

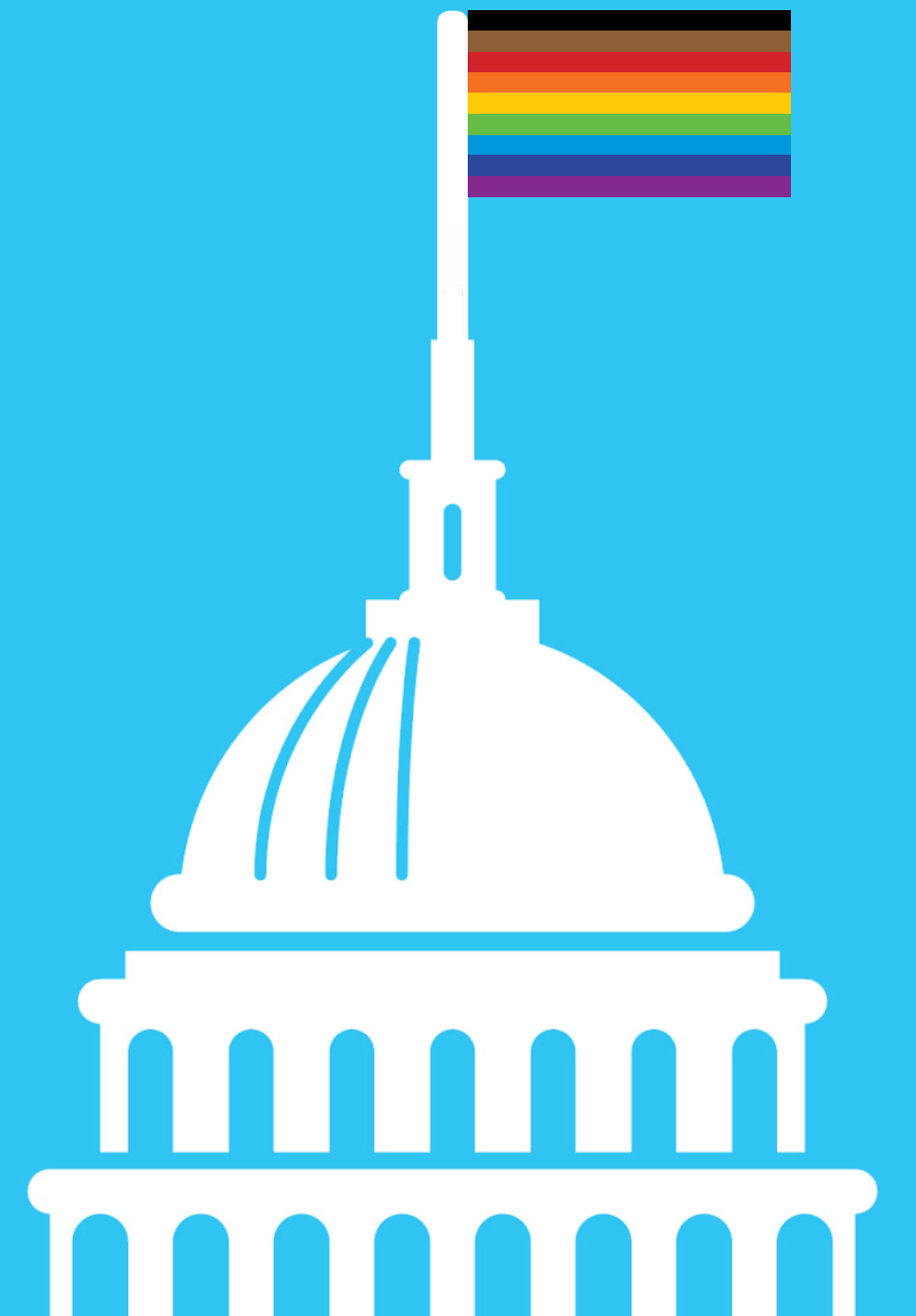
OUT & EQUAL  
WORKPLACE ADVOCATES



# 2019 WORKPLACE SUMMIT TRIP REPORT



OCT 14 - 17 | WASHINGTON DC









# PURPOSE OF REPORT

- To provide you with an outline for constructing an experience at Summit, to inform management, fellow ERG members and employees about the impact and benefits of attending the 2019 Workplace Summit and Leadership Day.
- Contains metrics and demographics around Summit participant, information about programming and an overview of educational content.
- Suggest areas of participation that you might want to highlight, where applicable. Feel free to use and adapt this report as needed for your company.

# 2019 SUMMIT SPONSORS

## PRESENTING

---



## HOST CITY

---



## GLOBAL LEADERSHIP

---



**GOLD**

---





# CHAMPION

---

AlixPartners

CHUBB®

Freddie Mac  
We make home possible®

GILEAD

Hilton



indeed



JLL

Liberty Mutual  
INSURANCE

Marriott

MassMutual



MGM RESORTS  
INTERNATIONAL

Microsoft



ORACLE®

Pfizer

RSM

scJohnson  
A family company  
of health for a better world

sodexo  
QUALITY OF LIFE SERVICES

StanleyBlack&Decker



THE CLOROX COMPANY

T.RowePrice

TRAVELERS

Uber

United Technologies

verizon

XEROX™

ADVOCATE





# ADVOCATE CONT.

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## PREMIER

---



Booz | Allen | Hamilton\*



ConocoPhillips



WELLINGTON  
MANAGEMENT\*

Willis Towers Watson



ZILLOW GROUP

## GOVERNMENT PARTNERS

---



## COMMUNITY PARTNERS

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Every year, more people find out about the **power of Summit.**

**20 years of Workplace Summit**

**Thank you for being a part of it.**





A photograph of Erin Uritus, CEO of OUT & EQUAL, speaking at a podium. She has short blonde hair and is wearing a dark blue t-shirt. She is smiling and has her hands clasped in front of her. The background is a blurred audience. The entire image has a blue color overlay.

**“ WE’RE  
NOT  
GOING  
ANYWHERE.”**

---

**ERIN URITUS**  
CEO, OUT & EQUAL





# SUMMIT REACH

6,000+

INCLUDES FULL REGISTRATIONS,  
LEADERSHIP DAY, VOLUNTEERS,  
PRESENTERS, ETC.

