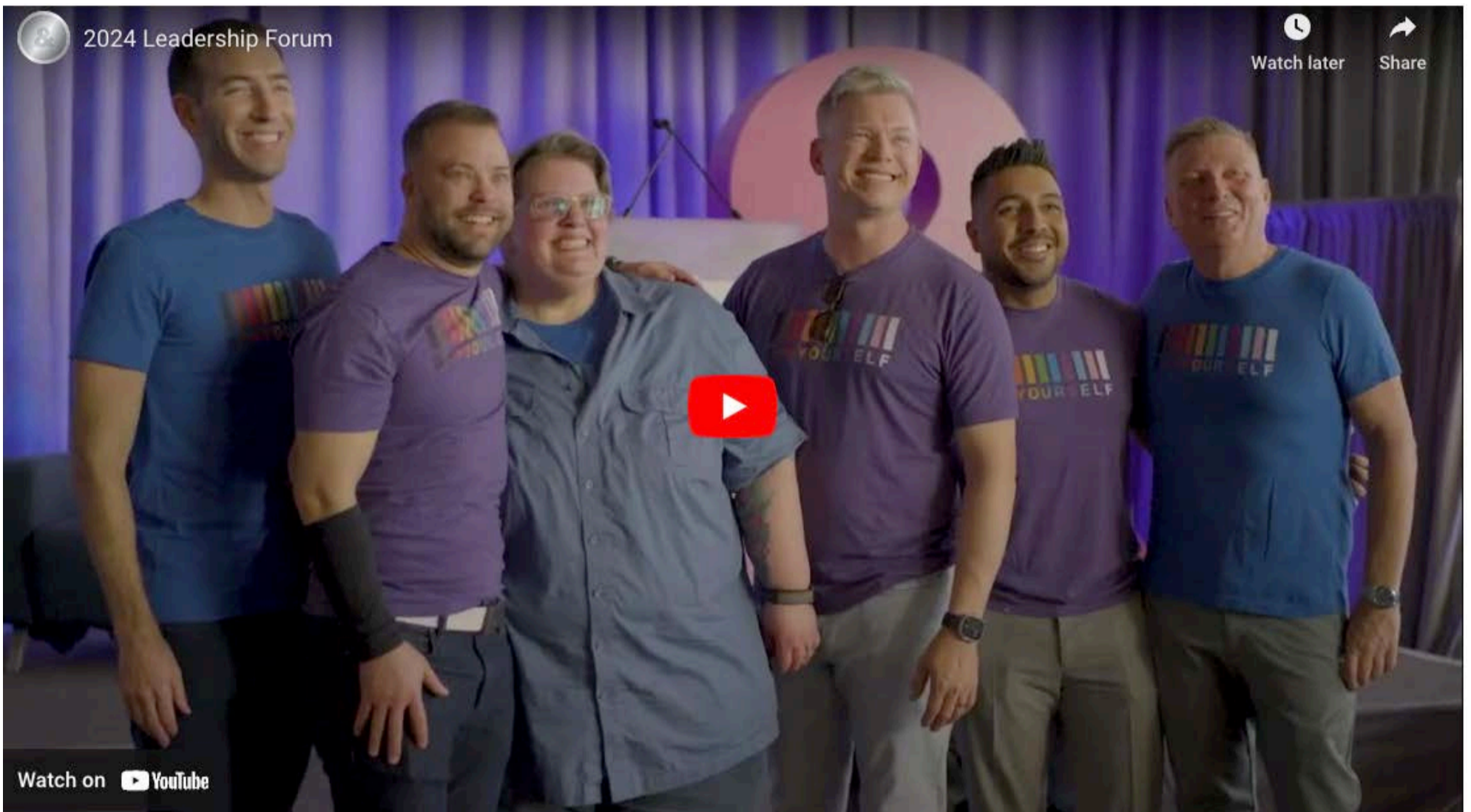


# **LEADERSHIP FORUM 2024**



## **We Are Individual Changemakers Creating Intentional, Movement-Making Impact**

Our individual potential, power, and experience can create movement-making impact. Now, more than ever before, organizations need the best and brightest talent to unlock innovation and meet the rapidly evolving demands of increasingly diverse stakeholders. That “best and brightest” talent pool includes LGBTQ+ individuals and allies that support them, without whom, only a fraction of the possibilities will be realized.

