

WE ARE

2023 WORKPLACE SUMMIT

SEPTEMBER 11-14 | ORLANDO, FL

OUT & EQUAL
WORKPLACE ADVOCATES
www.outandequal.org

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PepsiCo

WE ARE

2023 WORKPLACE SUMMIT

OUT & EQUAL
25TH ANNIVERSARY

We reclaim and reiterate the historical rallying cry of “we’re here, we’re queer...” and seek to now answer those who don’t want us to say who we are or be who we are.

The 2023 Workplace Summit theme, We Are, showcases:

- the intersectionality and multidimensionality of the LGBTQ+ community,
- our roles across levels and industries,
- ...all while recognizing and acknowledging the strong feelings, dynamics, and complexities of our emotions as change agents.

We Are underscores the monumental work of this community of incredible and unique individuals, committed to realizing measurable and lasting equity for LGBTQ+ talent (and beyond)... a community who cannot be stopped.

Our Workplace Summit event promises attendees the opportunity to learn from the stories they hear and the ones that they share (i.e., “I am....”) to create a stronger, more unified “we” for themselves, their teams, their workplace, and the world.

WE ARE YOU help us fill in the blank!

A TAPESTRY OF BEAUTIFUL, HUMAN IDENTITIES

The LGBTQ+ community is marvelously diverse. We are Transgender, Nonbinary, Lesbian, Bi+, and Gay. We are Allies. We are parents: Queer parents, Allied parents of Queer and questioning children. We are of every generation. We are every race, ethnicity, nationality. We are people with disabilities. We have experienced unimaginable loss. We are survivors. We are individuals whose intersectional dimensions of diversity and uniqueness are and should be seen as a strength in our families, places of work, and societies. We are who we are, unapologetically. We will not be erased, nor will we be legislated out of existence. We are us. We are you. We are...

INDUSTRY, GEOGRAPHY, & EVERY LEVEL

We are Global. We are Local. We are Southern. We are factory floor workers. We work in aerospace, consulting, and in call centers. We are increasingly represented in leadership spaces and boardrooms. We are creators of what you consume, and we are visionaries filling stages and screens with joyful experiences and entertainment. We are ERG leaders. We are HR and DEI Practitioners. We are working for ourselves, for you, for our families, and for our communities. We are...

FEELING, THINKING, & ACTIVATING IN COMMUNITY FOR INCLUSION

We are hopeful. We are energized and we are activated. We are angry and concerned. We are resolute. We are joyful and we are imagining our future. We are bold and innovative. We are persistent. We are galvanized, catalyzed, and powerful. We are...

CONTINUING THE WORK, THE MISSION & THE MOVEMENT! WE ARE SUMMIT!

We are 2018: We see you and we belong here!
We are 2019: We are not going anywhere!
We are 2020: We are the future of work!
We are 2021: We are the Business of Belonging!
We are 2022: Unstoppable!

We will come back, again and again, in community, until we reach our individual and collective potential, and when workplaces of belonging are achieved for all.

We are 25, and we have only just begun!