**SOLD OUT!**





# SUMMIT REACH

700+

FORTUNE 1,000 COMPANIES





# SUMMIT REACH

# 71%

OF ATTENDEES INVOLVED WITH AN ERG







**96%** SAID THEY WOULD  
RECOMMEND SUMMIT TO A COLLEAGUE



**94%** SAID THEY FOUND SUMMIT TO  
BE VALUABLE OR EXTREMELY VALUABLE



**93%** RATED THEIR OVERALL SUMMIT  
EXPERIENCE AS EXCELLENT



# SUMMIT REACH

42

COUNTRIES REPRESENTED





# SUMMIT REACH



ATTENDEES FROM  
**48**  
STATES



# SUMMIT REACH

166

TOTAL WORKSHOPS





NBC NEWS & MSNBC PANEL

# LGBTQ RIGHTS: FROM STONEWALL TO THE EQUALITY ACT

TUESDAY OCTOBER 15

3:30 - 5 PM

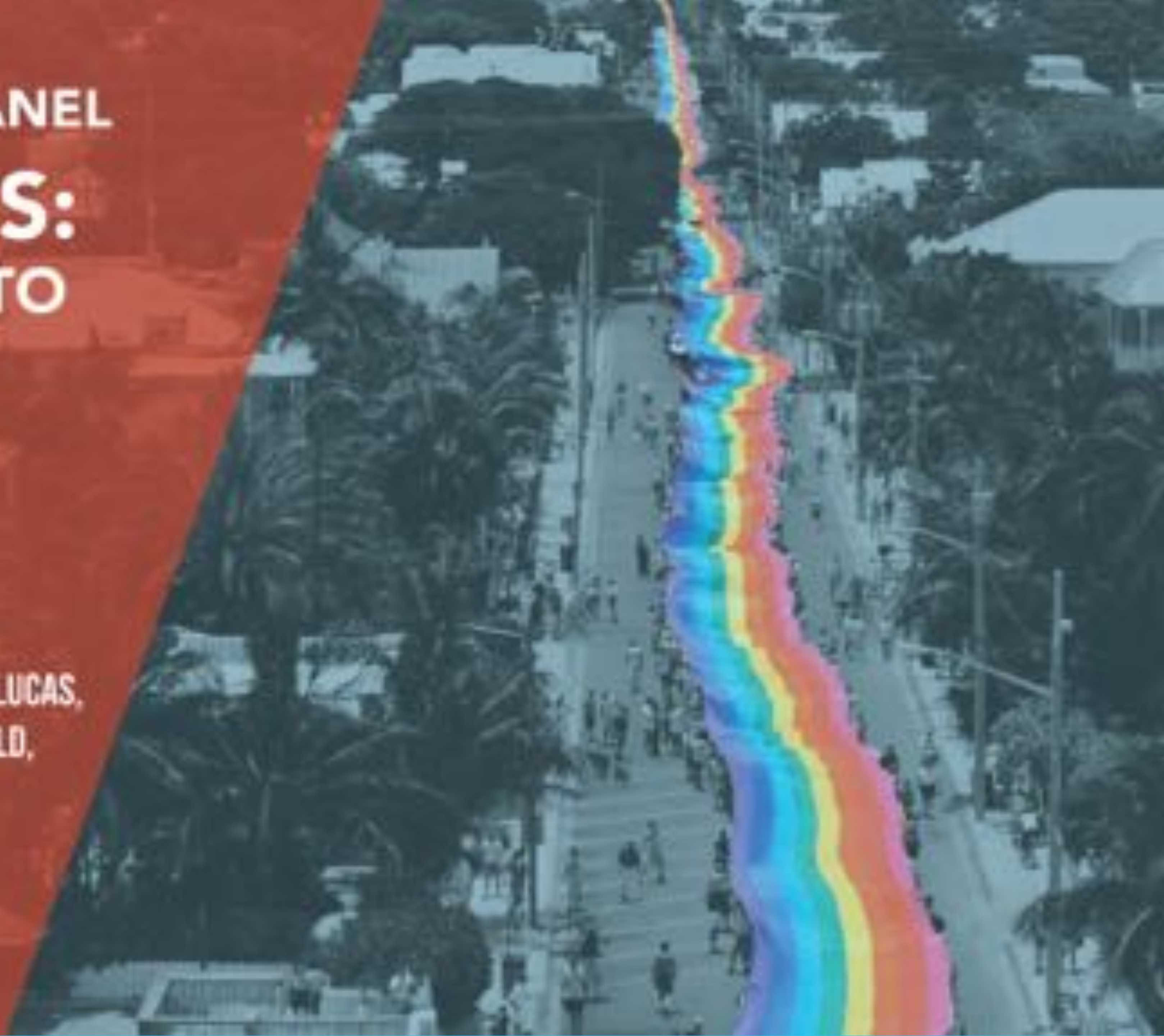
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## SPEAKERS

PETE WILLIAMS, JANELLE RODRIGUEZ, JARRETT LUCAS,  
STUART MILK, MARA KEISLING, JAMI WESTERHOLD,  
RUBY CORADO, LUCAS THOMPSON



#OESUMMIT





# BUILDING Q-MMUNITY

MONDAY OCTOBER 14  
2 - 5 PM

---

**SPEAKERS**  
BEN DEMERS



**#OESUMMIT**







# LEADING FROM THE BOTTOM UP AS YOUNG, QUEER PROFESSIONALS

TUESDAY OCTOBER 15  
9 - 10 AM

---

## SPEAKERS

TILDEN CHIMA, MR PAT DUPLESSIS, MR JUSTIN MARK KILNER,  
MS JENNA RUTH BARRETT, MS LINDSAY ALEXA SERGI



#OESUMMIT





**POLITICAL DIVERSITY AND  
INTERSECTIONALITY  
IN LGBT COMMUNITIES:  
ADVANCING LGBT ACCEPTANCE**

**TUESDAY OCTOBER 15  
9 - 10 AM**

---

**SPEAKERS**

**MS. KENDRA M. WILLIAMS, GARY WOJCIK,  
MATTHEW MCCARY, MRS. REBEKAH NOYES**



**#OESUMMIT**



# THE COST OF NON-INCLUSION:

HOW TO BOOST YOUR BUSINESS  
WITH A STRONG ALLY PROGRAM

TUESDAY OCTOBER 15

1:30 - 3 PM

---

SPEAKERS

KRISTIAN WEDOŁOWSKI

BRING YOUR  
TRUE SELF.  
EVERY DAY.



#OESUMMIT



A woman with long dark hair, wearing a tan top, is hugging a young child from behind. The child is wearing a grey and white patterned sweater and a red backpack. The background is a blurred indoor setting with blue and purple lighting.

# WHERE'D MY PEOPLE GO? ADDRESSING MENTAL HEALTH & WORKPLACE PRODUCTIVITY

TUESDAY OCTOBER 15

1:30 - 3 PM

---

**SPEAKERS**

CLIF MATHEWS, CHRIS LOMBARDI



**#OESUMMIT**



A man with a beard and short hair is shown from the chest up, wearing a light-colored, vertically striped button-down shirt. He is wearing a white lanyard with the text 'OUT EQUAL' and 'Summit of Professionals' repeated. The background is dark and out of focus.

# STEPPING OUT ON FAITH: THE EMPATHY PROJECT

TUESDAY OCTOBER 15  
1:30 - 3 PM

---

**SPEAKERS**  
ALEXIS KANTOR



**#OESUMMIT**



# PARENTING WITH PRIDE SUPPORTING MODERN FAMILIES

WEDNESDAY OCTOBER 16  
8:30 - 9:30 AM

---

## SPEAKERS

LINDSAY COFIELD-SOLIE, SALLY AULD,  
ADAM MORRIS, SEAN LIVINGSTON,  
LOIC CHOQUET



#OESUMMIT







# MANAGING SAFETY AND SECURITY FOR LGBT+ STAFF AROUND THE WORLD

WEDNESDAY OCTOBER 16  
8:30 - 9:30 AM

---

## SPEAKERS

JUAN CARLOS IZAGUIRRE, JACK SUWANLERT,  
FRANK KELLEHER



#OESUMMIT



# INTERSEX IN THE WORKPLACE: WHAT YOU NEED TO KNOW

WEDNESDAY OCTOBER 16  
8:30 - 9:30 AM

---

## SPEAKERS

KIMBERLY ZIESELMAN, DEBBIE COHEN



#OESUMMIT





# WORKING TO HELP A COUNTRY THAT HATES YOU: TRANSGENDER BAN

WEDNESDAY OCTOBER 16

8:30 - 9:30 AM

---

## SPEAKERS

MS ANDI WOFFORD, MBA, MS. CHRISTINE BLAND,  
MS. ABBEY ALLEN



#OESUMMIT







**CRACKING THE CONCRETE CEILING:  
LGBTQ PEOPLE OF COLOR  
NAVIGATE THE WORKPLACE**

**WEDNESDAY OCTOBER 16  
3 - 6 PM**

---

**SPEAKERS**

**PATTY NISHIMURA DINGLE, ADRIÁN GONZÁLEZ,  
CHLOË DAVIES, ISABEL PORRAS**



**#OESUMMIT**



# BREAKFAST WITH GENDERCool

THURSDAY OCTOBER 17  
8 - 10 AM

SPEAKERS  
GENDERCool SUPERHEROES!



