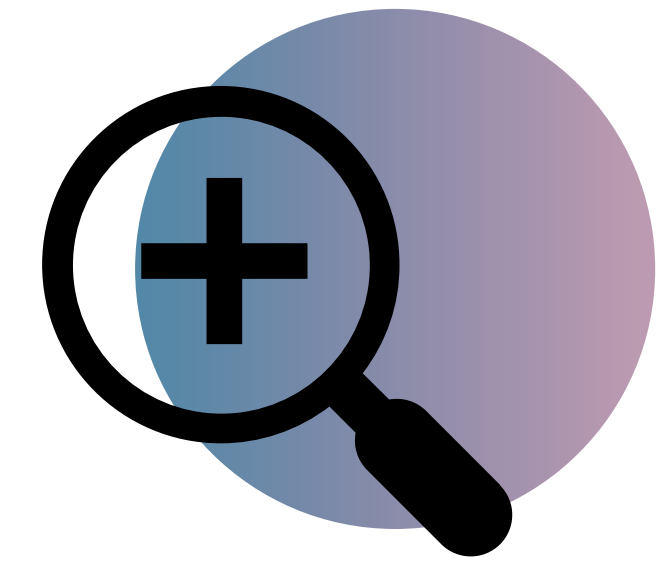
Fear of Policy Changes within Presidential Administration



Lack of Overall Support for LGBTQI+ employees and LGBTQI+ Competency

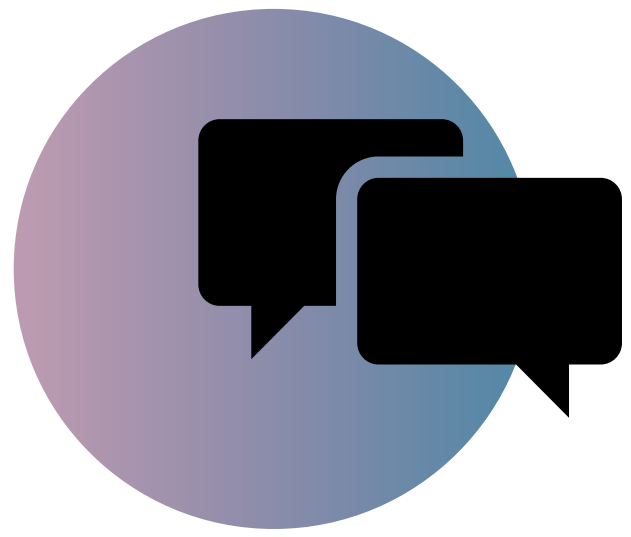


Inconsistencies Across Government Agencies and Sectors

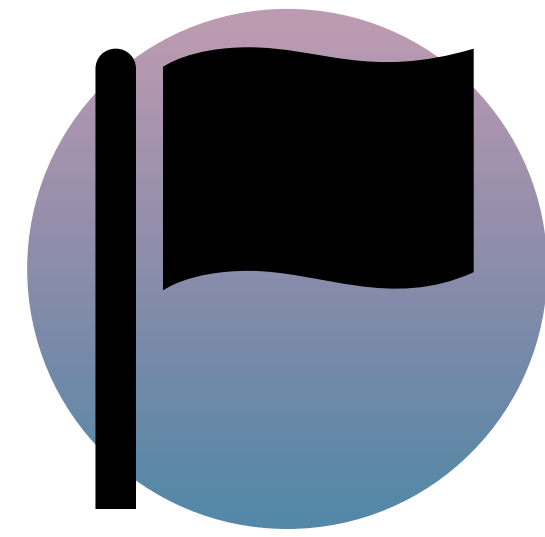


Gaps in Visibility; Benefits for and Knowledge of transgender and gender-nonconforming employees

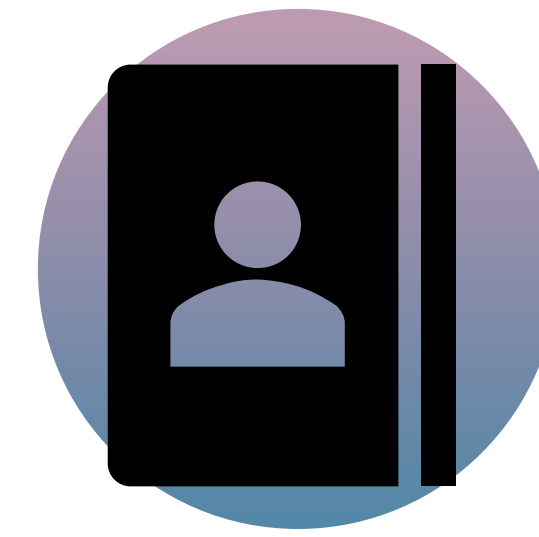
“ My main concern is how tenuous support can be based on who sits in the oval office, on the supreme court, or in congress. It would be nice if we only moved forward rather than 2 steps forward 1 step back. I'm not sure what, if anything, can be done about that other than maintain solidarity and remain vigilant. One day could we just relax and be?”



