

OUT & EQUAL

2024

IMPACT REPORT

outandequal.org

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Standing With Our Partners 365-24-7

Out & Equal takes a nimble, data-driven approach to supporting businesses in meeting and anticipating the practical realities of the consumer market as well as the current and future trends of the workforce, with all signs pointing to increasing expectations of cultures of belonging, values alignment, and generational savvy.

Getting the Signal Through the Noise

Alarmist headlines and professional activists claiming victory based on re-shares and likes are largely just noise—and Out & Equal brings together top businesses to get the signal through the noise. We're *not* seeing a shift in fundamental values or questioning of decades of methodical right-sizing of inclusion and belonging efforts. We're *not* seeing companies deny that diversity and inclusion are imperative to their talent and strategy. We're *not* seeing any companies roll back decades of inclusion policies.

Even with the perceived wrestling of the moniker and meaning of "DEI" in some quarters, not a *single company* has undone their anti-discrimination policies or removed protections for sexual orientation or gender identity. Today, nine out of 10 Fortune 500 companies have policies in place prohibiting anti-LGBTQ discrimination.

So, while a few activists and social media influencers are leveraging and further fueling a rancorous culture war to boost clicks, cashflow, and political clout, influencers of another sort tell a different story.



Erin Uritus

she/her

CEO, Out & Equal

Building businesses of belonging is a long game—certainly longer than any news cycle.

Business leaders know that the business case for inclusion and belonging has long been confirmed through data, experience, market performance, shareholder earnings, and case studies. They know that workplaces that leave inclusion and belonging behind are leaving money on the table, because at the end of the day, belonging is fundamentally about optimized talent and culture for business results. They know that inclusion and belonging is not partisan, political, nor “woke.” They know it’s a marathon, not a sprint, and that their organization’s recruiting, retention, brand loyalty, and bottom line will tell the truth.

Plain and simple, leaders know that doing the right thing is also smart business.

In our robust economy with intense competition for human talent and consumers, companies that sideline inclusion and belonging initiatives do so at their own peril in the face of a perfect storm. How so?

- **Public support for inclusion programs is strong.** A majority of Americans polled just this summer by [Morning Consult](#) and [The Washington Post/Ipsos](#) said that DEI initiatives are important for business success (63%), and that DEI programs are “a good thing” (60%).
- **The LGBTQ+ population—and workforce—is growing.** [Gallup](#) polling released this spring shows that, overall, 7.6% of U.S. adults identify as LGBTQ+, up from 5.6% in 2020. For Gen Z specifically, that number increases exponentially to 28%, according to a [2024 report from the Public Religion Research Institute](#). And it’s estimated that Gen Z employees [will represent 30% of the workforce by 2030](#).
- **The LGBTQ+ community wields immense economic power.** According to global management consulting firm [Kearney](#), if the global LGBTQ+ community were a country, it would be the fourth-largest economy in the world. The latest estimates by [LGBT Capital](#) peg global LGBTQ+ community purchase power at \$4.7 trillion—\$1.4 trillion of which is held by US LGBTQ+ consumers alone.
- **LGBTQ+ and other marginalized community members are loyal.** According to [SHRM](#), LGBTQ+ inclusive companies gain the support and respect of LGBTQ+ community members *as well as* members of other marginalized groups who take the company’s LGBTQ+ inclusion efforts to indicate an inclusive work environment for all employees.

And our story doesn't stop there.

Throughout 2024, Out & Equal stood and will continue to stand with its Partners and allies, from the seasoned C-suite leader to the individual employee just starting their career. Together, we remained laser focused 365-24-7 on the vital work of inclusion and belonging—making impact and creating ripples of our own.



Erin Uritus, she/her
CEO, Out & Equal

*Out & Equal CEO Erin Uritus and the Board of Directors
at the 2024 Out & Equal Leadership Forum*



Why Out & Equal?

With nearly 30 years' experience partnering with leading global businesses to advance their dual goals of growth and building cultures of belonging, Out & Equal supports companies in optimizing their talent recruitment, retention, and leadership development strategies.