#OESUMMIT



# FBI: VOICES FROM THE FIELD

THURSDAY OCTOBER 17  
10 - 11:30 AM



#OESUMMIT

OUT & EQUAL  
WORKPLACE ADVOCATES





**AN INTIMATE CONVERSATION  
WITH LGBTQ+ WOC/ALLIES:  
MATRIARCHS OF COLOR**

**THURSDAY OCTOBER 17  
10 - 11:30 AM**

---

**SPEAKERS**

**ROSLYN BARKER, PAM ILLAR, JEANIA ROBINSON,  
CLARA YOON, DENEEN L. GARRETT, MSA**



**#OESUMMIT**





ALL YOU NEED IS LOVE, OR NOT:  
**ASEXUALITY AND  
AROMANTICISM**

THURSDAY OCTOBER 17  
10 - 11:30 AM

---

**SPEAKERS**

EMILY TURNER, JEANA ROUTH, NANDA GURUSWAMY



**#OESUMMIT**





# INTERSECTIONAL ALLY SKILL-BUILDING

MONDAY OCTOBER 14  
2 - 5 PM

---

**SPEAKERS**  
ISABEL PORRAS



**#OESUMMIT**





# MOBILIZING EQUALITY

MONDAY OCTOBER 14  
9:30 AM - 5 PM

---

## SPEAKERS

LIZ COOPER, BECK BAILEY, BEN NEEDHAM, SARAH WARBELOW,  
MADELYN GELPI, DEENA FIDAS, JODEE WINTERHOF



#OESUMMIT



# TOP DELEGATIONS



**BANK OF AMERICA** 



**BlackRock**

**DELL** Technologies

vmware®

**Deloitte.**



JPMORGAN CHASE & Co.

