

OUT & EQUAL

# WE ARE

2023 WORKPLACE SUMMIT



## A Celebration of Strength, Resilience, and Unity

Across the United States and around the globe, there is an active effort to erase LGBTQ+ people. This includes incendiary rhetoric and the introduction of hundreds of bills and efforts to restrict the rights and freedoms of LGBTQ+ people—with a specific and bigoted focus towards transgender and nonbinary people.

This year's Workplace Summit theme, "We Are," represented a reclamation and reissue of the LGBTQ+ community's historic rallying cry of "we're here, we're Queer..." and underscored the critical moment in which the event took place. Through speeches, collaborative learning sessions, and engaging conversations, "We Are" served as a reminder of the strength, resilience, and unity of the LGBTQ+ community.



The largest LGBTQ+ workplace inclusion event in the world.

Bringing together a global community for opportunities to knowledge share, network, and build lasting relationships that drive meaningful change.

5,000+  
Attendees  
in-person and virtually

40+  
Countries  
Represented

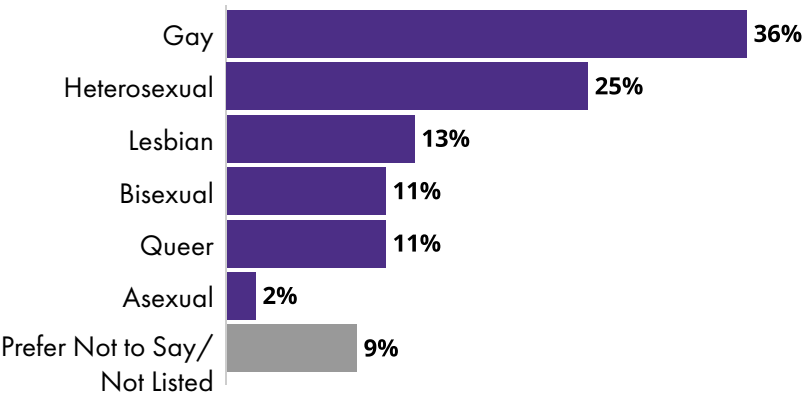
300+ Partner  
Organizations  
Inclusive of the world's most  
notable Fortune 500 companies

Attendee Identity



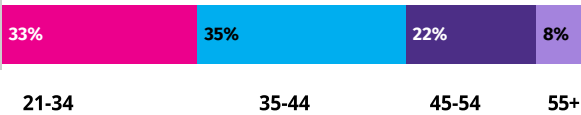
- Women
- Men
- Nonbinary and Gender Queer
- Prefer Not to Say/Not Listed

Sexual Orientation



6% Identify As Transgender

Age Range





## Game-changing discussions with the world's leading companies, influencers, and advocates.

Our programming not only celebrated diversity, equity, inclusion, and belongingness but also provided a platform for meaningful discussions and tangible actions to advance LGBTQ+ rights and well-being. By fostering an environment of empathy, empowerment, and allyship, our impactful programming of 100+ main stage events, panels, and interactive workshops over 4 days inspired positive change within the workforce and beyond.

"I wish my company would send a larger group to Out & Equal Workplace Summit. Bringing our knowledge learned at Summit back to the workplace is truly priceless."



Attendees agree or strongly agree  
**Summit is a valuable investment**  
for their professional development  
and their company



Attendees agree that the  
**sessions were very or**  
**extremely valuable**

Some of the world's leading and most influential companies including our **Titanium Partners**, Apple, Bank of America, Dell, Deloitte, Experian, JPMorgan Chase & Co., Uber, The Walt Disney Company, and Wells Fargo, engaged in discussions and activations, placing LGBTQ+ representation, inclusion, and equity at the forefront. This extraordinary gathering also featured influential voices and advocates like Alok (they/them), Carson Tueller (he/him), and Laverne Cox (she/her), among others, who delivered inspiring and thought-provoking remarks, leaving an indelible mark on the event.

"This was the first time I heard about Summit and I am so glad to have experienced the conference. I love everything Out & Equal has done to promote DEI initiatives."



Laverne Cox (she/her)



Carson Tueller (he/him)



Netta (she/her)



L to R: Lea Delaria (she/her), Brandon Wolf (he/him),  
Jean-Marie Navetta (she/her)



## Recognizing Impact & Elevating Role Models

For more than 20 years, the Outie Awards have recognized and celebrated individuals, organizational initiatives, and ERGs as role models for advancing measurable and lasting equity and belonging for LGBTQ+ people in the workplace, and beyond.

At the Workplace Summit Closing Gala, Out & Equal announces Outie Award winners, which include individuals, ERGs, and corporate initiatives advocating, driving, and setting the standard for LGBTQ+.



### Workplace Excellence



### Employee Resource Group of the Year



**Spectrum**

### New Employee Resource Group Chapter of the Year



**MH+ PRIDE**

### LGBTQ+ Corporate Advocate



**Amanda Simpson**

She/Her

Vice President Research and Technology, Airbus Americas

### Ally Changemaker



**Karla Arnaiz**

She/Her

Head of Talent & Career Development and DEI for Americas ex US, and Mexico HR, JPMorgan Chase & Co



**Lori Leszczynski**

She/Her

ERG Innovation & Growth Manager, General Motors

### Global LGBTQ+ Corporate Advocate



**Abhinav Shikhar**

He/Him

Regional Leader, Pride Inclusive Community (ERG) Cisco

[Learn more about the winners](#)

## Building Community

Workplace Summit not only provides an opportunity to learn and share best practices related to LGBTQ+ workplace equity and belonging, it's a space to build meaningful and lasting connections. From our Engagement Center to Community Engagement Groups, receptions and celebrations of Queer joy, community is a core tenet of Summit.



**An Engagement Center** designed to elevate the commitment and work of our Partner community to advancing LGBTQ+ representation, inclusion, and equity.

**Community Engagement Groups** ranging from Bi+, to Trans/Nonbinary, to LGBTQ+ Faith, for people to maintain and grow connections and relationships with professionals of like-identities, share common challenges and strategies, and inspire each other through individual stories.

**Summit Buddy Program** connects individuals to learn more about one another, share goals, and visions of the workplace they want to create, and process the Summit experience.

**Team building** activities to foster greater innovation, collaboration, and impact.

**Night Out!** A celebration of Queer joy and an opportunity to be our authentic selves and create connections that last a lifetime.



"I am pretty sure I felt every single emotion I have during this Summit. I felt a sense of belonging that I have rarely felt. I was not ashamed or nervous or anxious to be myself. I was reflecting and normally in large groups or spaces with a lot of people I am usually extremely anxious and I did not feel an ounce of anxiety the entire Summit. It was an incredibly freeing feeling. I was very sad to see the end of the Summit. But I made friendships and connections that I will cherish forever."



[Explore the Photo Gallery](#)



[Watch Highlights On-Demand](#)

## Enhancing Online Connectivity

Our attendees and online followers are not only seeing our content, but are interacting with it and sharing their personal stories.

**IMPRESSIONS**  
**390,661**

**REACH**  
**~8.7 Million**

**RANKING**  
**#2 on LinkedIn**  
for LGBTQ+ Organizations



**SAVE THE DATE**

2024 Out & Equal  
Workplace Summit

OCTOBER 7-10