Central to this work is the momentum around the business case for LGBTQ+ inclusion. Applicable to a cross-section of the workforce and marketplace, this inclusion and belonging framework centers business and individual success, not rote compliance or sociopolitical trends.

The endurance of this work for three decades is that it's a win-win: when all employees can show up authentically and engage in their work effectively, businesses reap the rewards of talent retention, innovation, and the full contributions of their workforce.

Out & Equal doesn't bestow ratings or generate campaigns. Rather, it works in true partnership—often out of the limelight—to support businesses at all mile markers along their path to future competition and durability, from executive coaching to education and professional development opportunities to world-class business convenings.

Out & Equal:

- **Meets you where you are on your inclusion journey**, tailoring solutions to your organization's specific needs related to talent retention and attraction, brand and customer loyalty, and optimizing workplace culture that leverages and addresses the unique strengths and challenges of an ever-evolving set of employee dynamics, demographics, and geographies.
- Provides Partners with **exclusive access to best-in-class global learning and development programming, expert consulting and advisory services opportunities**, transformative convening events, and seminal thought leadership.
- **Is a trusted confidante and advisor** with robust experience successfully, confidently, and confidentially helping Partners navigate maintaining and growing smart investments in talent and inclusion work, whatever shifting sociopolitical landscapes they face.

These are just some of the reasons companies committed to building workplaces of belonging are proud to be counted among and benefit from the Out & Equal Partner community.

Our Out & Equal Partner Community:

Is now **330+ strong** and representing **14+ million employees globally**.

Includes **75+ new Partners** that joined Out & Equal in 2024 alone.

Includes global companies from **across the Fortune 500 in every major sector and industry**.

Increased existing Partner renewals by more than 10% over 2023.

Delivering Learning and Unparalleled Thought Leadership That Advance Business Strategies

Throughout 2024, Out & Equal **supported its Partners how, when, and where it worked for them** in advancing their key business objectives—talent retention and attraction, brand and customer loyalty, future-proofing the organization—by helping Partners and their employees create and sustain diverse, inclusive workplace cultures of belonging where LGBTQ+ individuals showed up as their authentic selves and thrived.



Out & Equal...gives me practical, tangible tools and resources that I can tap into to help my organization show up in a more powerful way."

–Theresita Richard (she/her)

Chief People & Culture Officer, Patagonia



Engaging Partners, Empowering Employees, Informing Inclusion Strategies Through Learning

In 2024, nearly 10,000 employees from across our Partner community participated in 341 Learning & Development sessions, including:

- **Live Focus Area Learning** where Partners engaged in deep-dive, real-time, facilitated virtual sessions, gained knowledge, and added strategies to their organizational inclusion toolboxes that are proven to develop more inclusive behaviors and create systemic change.
- **On-Demand Learning Sessions** where Partner learners were empowered with core content to establish a strong understanding of LGBTQ+ issues on cutting-edge topics.
- **On-Demand Microlearning** where busy Partners short on time but long on curiosity were equipped in bite-sized, grab-and-go, action-oriented learning blocks with quick tips, tools, and best practices for creating truly inclusive workplaces.
- **Expert Consultations** where Out & Equal learning specialists and subject matter experts met with Partners as they planned, implemented, and assessed their organization's inclusion initiatives during annual educational goals consultations and quarterly learning meetups.

Developing Original Research, Reports, and Resources Centered on Talent Retention

Out & Equal knows that knowledge is power. In 2024, we continued developing best-in-class original research and cutting-edge thought leadership as well as action-oriented, solutions-focused toolkits and guides related to LGBTQ+ career advancement, and advisory services engagements that help organizations:

Navigate complex sociopolitical climates.

Address issues that impact their LGBTQ+ employees, customers, and communities.

Tackle discrete and/or systemic challenges and create breakthrough initiatives and success.

Advance their inclusion journey to measurably drive their business strategy forward.

The relationship that EY has had with Out & Equal has really helped us grow our inclusion efforts, whether it's the best practices from an ERG perspective, a benefits perspective, or even just meeting other companies."