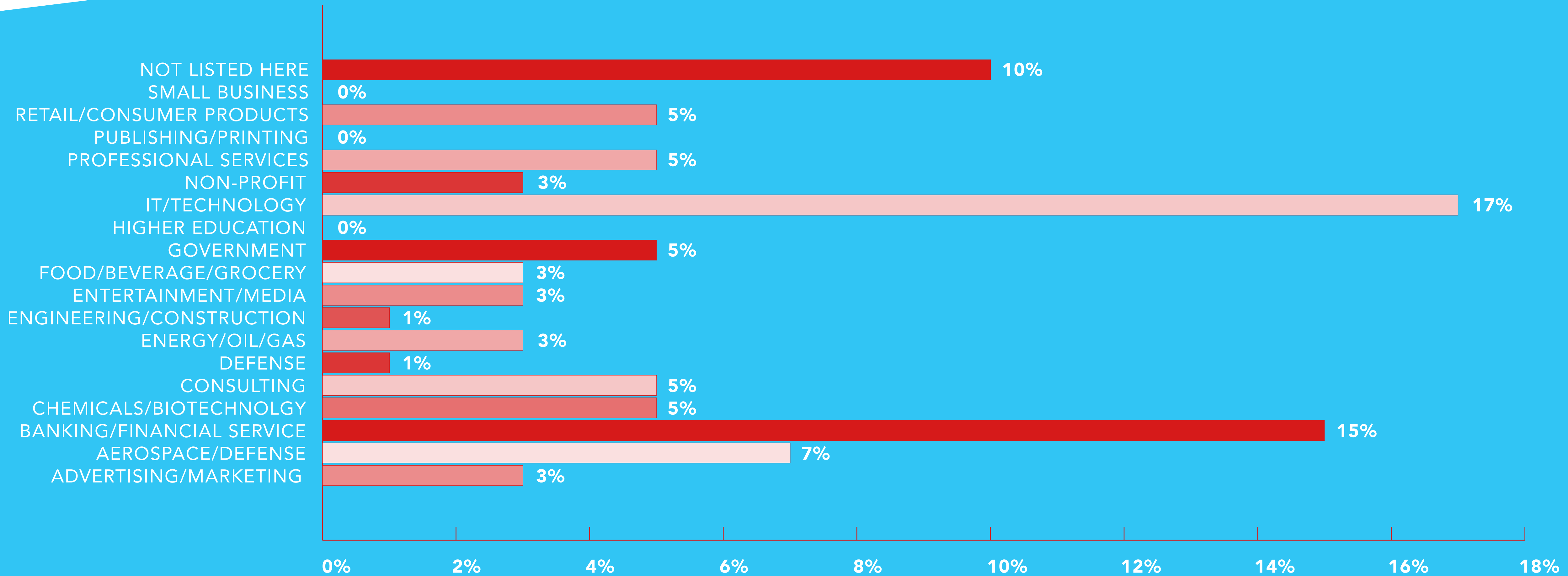


**NORTHROP GRUMMAN**



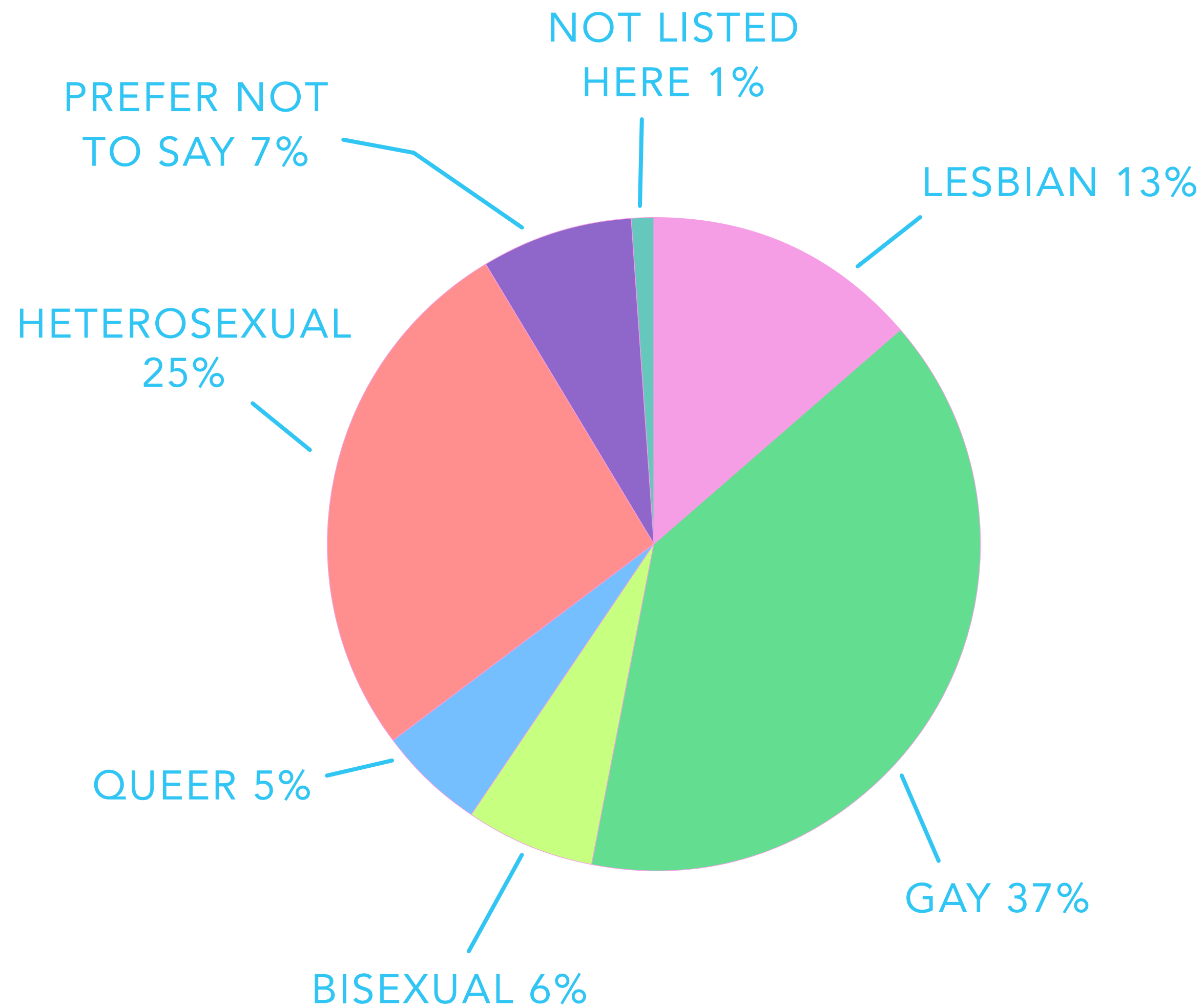


# REPRESENTATION BY INDUSTRY

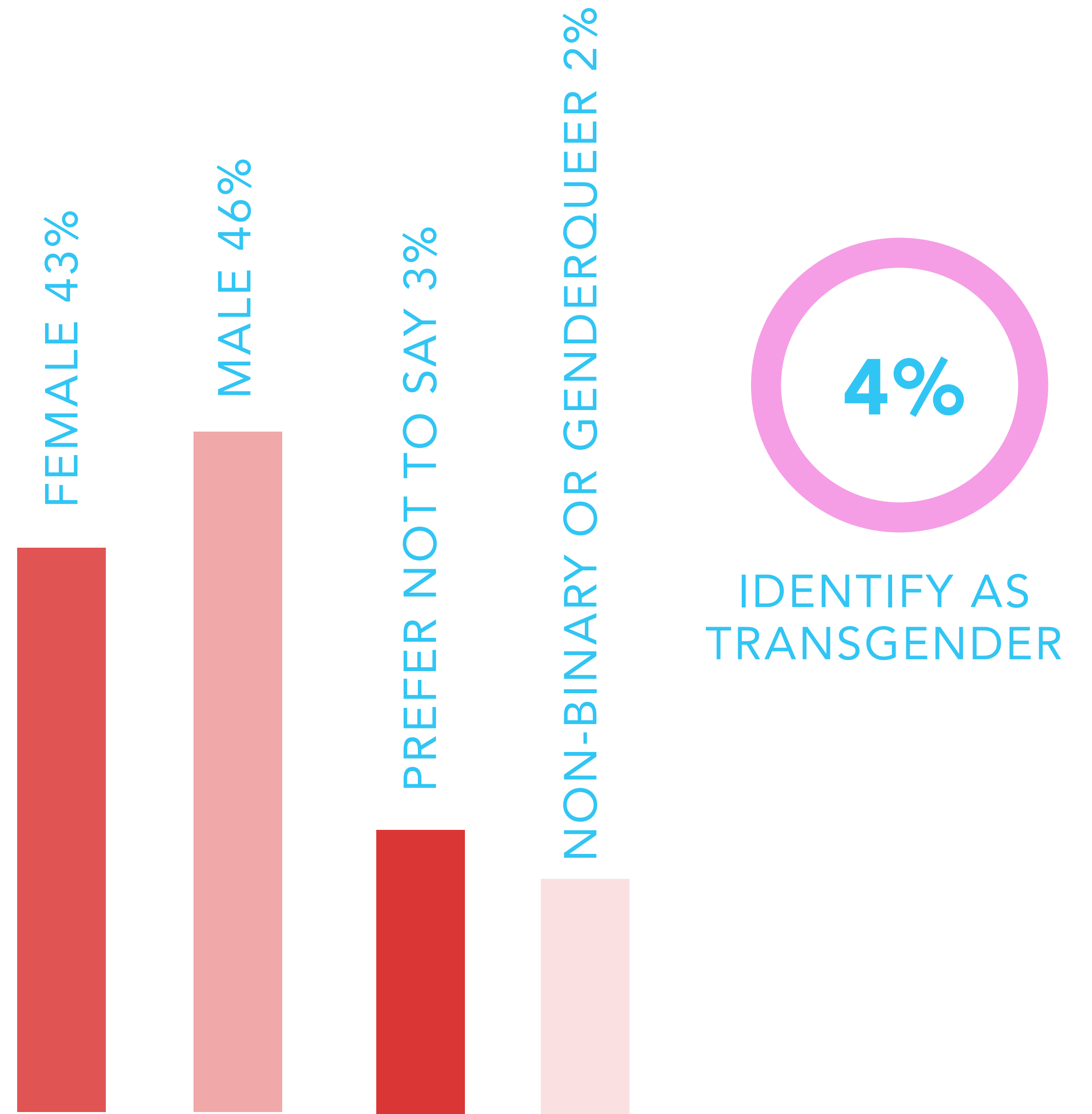




# REPRESENTATION BY SEXUAL ORIENTATION



# REPRESENTATION BY GENDER IDENTITY





# REPRESENTATION IN NUMBERS



21 - 34 YEARS OLD : **35%**  
35 - 44 YEARS OLD : **29%**  
45 - 54 YEARS OLD : **21%**  
55 - 64 YEARS OLD : **8%**



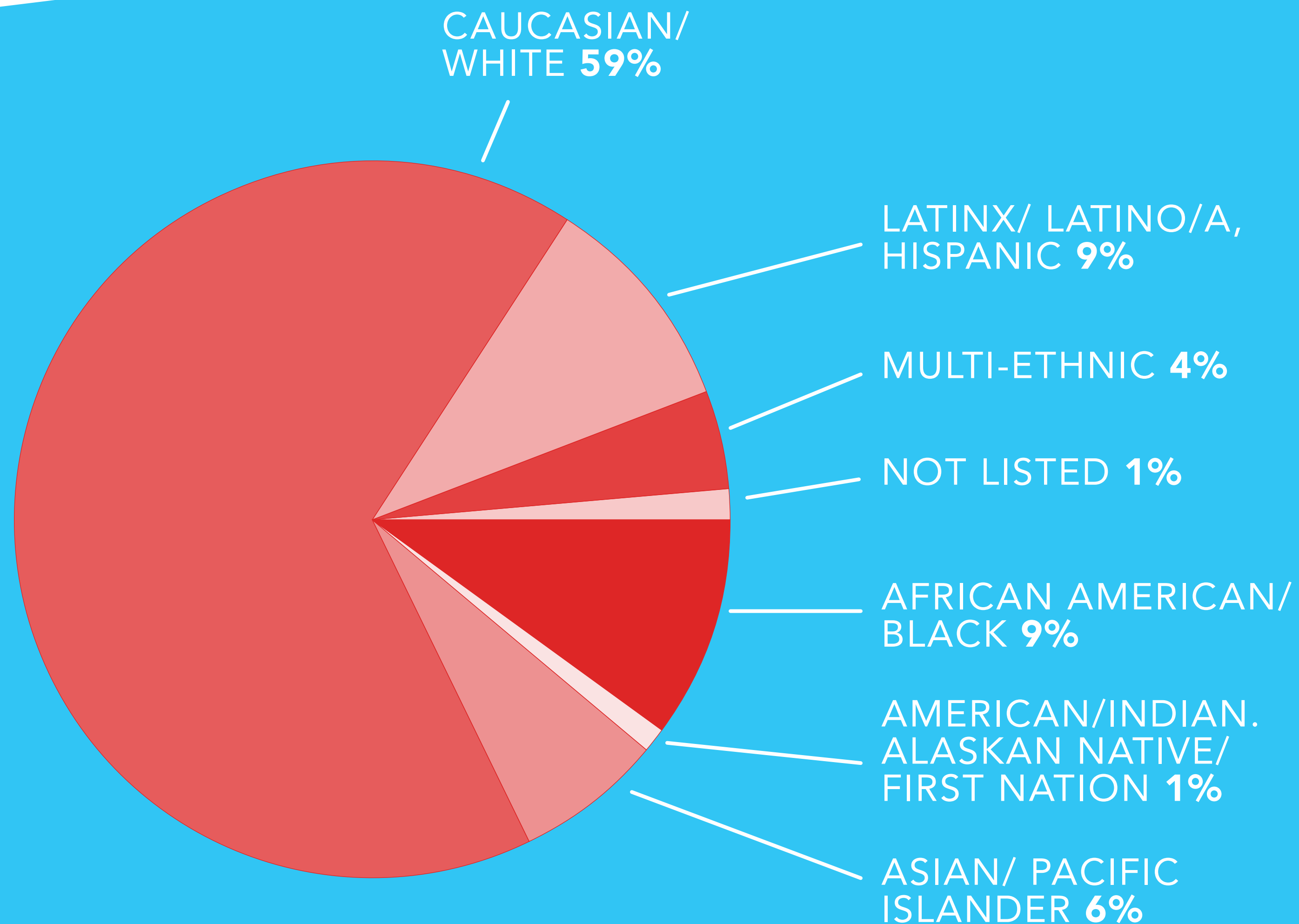
ALLIES : **25%**



FIRST TIME SUMMIT : **57%**



VETERANS : **3%**





# SUMMIT AT A GLANCE

## MONDAY, OCTOBER 14

---

**8:30AM - 9:15AM**

LEADERSHIP DAY BREAKFAST

**9:30AM - 12:30PM**

LEADERSHIP DAY MORNING SESSION

**2:00PM - 5:00PM**

LEADERSHIP DAY AFTERNOON SESSION

**5:30PM - 6:30PM**

TWELVE STEP MEETING

**7:00PM - 10:00PM**

TICKETED EVENT - GLOBAL DINNER

**7:00PM - 10:00PM**

TICKETED EVENT -  
SUMMIT SIDEKICK SUPPER.

## TUESDAY, OCTOBER 15

---

**8:00AM - 5:00PM**

ENGAGEMENT CENTER OPEN

**3:30PM - 7:30PM**

NBC NEWS & MSNBC  
PANEL & RECEPTION

**9:00AM - 10:00AM**

SUMMIT ORIENTATION

**5:30PM - 6:30PM**

TWELVE STEP MEETING

**9:00AM - 10:00AM**

WORKSHOP SESSION 1

**5:30PM - 7:00PM**

ENGAGEMENT CENTER  
AFTER HOURS &  
SILENT DISCO

**10:30AM - 1:00PM**

OPENING BRUNCH

**1:30PM - 3:00PM**

WORKSHOP SESSION 2

**3:30PM - 5:00PM**

WORKSHOP SESSION 3



# SUMMIT AT A GLANCE

## WEDNESDAY, OCTOBER 16

---

**6:30AM - 8:30AM**  
FUN RUN!

**8:00AM - 5:00PM**  
ENGAGEMENT CENTER OPEN

**8:30AM - 9:30AM**  
WORKSHOP SESSION 4

**8:30AM - 10:30AM**  
TICKETED EVENT -  
WOMEN'S LEADERSHIP  
BREAKFAST

**8:30AM - 10:30AM**  
TICKETED EVENT -  
SPEED NETWORKING  
BREAKFAST

**10:00AM - 11:30AM**  
WORKSHOP SESSION 5

**12:00PM - 2:30PM**  
POWER LUNCH