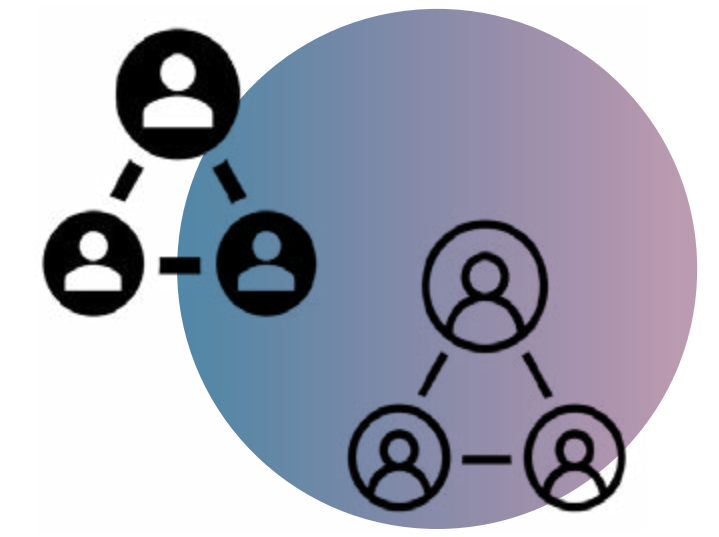
Utilize input and recommendations from actual LGBTQI+ employees rather elected bureaucrats



Visibility, learnings and resources for Pride Month



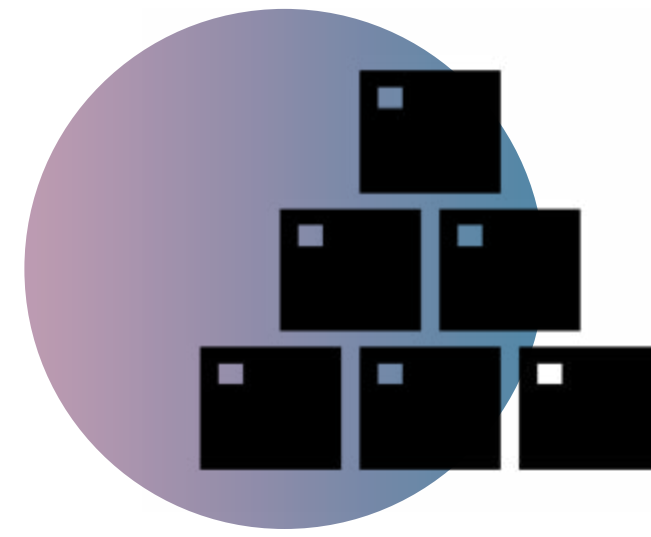
Integration of DEIA efforts and initiatives must be prioritized with official positions



Localization of ERGS/SEPS to provide more directive, funding, resources and processes to support LGBTQI+ employees

“ I would really love for policy recommendations to come from the actual people affected by policies, rather than bureaucratic committees that cherry-pick data to support the policies managers want to see advanced.”

“ Many of the positions that are tasked with carrying out LGBTQ work are collateral duties tacked on to someone's primary responsibilities. That demonstrates lip service and not a real commitment by the organization to promote a welcoming and inclusive environment for LGBTQ+ employees and the Veterans we serve.”



Provide educational trainings, products, research and support for all federal government agencies or ERGs



Continue to provide funding or discounted opportunities to government employees



Acknowledgement and “pats on the back” from O&E to government leadership – personal relationships or lobbying from external partners help

“ We need assistance with educating leadership on LGBTQ+ basics, from the Secretary down through the Department. An Assistant Secretary recently asked what “LGBTQ+” stood for after working with them for over a year on our issues. LGBTQ+ issues are not a priority either due to political backlash concerns or lack of education.”

“ Most of us in the government are not able to make change on our own; any change comes with a lot of time, building and leveraging of relationships, and hoping that the current leadership's will is for making change to progress forward.”

DISCUSSION: "STATE OF THE UNION" GOV'T EMPLOYEES SURVEY



DISCUSSION: "STATE OF THE UNION" GOV'T EMPLOYEES SURVEY

WE NEED **BIGGER** ENTITIES TO GET ON BOARD WITH DEI/AB.

TECH NEEDS TO CATCH UP

FORMS OFFER ONLY **BINARY** OPTIONS.

WE BUTT HEADS & SPEAK **DIFFERENT LANGUAGES**, I'D LIKE TO SEE A **RADICAL CHANGE**.

CULTURAL INERTIA AT DEAD AHEAD ORG.S

X PEOPLE SUFFERED GREATLY, BUT THEY GOT **LOUDER** AND ARE NOW GETTING RESOURCES.

SPACES MAY NOT BE SAFE TO BE OUT, LET ALONE DIVERSE.

"WE NEED SOMETHING FOR **PEOPLE LIKE ME**."

DISCONNECT BETWEEN GAY PEOPLE & LAW ENFORCEMENT

WAS TOLD SHE COULD NOT JOIN SECRET SERVICE AS TRANS... SHE JUST GRADUATED!
We blazed a trail!

CONCERNS RELATED TO LGBTQ+ EQUALITY & WORKPLACE SUPPORT ...

- **FEAR** OF POLICY CHANGES
- **INCONSISTENCIES** ACROSS AGENCIES
- **GAPS** IN VISIBILITY
- **LACK OF SUPPORT** FOR LGBTQ+

Out & Equal Partnerships: Join Us In The Business of Belonging™

Access to impactful and sought-after convening events, like Out & Equal's annual Executive Forum, is one of the many game-changing benefits made available to our organizational Partners. In fact, Out & Equal offers a multidimensional take on partnerships intended to drive the most value through a year-round, holistic approach centered on meeting the needs and priorities of your organization, creating a benefits package that best helps you achieve your strategic diversity, equity, inclusion, and belonging goals.

Wherever you are in your DEIB journey, we have a comprehensive set of resources, events, and expertise to help your organization get to where you want to be—for that's the business of Out & Equal, the Business of Belonging™.

Our Partner Success team is ready to meet with you to help create the most strategic partnership possible. Please contact your account liaison or send an email to partnerships@outandequal.org to schedule a conversation.

**2023 EXECUTIVE FORUM:
FEDERAL GOVERNMENT DAY**



THE BUSINESS OF BELONGING™

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