–Chris Crespo (she/they)

Inclusiveness Director, EY

EY is a "Fortune 100 Best Places to Work" company

Examples of Out & Equal's 2024 thought leadership featuring its original research include:

Talent on the Move—Where Do We Go From Here? We released *Talent on the Move—Where Do We Go From Here?* as part of our Talent Mobility partnership with Wells Fargo. Based on the latest research, the report examines the detrimental effect US legislative policy has had on LGBTQ+ individuals and allies and identifies actionable steps companies can take to strengthen their ability to attract, retain, and support LGBTQ+ talent in these unprecedented times.

Necessary Change: Achieving Full LGBTQI+ Workplace Inclusion in Argentina—While Argentina is a pioneer in favorable legislation for the LGBTQ+ community, findings from Out & Equal research, conducted in partnership with Argentina's LGBTQ+ Chamber of Commerce, demonstrate that many employers across Argentina are wholly lacking in clear policies and practices to support LGBTQ+ inclusion. This report delves into the findings and provides employers with practical ways to create concrete change.

India's Marriage Equality Loss and Its Impact on the Business Community—Following India's five-judge Constitution bench ruling in a 3-2 decision against marriage equality, Out & Equal, in partnership with Pride Circle, developed a report outlining how businesses can continue to play an integral role in advancing LGBTQ+ inclusion in India and throughout the region.

Where the Margins Meet the Corner Office: Five Leadership Insights From Transgender and Nonbinary Executives—This report examines the structural barriers and explicit and implicit bias that prevents companies from fully benefitting from the full depth and breadth of their LGBTQ+ talent, opening the conversation on the need for a new playbook for change.

Out & Equal Global Hub—In 2024, the Global Hub saw a more than 25% increase in registered users. Partner employees from across the globe gathered virtually to engage in peer-to-peer dialogue, collaborative problem-solving, and ERG networking. They also tapped into Out & Equal's on-demand library of original research and vetted corporate inclusion and belonging best practices and shared information about their organizations' conferences, workshops, webinars, career fairs, and other events.

GLOBAL HUB BY THE NUMBERS

25%+ increase in membership in 2024

700+ resources available

500 member ERG network

40 countries represented



Amplifying & Elevating Our Impact

Out & Equal continued to grow its social media reach in 2024, and often leverages our accounts to highlight and boost our Partners' culture efforts, stories, and workforce and culture progress. Key metrics on both established Out & Equal accounts and newly created CEO-level accounts were strong:

LinkedIn

Most Followers

35,000+ followers
575,650 Impressions

Facebook

31,500+ followers
30,800 views

Instagram

Above Average Follower Growth

12,200+ followers, up 12% overall
3.5% monthly follower growth rate

YouTube

1,310 subscribers
17,305 views for nearly 1,000 viewing hours

CEO Accounts

LinkedIn

Most Uptick in Impressions

6,735 followers, up \approx 5% per month
519,600+ impressions, up 2,803% vs. 2023

Instagram

New Account

Created October 1, 2024
Follow at [CEO_outandequal](#)



Expanding Inclusion and Belonging Thought Leadership

In 2024, [Out & Equal](#) partnered with [Windō](#), a corporate social responsibility benchmarking data provider, to combine Windō’s extensive global business data with Out & Equal’s expertise in creating workplaces of inclusion and belonging for LGBTQ+ people.

Accurate, comprehensive data on progress and transparency related to LGBTQ+ workplace issues is critical to Out & Equal’s impact and to its Partners’ recruiting, development, and retention success. Windō connects Gen Z talent—the first generation to prioritize purpose over pay—with prospective employers who share their values.

This new collaboration will provide Out & Equal’s 330+ Partner companies with the ability to:

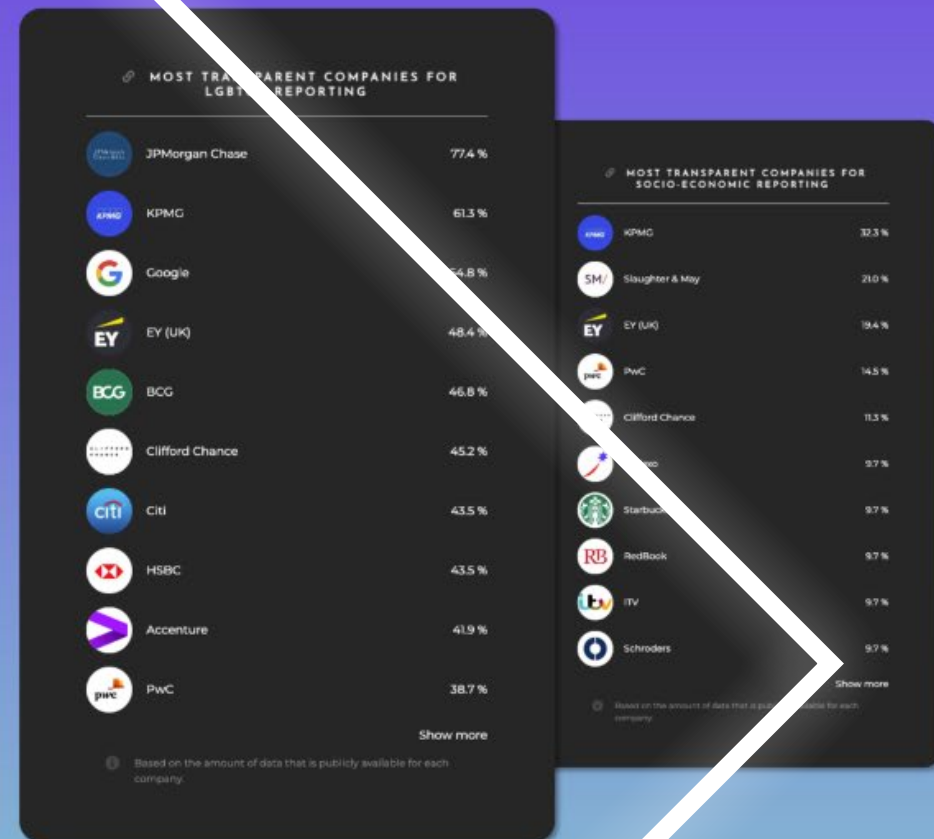
- Access co-branded reports that will provide LGBTQ+ specific insights and cutting-edge guidance on building inclusive workplaces of belonging.
- Benchmark their inclusion progress against competitors.
- Make data-driven decisions about their inclusion policies and where to increase transparency around their progress.
- More easily attract and retain top talent, particularly Gen Z employees, who are on track to represent 30% of the global workforce by 2030 and 30% of whom identify as LGBTQ+.

windō

Boosting You Up the Rankings

Throughout the year we will provide you with Insights and Recommendations which will include easy-to-action elements for you to build into your reporting and Windō profile to place you higher on our Leaderboards. Rankings are refreshed automatically every day.

[To the Leaderboards →](#)



Future-Proofing Partner Businesses and Nurturing Talent Pipelines

We conducted leadership forums and initiatives throughout 2024 to advance Out & Equal's ongoing effort to develop tomorrow's leaders today:

Out & Equal Leadership Forum

Out & Equal's 2024 Leadership Forum convened LGBTQ+ and ally senior leaders from multinational corporations for professional development, comprehensive exploration of LGBTQ+ global workplace equality, and unique networking and peer-to-peer learning opportunities.

Included **147 Partner companies** representing **7+ million Partner employees**.

91% of attendees said they agreed or strongly agreed that the Leadership Forum provides them with the insights and resources to be a more inclusive and intentional leader.

88% of attendees said they agreed or strongly agreed that their organizations will benefit from the knowledge they gained at the Leadership Forum and will make their organization a stronger and more inclusive workplace.



*Joanne Stephane (she/her)
Executive Director, Deloitte DEI Institute speaking
at the 2024 Out & Equal Leadership Forum*

Out & Equal Transgender/Nonbinary Leadership Initiative

JPMorganChase

Part of Out & Equal's and JPMorganChase's multi-year commitment to transgender and nonbinary leadership development, this initiative convened transgender and nonbinary C-Suite and executive leaders from major public and private-sector companies to explore challenges and opportunities related to their career mobility, visibility, and representation.

Highlights from the 2024 Transgender/Nonbinary Leadership Initiative include:

90 participants across focus groups, virtual roundtables, and the Leadership Forum.