**3:00PM - 4:30PM**  
WORKSHOP SESSION 6

**5:30PM - 6:30PM**  
PANEL & RECEPTION  
CRACKING THE CONCRETE  
CEILING: LGBTQ PEOPLE  
OF COLOR NAVIGATE THE  
WORKPLACE

**5:00PM - 6:30PM**  
ROUNDTABLE HOUR

**5:30PM - 6:30PM**  
TWELVE STEP MEETING

**6:30PM**  
ENJOY YOUR NIGHT OUT!

**6:30PM - 10:30PM**  
SILENT READING NIGHT

**7:00PM - 8:45PM**  
5B DOCUMENTARY



# SUMMIT AT A GLANCE

## THURSDAY, OCTOBER 17

---

**8:00AM - 2:00PM**  
ENGAGEMENT CENTER OPEN

**6:00PM - 7:30PM**  
TICKETED EVENT -  
LIVE AUCTION &  
VIP RECEPTION

**8:00AM - 10:00AM**  
BREAKFAST WITH GENDERCOOL

**6:00PM - 7:30PM**  
GALA RECEPTION

**10:00AM - 11:30AM**  
WORKSHOP SESSION 7

**7:30PM - 10:00PM**  
GALA DINNER

**11:00AM - 2:00PM**  
LGBTQ CAREER FAIR

**2:00PM - 3:30PM**  
WORKSHOP SESSION 8



# WHAT WAS NEW FOR 2019?

## WELLNESS LAB

SPONSORED BY  THE CLOROX COMPANY

## ENGAGEMENT CENTER AFTER HOURS & SILENT DISCO

SPONSORED BY **TOYOTA**

## SPEED NETWORKING BREAKFAST

## BREAKFAST WITH GENDERCOOL

## PANEL AND RECEPTION EVENTS

SPONSORED BY





# ENGAGEMENT CENTER

SPONSORED BY **TOYOTA**

## TUESDAY, OCTOBER 15

---

SHOW HOURS: 8:00 AM TO 7:00 PM

ENGAGEMENT CENTER AFTER HOURS &  
SILENT DISCO: 5:30 PM TO 7:00 PM

## WEDNESDAY, OCTOBER 16

---

SHOW HOURS: 8:00 AM TO 5:00 PM

## THURSDAY, OCTOBER 17

---

SHOW HOURS: 8:00 AM TO 2:00 PM

CAREER FAIR: 11:00 AM TO 2:00 PM

EXHIBITOR MOVE-OUT: 2:00 PM TO 6:00 PM







Nestlé  
Good Food Good Life

Nestlé

Nestlé

Nestlé

Outshine

Outshine



# SHRM CERTIFICATIONS



Out & Equal is a  
**SHRM Recertification Provider.**

Those interested in getting  
activity codes should email  
[university@outandequal.org](mailto:university@outandequal.org)  
after the conference.