The LGBTQ+ community has always been an agent of transformation. Even in the most challenging of times, we have not only persevered, but have created opportunities for our communities, and others, to thrive.

- We are strengthening our *companies*. When employees can bring their authentic selves to work and their talents can shine, organizations see it in their bottom lines.
- We are strengthening our *communities*. When our companies thrive, it has a positive impact on the progress of businesses writ large and—ultimately—the prosperity of entire communities.
- And we are strengthening our *society*. Our community has made immense contributions across all facets of society, from culture and science to art and business.



Allyn L. Shaw (he/him), Out & Equal Board Chair speaking to Leadership Forum Attendees

Out & Equal’s Leadership Forum serves as a reminder and a reflection of the individual and collective brilliance, talent, and determination that exists within our community. We each have spheres of influence. And through those spheres, we can influence individuals, shift organizations, impact communities, and shape the world to be more inclusive so all can contribute fully and thrive.

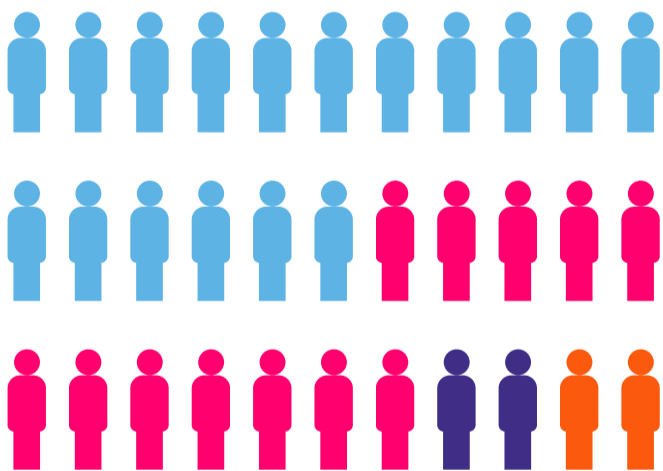
## Attendee Highlights



**~130 Partner Organizations**

Inclusive of the world’s most notable Fortune 500 companies

### Attendee Identity

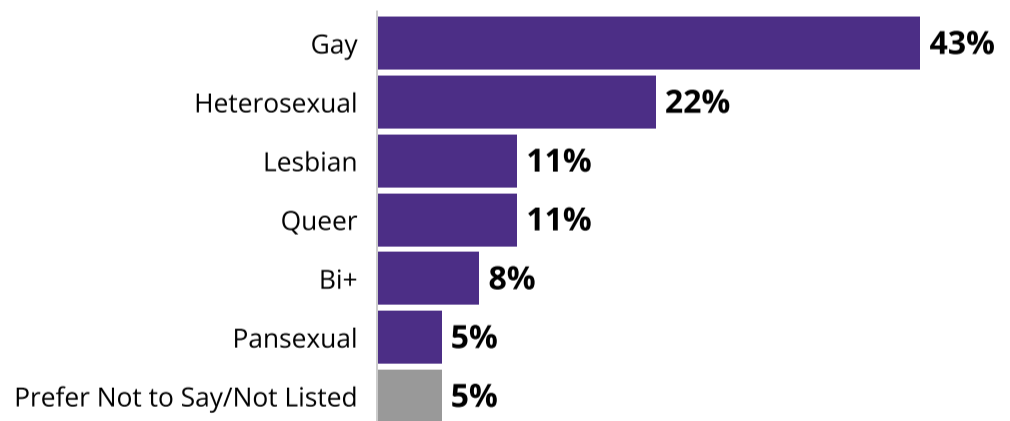


● Men ● Women ● Nonbinary and Gender Queer  
● Transgender ● Prefer Not to Say/Not Listed