183 Community Engagement Group (CEG) members from 100+ Partner companies.

Nearly 500 Workplace Summit registrants—or 9% of total registrants—from 188 Partner companies.

Leadership U for Humanity



Diverse participants developed new leadership skills, grew their personal brand and network, and ignited their leadership potential through Out & Equal's Leadership U for Humanity partnership with Korn Ferry to end LGBTQ+ underrepresentation in business leadership.

Highlights from the 2024 Leadership U for Humanity program include:

89 total participants from 31 Partner companies, including 83 active participants.

96% said they agreed or strongly agreed that the program content is relevant and applicable to them.

92% said they agreed or strongly agreed that the program has been a beneficial investment in their career development and feel motivated to use the skills they've learned.

89% said they would recommend the program.

As part of its Global Impact Programming, Out & Equal:

- **Offered leadership and support** to multinational corporations, national and regional companies, and nongovernmental organizations worldwide to promote LGBTQ+ workplace inclusion.
- **Hosted inclusion forums and roundtables** that brought together cross-sector leaders who strategized on region-specific, innovative approaches to LGBTQ+ inclusion policies and practices—all against the backdrop of significant in-country advancements in LGBTQ+ equality under the law and grave obstacles like record violence and social exclusion in some locales.
- **Engaged key stakeholders** through our Southern States Initiative and our LATAM and APAC Business Inclusion Councils and developed cutting-edge, localized, multilingual toolkits, guides, and other resources to support global and regional organizations in creating fully inclusive workplaces in the context of the opportunities and challenges specific to their area.

Out & Equal Global Impact, 2024 vs. 2023

Partner Country Representation
+5.5% increase

APAC Forum Attendance
+87% increase

LATAM Forum Attendance
+11% increase

Southern States Forum Attendance
+150% increase

Aggregate Attendance
+58% increase

2024 Out & Equal LATAM Forum

São Paulo, Brazil

Out & Equal partnered with companies and key stakeholders in Brazil and continued to forge partnerships with organizations throughout Latin America to create workplaces where everyone—LGBTQ+ people and allies—can thrive and contribute their full talents on the job, strengthening their companies and communities in the process.



Included **75 companies** representing **nearly 3.5 million employees**.

87% of attendees agreed or strongly agreed that learning sessions provided them with concrete takeaways that their organization will benefit from.

84% of attendees agreed or strongly agreed that the knowledge they gained at the LATAM Forum will help make their organization a stronger and more inclusive workplace.

Luana Gimenez (she/ella/ela), Latin American LGBTQ+ Workplace Advocate Excellence Award Winner

2024 Out & Equal Southern States Forum

Atlanta, United States

While headlines blared the very real stories of damage done by legislatures in the American South intent on undermining LGBTQ+ equality, there are other stories not making the front page—stories of courage, of compassion, and of leadership across the South. The LGBTQ+ community across the South is the most racially diverse, the most religious, and in many respects, faces the most complex landscape of seeming contradictions.

Included **73 companies** representing approximately **6+ million employees**.

88% of attendees said they agreed or strongly agreed that their organization will benefit from the knowledge they gained at the Southern States Forum.

90% of attendees said they agreed or strongly agreed that the knowledge they gained at the Southern States Forum will help make their organization a stronger and more inclusive workplace.





Chi Chia-wei (he/him)
Taiwanese Gay Civil Rights Activist

2024 Out & Equal APAC Forum Bangalore, India

At the 2024 Out & Equal APAC Forum, visionaries, leaders, and change makers from across the region and globe came together and engaged in discussions and insightful sessions centered on advancing LGBTQ+ workplace equality in the region.

138 companies representing approximately **10+ million employees.**

Approximately 93% of attendees said they agreed or strongly agreed that their organization will benefit from the knowledge gained at the APAC Forum.

90% of attendees said they agreed or strongly agreed that the knowledge they gained at the APAC Forum will make their organization a stronger and more inclusive workplace.