# WORKSHOP TRACKS

ALLIES

BELONGING / CULTURE

BISEXUAL+ / QUEER

CORPORATE-COMMUNITY  
PARTNERSHIPS

ERG / BRG

GENERAL

GLOBAL

INTERSECTIONALITY

LAW & PUBLIC POLICY

LEVERAGING  
NARRATIVES

LGBTQ MARKETING

PROFESSIONAL  
DEVELOPMENT &  
EXECUTIVE LEADERSHIP

TALENT ACQUISITION &  
RETENTION

TRANSGENDER &  
GENDER-  
NONCONFORMING

WORKPLACE  
POLICIES & BENEFITS



# SUMMIT ROUNDTABLES

- ▶ TRANSMEN & TRANSMASCULINE: LET'S HEAR YOUR VOICES (CLOSED)
- ▶ OPEN TRANSGENDER ROUNDTABLE – CALLING ALL LOVES ONES
- ▶ TRANSGENDER ROUNDTABLE (CLOSED)
- ▶ QUEER ROUNDTABLE (CLOSED)
- ▶ ENGAGE YOUR OE SUMMIT EMOTIONS: A PFLAG-STYLE SUPPORT GROUP
- ▶ PARENTS RAISE THE RAINBOW: STORIES FROM LGBT+ FAMILIES
- ▶ PEOPLE OF COLOR ROUNDTABLE (CLOSED)
- ▶ THEY SAID WHAT? HOW TO NAVIGATE THROUGH OFFENSIVE CONVERSATIONS
- ▶ WORKING TO HELP A COUNTRY THAT HATES YOU: TRANSGENDER BAN
- ▶ ALL YOU NEED IS LOVE, OR NOT: ASEXUALITY AND AROMANTICISM
- ▶ POLYAMOROUS ROUNDTABLE SESSION (CLOSED)
- ▶ NON-BINARY ROUNDTABLE
- ▶ BISEXUAL / NONMONOSEXUAL ROUNDTABLE SESSION (CLOSED)







# FEATURED PANELS

**NBC NEWS & MSNBC PANEL  
& RECEPTION- LGBTQ RIGHTS:  
FROM STONEWALL TO THE  
EQUALITY ACT**

---

**VISA PANEL & RECEPTION:  
CRACKING THE  
CONCRETE CEILING:  
LGBTQ PEOPLE OF COLOR  
NAVIGATE THE WORKPLACE**









# LEADERSHIP DAY

**MONDAY, OCTOBER 14TH  
LEADERSHIP DAY**

---

HOSTED BY TOP EXPERTS  
FROM FORTUNE 500  
COMPANIES AND NGOS

---

**INCLUDED 23 MORNING AND  
AFTERNOON SESSIONS**







OUT EQUAL  
2014 WASHINGTON EVENT  
Chris Scott  
Executive Director  
Washington, DC

OUT EQUAL  
2014 WASHINGTON EVENT  
Craig Beck  
Executive Director  
Washington, DC

OUT EQUAL  
2014 WASHINGTON EVENT  
[Name partially obscured]