**300+ Attendees from Across the Globe**

### Sexual Orientation



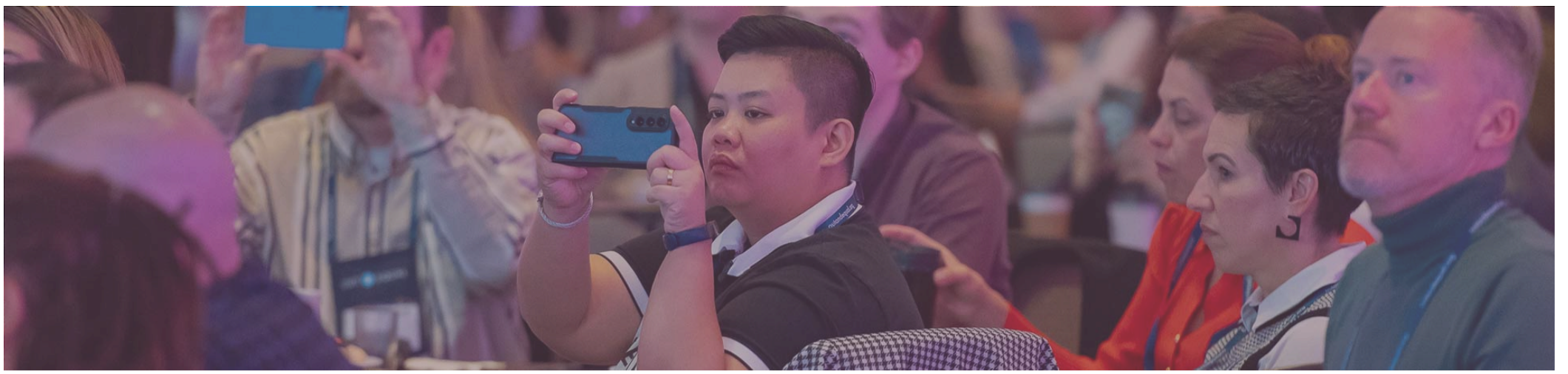
● ● ● ● ●  
Nearly 40% of Attendees Identify as a Person of Color



Nearly 75% of Attendees have 11+ Years of Experience

To download this chart hover in the upper-right corner and click the download button.





## Elevating a Program Designed to Disrupt the Noise and Address the Moment

Over the past 15 years, Out & Equal has convened more than 3,000 executives, ascending leaders, practitioners, and allies through a one-of-a-kind, Partner-exclusive gathering created to provide unique networking and timely learning opportunities.

In a moment that is filled with false narratives, voices, and actions that aim to sow division and push the LGBTQ+ inclusion movement backward, we recognized the importance of disrupting the noise and spotlighting community, truth, and the way forward.

The LGBTQ+ community deserves both measurable and lasting progress. To meet that demand we transformed this sought-after event by elevating our agenda and refining our program tracks to best engage and empower change-agents at all levels while driving LGBTQ+ equity forward in measurable and lasting ways.

Leaders and subject matter experts from around the world presented on pressing issues impacting our collective community and shared insights on how we continue to advance the movement.

**91%** attendees agree/strongly agree

that Leadership Forum provides them with the insights and resources to be a more inclusive and intentional leader.

**88%** attendees agree/strongly agree

their organizations will benefit from the knowledge they have gained at Leadership Forum.

the knowledge they have gained will make their organization a stronger and more inclusive place.

*“This was my first Leadership Forum and I didn’t know what to expect. I was blown away by the quality of the content and the speakers. I enjoyed the combination of group work and presentation style in the sessions which gave opportunities to network, especially for folx more introverted.”*

Through carefully curated program tracks, attendees could select a learning cohort based on their most immediate needs and aspirations as current and future leaders. These included sessions across five areas on the following topics:



**Growing Your Individual Impact for Change:** Participants learned how to shape their story, lead with authenticity, and expand their influence, all while navigating varying workplace dynamics.