Radiating Pride and Elevating Partners

To celebrate the meaning, power, and impact of Pride, Out & Equal hosted a series of Radiate Pride Receptions across the United States, where hundreds of attendees from Partner companies joined the Out & Equal leadership team for celebrations that served as a:

- Reminder that our community is an unstoppable, radiant force.
- Space to build community and connections with other organizations working to advance LGBTQ+ inclusion and belonging in the workplace and beyond.
- Moment to spotlight and highlight Queer joy.

A total of six Radiate Pride receptions were hosted across the country:

- ◆ **Atlanta, Los Angeles, New York, San Francisco, Seattle, and Washington, D.C.**
- ◆ **125 Partner companies participated.**
- ◆ **Nearly 1,000 attendees gathered to celebrate.**

Our generous 2024 Radiate Pride Reception sponsors:



Out & Equal Partners also extended the impact of their Partner benefits through their organizations' Pride month initiatives and events.

- **Verizon** co-branded and amplified Out & Equal's mission and message at Pride events and festivals across the country throughout the month of June.
- **T-Mobile** directed customers to an in-app Out & Equal donation button, committing to donate \$1 for each click, ultimately donating \$200,000 to Out & Equal in support of our inclusion and belonging work.
- And, for the second year in a row, **Rise Brands**, the company behind Pins Mechanical Co. and 16-Bit Bar + Arcade, chose Out & Equal as the beneficiary of proceeds from its Pride Month activation.

Co-branding opportunities like these are mutually beneficial to Partners and Out & Equal. Each of these Partners successfully elevated their visibility within the LGBTQ+ community and amplified their commitment to inclusion and belonging—all while furthering Out & Equal's mission and message, for which we are grateful!



Rise Brands' 2024 Pride Month activation



Building Community and Driving Change

The LGBTQ+ community is multiracial, multiethnic, multicultural, multi-faith, and multigenerational. It encompasses many identities that enrich our lives and experiences in positive ways, while sometimes posing challenges as we navigate those intersections. At times, we may feel "in". At others, we may feel "out" or like we are not enough. But when we find our people, we know it—and we feel at home.

Out & Equal understands community members' need for dynamic, energizing, safe, and supportive spaces where members can feel seen and heard, build community, share stories of their unique challenges and experiences, and engage in open dialogue with others of like-identity.

We were told that being LGBTQ+ meant we probably wouldn't be able to be successful in our jobs. But Out & Equal gave us hope, because we met so many others that were in the same place, and we realized that we didn't need to change ourselves. What needed to change was the workplace."

–Joanne Stephane (she/her)

Executive Director, Deloitte DEI Institute

Responding to community members' enthusiastic engagement after soft-launching four initial offerings in 2022, Out & Equal expanded its Community Engagement Groups (CEGs) offerings to 15 in 2024, representing:

A 36% increase over like-identity communities served in 2023 and more than triple those served in 2022.

A 180% increase in contact hours compared to 2023 and a 250% increase compared to 2022.

2,300+ Partner employee participants.

Nearly 1,500 of which have joined the private LinkedIn Out & Equal CEG group, where members amplify the impact of the engagement, support, and community-building experience in group meetings.

The groups, which convene three times a year, are open to those who self-identify as members of a specific community and are employees of Out & Equal's Partner companies or other invitation-only non-Partner community organizations and nonprofits. Meetings are hosted by experts, leaders, or educators with experience in that identity, who facilitate the discussions and contribute valuable insights, proven practices, and inspiring stories from the field.

The expanded CEG group offerings now include:

Ace/Aro CEG

API CEG

Bi+ CEG

Black CEG

**Families and Caregivers of
LGBTQ+ Children CEG**

Latin CEG

Lesbian CEG

LGBTQ+ Disability CEG

LGBTQ+ in Faith CEG

LGBTQ+ in Recovery CEG

LGBTQ+ Neurodiverse CEG

Nonbinary CEG

**Non-monogamous/
Polyamorous CEG**

Transgender CEG

**Working LGBTQ+
Veterans CEG**



Pivoting to Illuminate the Way Forward for Workplace Summit Attendees

2024 OUT & EQUAL
WORKPLACE SUMMIT
I L L U M I N A T E

Hurricane Milton forced a shift in circumstances for the in-person 2024 Out & Equal Workplace Summit, but it didn't shift our commitment to progress. Since the difficult but necessary decision to cancel the in-person event, Out & Equal has reimagined Summit and created brand-new content as part of a pivot to hybrid Summit programming with virtual and in-person elements spanning through the first quarter of 2025.