# LEADERSHIP DAY

## MORNING SESSION FEEDBACK

### ● **BUILDING Q-MUNNITY: ENGAGING QUEER IDENTITIES AT WORK**

---

OVERALL RATING: 4.45

RELEVANT TO MY WORK: 4.75

### ● **IS YOUR ALLY ENGAGEMENT STRATEGY EFFECTIVE, EMPOWERING AND EXECUTIBLE?**

---

OVERALL RATING: 4

RELEVANT TO MY WORK: 4.75

### ● **YOUR JOURNEY TO ERG SUCCESS: START LOCAL, GROW GLOBAL**

---

OVERALL RATING: 4

RELEVANT TO MY WORK: 4.5

### ● **LGBTQ MARKETING 101**

---

OVERALL RATING: 4.25

RELEVANT TO MY WORK: 4



# LEADERSHIP DAY

## MORNING SESSION FEEDBACK

### ● **HOW TO BE AN INCLUSIVE LEADER**

---

OVERALL RATING: 4

RELEVANT TO MY WORK: 4

### ● **INTERSECTIONAL ALLY SKILL- BUILDING**

---

OVERALL RATING: 4.5

RELEVANT TO MY WORK: 5

### ● **THINK LIKE A CEO! BUILDING ERG STRATEGY & ACTIONS THAT DRIVE BUSINESS RESULTS**

---

OVERALL RATING: 4.5

RELEVANT TO MY WORK: 4.5

### ● **CASE STUDY: IMPLEMENTING GLOBAL LGBTQI+ INCLUSIVE BENEFITS AT SAP**

---

OVERALL RATING: 4.25

RELEVANT TO MY WORK: 4.5



# LEADERSHIP DAY

## MORNING SESSION FEEDBACK

### ● MOBILIZING EQUALITY

---

OVERALL RATING: 4.75

RELEVANT TO MY WORK: 4.5

### ● THE POWER OF EXECUTIVE SPONSORS IN HELPING DRIVE ERG SUCCESS

---

OVERALL RATING: 4.5

RELEVANT TO MY WORK: 5

### ● BUILDING TRANS LEADERSHIP

---

OVERALL RATING: 5

RELEVANT TO MY WORK: 4.75

### ● THE INCLUSIVE LEADERSHIP EXPERIENCE: COGNIZANCE OF BIAS AND OTHER INCLUSIVE LEADERSHIP TRAITS

---

OVERALL RATING: 5

RELEVANT TO MY WORK: 5



# LEADERSHIP DAY

## AFTERNOON SESSION FEEDBACK

### ● **TRANSGENDER POLICY AND BENEFITS IN ACTION**

---

OVERALL RATING: 4.75

RELEVANT TO MY WORK: 4.75

### ● **LEAD WITH YOUR BRAND™ LAB: BRANDING YOUR ERG/ BRG TO DRIVE VALUE**

---

OVERALL RATING: 4.75

RELEVANT TO MY WORK: 4.75

### ● **LGBTQ WORKPLACE ADVOCACY IN INDIA**

---

OVERALL RATING: 4

RELEVANT TO MY WORK: 3.5

### ● **A CASE STUDY: ERG IMPACTS IN LATIN AMERICA**

---

OVERALL RATING: 3

RELEVANT TO MY WORK: 2.75





# TICKETED EVENTS

**MONDAY, OCTOBER 14**

---

**GLOBAL DINNER**

7:00PM - 10:00PM

**SUMMIT SIDEKICK  
SUPPER**

7:00PM - 10:00PM

---

**WEDNESDAY, OCTOBER 16**

---

**WOMEN'S  
LEADERSHIP  
BREAKFAST**

8:30AM - 10:30AM

**SPEED NETWORKING  
BREAKFAST**

8:30AM - 10:30AM





# GLOBAL DINNER

## **ANANDA PUCHTA**

PRESIDENT OF THE COMMISSION ON SEXUAL AND GENDER DIVERSITY AT  
ORDEM DOS ADVOGADOS DO BRASIL- SESSIONAL PARANÁ

## **CHLOË DAVIES**

LBTO WOMEN AMBASSADOR & MYGWORK,  
HEAD OF PARTNERSHIPS

## **CURTIS BAKER**

HUMAN RESOURCES: RECRUITMENT AND DIVERSITY & INCLUSION  
AT THE WALTER DISNEY COMPANY CHINA

## **CV VIVERITO**

SENIOR MANAGER, GLOBAL INITIATIVES, OUT & EQUAL

## **DEENA FIDAS**

MANAGING DIRECTOR, GLOBAL STAKEHOLDER ENGAGEMENT  
OUT & EQUAL

## **KEVIN WILLIAMS**

DIRECTOR, PEOPLE BUSINESS PARTNERS, AMERICAN AIRLINES





# WOMEN'S LEADERSHIP BREAKFAST

## AMY HANNEMAN

OUT & EQUAL BOARD OF DIRECTORS & VICE PRESIDENT OF  
DIVERSITY & INCLUSION FOR NORTHWESTERN MUTUAL

## CHLOË DAVIES

LBTQ WOMEN AMBASSAOR & MYGWORK, HEAD OF PARTNERSHIPS

## DEENA FIDAS

MANAGING DIRECTOR, GLOBAL STAKEHOLDER ENGAGEMENT,  
OUT & EQUAL

## DONNA ROSE

OUT & EQUAL BOARD OF DIRECTORS & IT OPERATIONS  
AND INFRASTRUCTURE MANAGER, AMERICAN AIRLINES

## ERIN URITIS

CHIEF EXECUTIVE OFFICER, OUT & EQUAL

## MARGOT SLATTERY

OUT & EQUAL BOARD OF DIRECTORS & GLOBAL CHIEF DIVERSITY  
OFFICER, SODEXO

## PATRICIA L. LEWIS

SENIOR VICE PRESIDENT, HUMAN RESOURCES, LOCKHEED MARTIN

## SHEILA ALEANDER- REID

DIRECTOR, DC MAYOR'S OFFICE OF LGBTQ AFFAIRS

## WESLEY BIZZELL, ESQ

SENIOR ASSISTANT GENERAL COUNSEL & MANAGING DIRECTOR  
OF POLITICAL LAW & ETHICS PROGRAMS, ALTRIA CLIENT SERVICES LLC









# SPEED NETWORKING BREAKFAST

---

## ANNETTE FRISKOPP

OUT & EQUAL BOARD MEMBER AND GM & VP OF  
THE SPECIALITY PRINTING SYSTEMS (SPS) GROUP IN  
HP INC.'S GRAPHIC SOLUTIONS BUSINESS