**Navigating Challenging Policy and Culture:** Session attendees gained a greater understanding of the current social-political environment within the United States, how it impacts people in





Delaware State Senator Sarah McBride (she/her) delivering a keynote address.



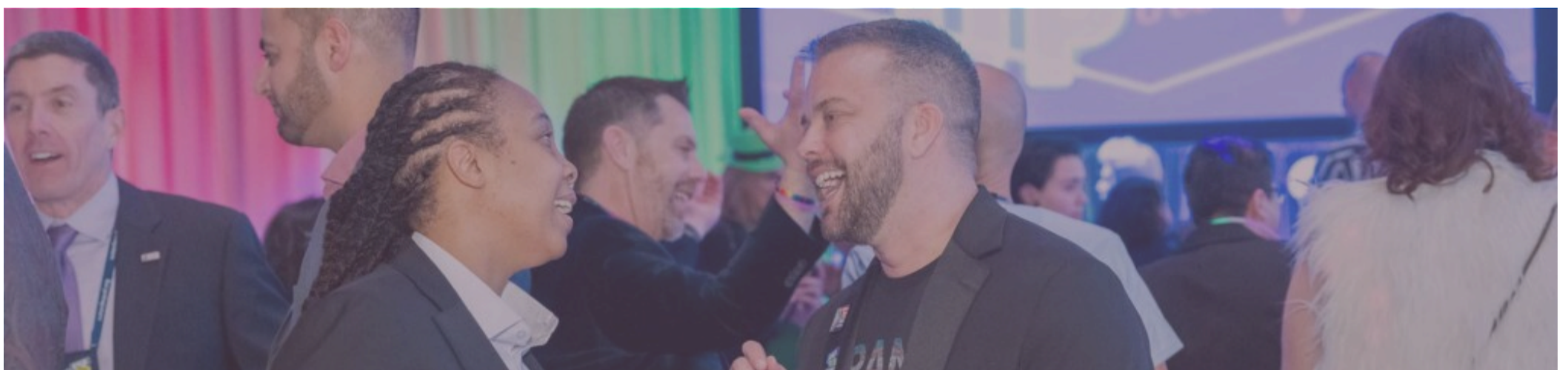
workplaces in the U.S. and around the world, and the path forward as companies navigate changing public perceptions and corporate values and priorities.

**Providing a Queer Lens on Belonging to Diversity, Equity, Inclusion, and Belonging (DEIB) Practitioners:** Through in-depth sessions, participants connected with fellow practitioners to gain greater insights on the best practices driving LGBTQ+ inclusion forward, the evolution of self-ID, and what it means to be an LGBTQ+ inclusive workplace.

**Developing and Equipping Employee Resource Group (ERG) Leaders to Build Belonging:** Within the workplace, ERGs serve as an incubator and driver of change. Through learning and networking sessions, attendees received insights and best practices to advance ERG impact, build intersectional programming, and effectively engage with Executive Champions.

**Allyship—From Intention to Impact:** Session participants learned about the evolution of allyship, what it means to be an authentic and intentional ally, and how to build effective allyship programming that engages and supports emerging and expansive identities in the workplace.

*“What I appreciated about the forum was the intimacy of the event and the respective sessions/tracks. The topics and speakers at the plenaries were also well thought out and presented, given the current climate for DEI and the LGBTQ+ community.”*



## **Celebrating Our Community: We Are Beacons of Joy, Hope, and Resilience**

At our Momentum Reception, we lit up the night and shined like the stars we all are. We were reminded of the power of community and that our movement is filled with light, joy, and strength.

It's in moments like these that we must never forget the power we hold and our ability to create a brighter future for ourselves, our community, and the world. When we come together, we are an unstoppable force illuminating the way forward.



[DOWNLOAD THE RETROSPECTIVE](#)

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