Since mid-October, we have already:

- **Convened more than 800 Summit attendees** in four 90-minute interactive "Illuminate Belonging" virtual sessions.
- **Remotely hosted the first several of what were to be 15 in-person Community Engagement Groups (CEGs)** meetings, bringing together like-identity professionals and allies from across our more than 330+ Partner network, with the remainder of the meetings to be hosted in December and January.
- **Created both a browser and mobile app version of the Virtual Engagement Center**, where attendees can visit virtual Partner booths, stream videos, and download resources.
- **Pushed up the release of the new Summit podcast, *Imagine Belonging at Work*, to December** to give Summit attendees early, exclusive access to interviews with some of the most influential leaders in the LGBTQ+ workplace inclusion space, along with discussion guides for Partner ERG use.

Together, we will continue to harness the collective power of our community through inspiring keynotes, insightful premier learning sessions, and powerful networking and community-building opportunities to shape a world where everyone belongs.

In January 2025, Out & Equal will convene the entire Workplace Summit participant community—more than 5,000 attendees—over two days for:

- Live interactive premier learning sessions.
- Discussions.
- Community engagement.
- A special post-election “State of the Equality Movement” presentation by Out & Equal’s Deena Fidas (she/her), Human Rights Campaign’s Sarah Warbelow (she/her), and Equality Florida’s Nadine Smith (she/her).

Additional upcoming engagement opportunities for Summit registrants include:

- **First half of 2025**—Access to three to five in-person events throughout the first half of 2025 where attendees can participate in learning, networking, and community building.
- **March 2025**—A Leadership Forum Momentum Celebration viewing party, where the 2024 Outie Awards will be presented, the recipients celebrated, and talent originally scheduled to appear live in Orlando will perform.

“Thank you for these opportunities. I only wish these... sessions were longer. I've loved this and need more of these conversations! I feel energized and met many wonderful people that I plan on keeping in touch with.”

—Illuminate Belonging Participant



A Look Ahead

Out & Equal knows that the Business of Belonging™ is a long game, and we understand the work better than anyone else. This past year we capably, nimbly, and impactfully supported our Partners in successfully adapting to an ever-shifting, increasingly complex DEI landscape.

In 2025, we're doubling down on our efforts—and our impact.

- We'll **evolve and expand our Learning & Development programs** to equip executives, people leaders, and individual contributors with the core skills and critical knowledge to create and sustain robust cultures of inclusion and belonging **in direct response to Partner needs**.
- We'll convene all 5,000+ 2024 Workplace Summit attendees for the **two-day Virtual Summit**.
- We'll host our annual **Leadership Forum in Washington D.C.**, where 400 thought leaders from Partner organizations will learn how and work together to foster inclusion and belonging in the workplace.
- We'll head to London, Manila, Tokyo, Santiago, Sao Paulo, Bangalore, and back to Europe to **engage our Partners at round tables, forums, and symposiums** to discuss of-the-moment issues and examine the current state of and help Partners develop strategies to advance LGBTQ+ workplace equality, inclusion, and belonging through a regional and local lens.

Nearly 30 years ago, we proudly declared that no one should have to choose between being out and equal in one of the most important places we spend much of our lives: work. Back then, it was a radical idea. But by partnering with hundreds of businesses, uniting thousands of allies and community members globally, and strategically connecting belonging to business results, Out & Equal has made this once radical idea a reality for many.

And, even in this challenging moment, we are determined to make it a reality for all.

Let's not forget that our fight for full inclusion and belonging was born out of adversity—when our love, our families, and our right to work authentically and free from discrimination were not protected by the law. Adversity has always been the spark, but it's our determination and bold imagination that continue to fuel a more inclusive world.

We have been tested before and emerged stronger. We will do it again.

To learn more about Out & Equal and joining our Partner community, please reach out to partnerships@outandequal.org.