## MADELYN GELPI

SENIOR STAKEHOLDER ENGAGEMENT, OUT & EQUAL

## SARAH HELM

MANAGER OF DIVERSITY & INCLUSION, DISCOVER

---





# BREAKFAST WITH GENDERCool

## GENDERCool CHAMPIONS

**GEARAH GOLDSTEIN**  
CO-FOUNDER, GENDERCool

**JENNIFER GROSSHANDLER**  
CO-FOUNDER, GENDERCool

**ERIK DAY**  
VICE PRESIDENT & GENERAL MANAGER, NORTH  
AMERICAN SMALL BUSINESS AT DELLTECHNOLOGIES

**TRIPPE DAVIS**  
MANAGING DIRECTOR, DELOITTE TAX LLP

**SAM SLATE**  
CONSULTANT, COMMERCIAL CLIENT PRODUCT  
MARKETING, DELL









# LGBTQ CAREER FAIR

THURSDAY, OCTOBER 17

SPONSORED BY 

- RESUME CONSULTATION
- ON-SITE INTERVIEWS
- NETWORKING OPPORTUNITIES
- ACCESS TO WORKSHOPS

**87** COMPANIES REPRESENTED

**18** PARTICIPATING UNIVERSITIES

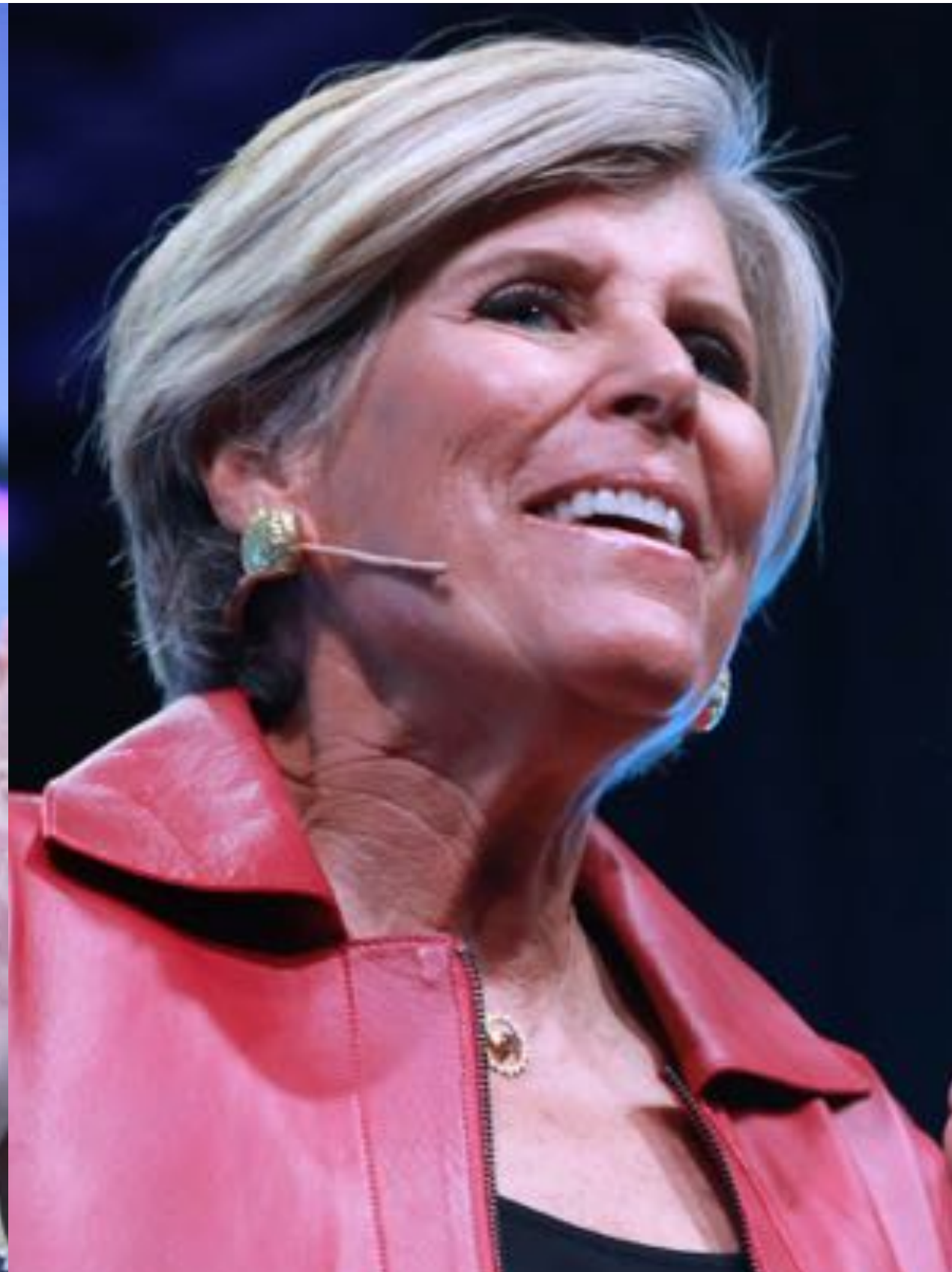
**15** INDUSTRIES REPRESENTED





# OPENING BRUNCH

## TUESDAY, OCTOBER 15



### KEYNOTES

**ERIN URITUS**

CHIEF EXECUTIVE OFFICER  
OUT & EQUAL

**SUZE ORMAN**

TV SHOW HOST, MOTIVATIONAL  
SPEAKER, PERSONAL FINANCE EXPERT

### FIRESIDE CHAT

**LENA WAITHE**

ACTOR, SCREENWRITER,  
PRODUCER

**AMBER HIKES**

CHIEF EQUITY OFFICER  
ACLU



# POWER LUNCH

WEDNESDAY, OCTOBER 16



PERFORMANCE BY

TIFFANY

KEYNOTE

KEN JANSSENS

BOARD CHAIR  
OUT & EQUAL

MASS  
PARTICIPATION

SNOWFLAKE EXERCISE



# GALA CELEBRATION

WEDNESDAY, OCTOBER 17

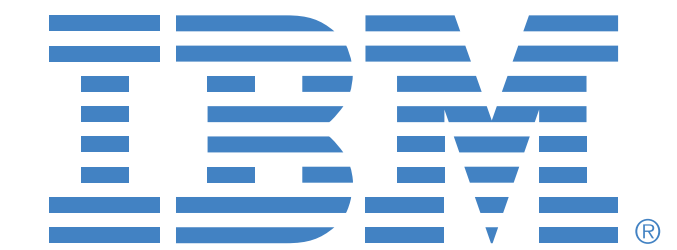


PERFORMANCE BY  
DEBORAH COX

OUTIE AWARDS  
2019 OUTIE AWARDS



2019  
WORKPLACE  
EXCELLENCE  
FINALISTS







2019 WORKPLACE EXCELLENCE  
**WINNER**



**“IT IS THE WORK WE DO AS A COMMUNITY, NOT COMPETITORS, THAT PUTS US AT THE FOREFRONT OF HUMAN AND DIGITAL RIGHTS, DRIVES US TO SHINE LIGHT INTO THE DARK CORNERS OF MARGINALIZATION AND COMPELS US TO LIFT UP VOICES OF THOSE THAT STILL NEED TO BE AMPLIFIED.”**



2019  
LGBTQ ERG  
LEGACY  
FINALISTS







2019 LGBTQ ERG LEGACY  
**WINNER**



# COMCAST NBCUNIVERSAL

**“NOW MORE THAN  
EVER WE NEED TO  
BAND TOGETHER  
TO ENSURE  
OUR VALUES  
AND RIGHTS AS  
INDIVIDUALS AND  
AS A COMMUNITY  
ARE PROTECTED.”**



# 2019 NEW ERG CHAPTER OF THE YEAR FINALISTS







2019 NEW ERG CHAPTER OF THE YEAR  
**WINNER**

**BANK OF AMERICA** 

**“BANK OF AMERICA IS A  
GLOBAL LEADER IN LGBTQ  
INCLUSION. OUR CEO BRIAN  
MOYNIHAN DRIVES DIVERSITY  
& INCLUSION BECAUSE WE  
BELIEVE, THE DIVERSITY OF OUR  
EMPLOYEES- IN AGE, SEXUAL  
ORIENTATION, GENDER, GENDER  
IDENTITY, RACE AND ETHNICITY-  
IS ESSENTIAL TO SERVE OUR  
CLIENTS BETTER.”**



**2019**  
**ALLY**  
**CHANGE**  
**MAKER**  
**FINALISTS**



**ANA HELENA CHACÓN**  
FORMER VICE PRESIDENT,  
COSTA RICA



**ANGELA HALL**  
BOEING



**DANIELLE HARRIS**  
MCDONALD'S CORPORATION



**JON RAMBEAU**  
LOCKHEED MARTIN



**LAURA FOLKS**  
VMWARE





2019 ALLY CHANGE MAKER  
**WINNER**



**ANA HELENA CHACÓN**  
FORMER VICE PRESIDENT,  
COSTA RICA

**"I AM HOLDING THIS  
AWARD BUT I KNOW  
THAT THERE ARE  
MILLIONS OF HANDS  
CARRYING ITS BURDEN.  
THE FORCE AND LIGHT  
OF ALL THESE PEOPLE  
HAS STRENGTHENED  
MY ACTIONS, BECAUSE  
WITHOUT THEIR DIGNITY  
AND VIRTUE I WOULD  
HAVE STUMBLER."**



# 2019 LGBTQ CORPORATE ADVOCATE OF THE YEAR FINALISTS



**ANA PELLEGRINI**  
UBER



**CHARLEY WOODWARD**  
VMWARE, INC.



**MOE ABDUL-RAHIM**  
MERCER



**PERRY WILLIAMS**  
UNDER ARMOUR



**STEVE SMOTHERMAN**  
CRACKER BARREL





2019 LGBTQ CORPORATE ADVOCATE OF THE YEAR  
**WINNER**



**MOE ABDUL-RAHIM**  
MERCER

"AROUND THE WORLD, LGBTQ+ PEOPLE ARE TOLD TO HIDE THEIR PERSONAL LIVES FROM THEIR COLLEAGUES. THEY ARE DISREGARDED FOR PROMOTIONS AND SOMETIMES FIRED, AND EVEN WORSE, THEY ARE AT RISK OF IMPRISONMENT AND DEATH. MANY OF OUR ORGANIZATIONS OPERATE GLOBALLY, AND HAVE A RESPONSIBILITY TO PROTECT THEIR EMPLOYEES NO MATTER WHERE THEY ARE, NO MATTER WHO THEY LOVE, BECAUSE EVERYONE BENEFITS FROM A MORE EQUITABLE AND COLLABORATIVE ENVIRONMENT."



# SOCIAL MEDIA METRICS

#OESUMMIT REACHED  
MORE THAN **2 MILLION**  
PEOPLE ON TWITTER ALONE

2,600+ MENTIONS OF OUT & EQUAL ACROSS  
SOCIAL NETWORKS DURING SUMMIT





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EVENT HASHTAG  
**#OESUMMIT**

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TAG & FOLLOW  
**@OUTANDEQUAL**







OUT & EQUAL  
WORKPLACE ADVOCATES



**2019 WORKPLACE SUMMIT**



**THANK YOU**

