

o4U momentum

Put us to Work

o4U OUT FOR
UNDERGRAD



Momentum = Mass x Velocity

We believe that the key to combating social polarization, improving economic and social mobility, and ensuring positive growth lies in empowering early- and experienced mid-career employees to contribute their strengths and perspectives throughout the corporate ecosystem. We believe further that O4U Momentum – the name intentionally evocative of the classic physics equation momentum = mass x velocity – will be a catalyst for change.

"Momentum is more than a program—it's a movement. At a time when social polarization and economic disparity threaten progress, investing in the next generation of high-performing, values-driven leaders is not just a commitment; it's a necessity. O4U has spent two decades proving that inclusion, when intentional and deeply embedded, is a catalyst for success.

I'm proud to stand with Momentum to ensure that talented individuals from all backgrounds not only enter but thrive in the corporate ecosystem—lifting companies, industries, and communities in the process."

- Allyn L. Shaw
Momentum Campaign Co-Chair



Be a Part of the Momentum Invest in Tomorrow's Leaders

- We invite contributions at all levels and offer special recognition at the following tiers:
 - \$50,000 - \$100,000+ - Guardians
 - Up to \$50,000 - Sentinels
 - Up to \$25,000 - Synergists
 - Up to \$10,000 - Catalysts
 - Up to \$2,500 - Accelerators
- Donors at \$2,500+ receive access to O4U Best Practices materials and training and will be featured in public media releases
- Catalysts get an invitation for 2 individuals to a recognition event in addition to the opportunity to participate as a Breakthrough Speaker to the entire O4U Community
- Synergists receive the benefits above along with an additional 8 tickets to the recognition event, headliner recognition at O4U events, and a two-hour working session with Dr. Cindi Love, O4U Executive Director, on "Leading in Fractured Times."
 - The working session will be extended to a half-day for donors who invest up to \$50,000
- Guardians get all of above, a full-day session, and join our O4U Development Advisory Council for one year



You are Invited to Join Us **Change the Lives of Students**

We invite our 9,000+ alumni to pay it forward through the new **O4U Momentum Student Sponsorship Fund**. McKinsey recently completed a study of O4U's need to broaden and deepen our revenue sources due to the extreme volatility in corporate recruitment budgets and increasing conference and travel costs. One way to secure our ability to continue to serve students is to create a fund to cover their expenses for attendance at our conferences.

Our goal is bold. Since its founding, O4U has underwritten students costs to attend our conference experiences. As our history has shown, volatile economic times often necessitate supplementing sponsorship investments. With rising costs and greater risk in recruiting portfolios, we want to create an endowed fund to guarantee resiliency in our support of students.

Help us reach this goal. If 2,000 O4U alumni and friends give \$100 per month, we will achieve that goal.



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Out for Undergrad is much more than an organization—it's a lifeline. We owe it to future leaders—our children, our students—to ensure they enter the workforce with confidence, knowing that who they are is an asset, not an obstacle. This campaign is about building the resources that will allow O4U to withstand unexpected and challenging times, ensuring that LGBTQ2+ students always have access to the support, mentorship, and community they deserve—not just today, but for generations to come.

- Byron Slosar
Momentum Campaign Co-Chair

creating

Opportunity for every generation

Responding To the Challenges of Today

The current moment underscores the urgency of incorporating Gen Z's talents. Social polarization, which poses a significant risk to our nation and the world, was identified in [the 2024 World Economic Forum's Global Risks Report](#) as one of the three greatest threats to humanity. If global corporations harness their structural power over the economy, engage and retain this generation, we have a significant opportunity to enhance corporate performance and lead the defense against social polarization.

In our campaign, there are two main components: (1) placing increasing numbers of O4U graduates at leading global corporations, government agencies, private equity and venture backed firms and entrepreneurial companies, and (2) ensuring those individuals are supported and retained, ensuring not only their success, but high-performance for their employers. They bring their unique perspectives and strengths - their inclusion instincts, network thinking, authenticity, active listening, creativity, global connectedness, effective communication across differences, empathy, digital fluency, and more - to the workplace. They will lift their work environments and they will lift the world as the social changemakers of this generation.

This is not the time for corporations to step back from aggressively recruiting candidates like those O4U brings to them. For more than 20 years, O4U has been curating merit-based cohorts of high-achieving undergraduates based on their extraordinary gifts. They now work and often lead in organizations across the globe, making lasting impacts.



Social Changemakers

Social changemakers (or social leaders) are people who dedicate themselves to creating positive and impactful change in society. They possess a deep sense of purpose, a passion for justice, and a commitment to addressing pressing social issues.



Infusing Strength

Historically O4U focused its placement efforts on the leading global corporations with a heavy emphasis on banking, finance, and consulting, engineering and tech, media, and marketing. To ensure the social and economic mobility of our graduates, O4U Momentum also aims to put them to work in venture backed and entrepreneurial companies as well as not for profits and government agencies. We are particularly focused on the venture backed and entrepreneurial firms that are typically small and often operate in the frame of “work fast and break things.”

From social psychology, we know small groups are more likely to have biases aggregated into expressed decision making and exhibit a slight preference over certain demographic characteristics which can aggregate into a sustained overall lack of diversity at the industry level. Founder statistics (only 2% of venture dollars are invested in women founders) and reports that identify a homogeneity in the tech sector (despite diverse teams outperforming their peers by 35%), indicate that inclusion is too often treated as a second-tier priority.

In reality, inclusion must be an intentional feature of the founding narrative of all of these types of firms if these businesses are to outperform competition for decades and ultimately create far greater returns.





Developing Leaders

Those who have attended O4U can attest to the life-changing impact of the programming they experience and the strong sense of community it creates. These programs are created and run by dedicated volunteers who also participate in O4U's leadership development process.

O4U has a 20+ year record of developing leadership capacity and skills in more than 1,000 early-career-stage professionals. Individuals who volunteer to build and host O4U conferences, manage strategic initiatives and operations, run task forces and advisory councils. These individuals also work in corporations throughout the world where they have opportunities to support voice and agency for others and to model inclusive and empathic leadership.

Additionally, O4U's ongoing programs serves hundreds of members of our community on a yearly basis.

- Our on-going Mentorship Program is designed to empower and support undergraduate students in their professional and personal development.
- The Alumni Association, supported by the Alumni and Special Events Team, provides opportunities for O4U Alumni to connect and give back to inspire the next generation.
- Our Learning Community is a space where you can access resources curated to assist with the personal and professional development.

O4U's commitment to our community continues along the career path of our alumni in addition to our undergraduates. In 2025, we launched the O4U Leadership Summit, a transformative event gathering mid-career professionals and O4U alumni. The event features a keynote speaker series, hands-on workshops, and immersive leadership training by the Synergy Business Associates.

Participants gain actionable skills, profound self-discovery insights, and a renewed sense of purpose in their careers. The event culminates in a vibrant networking reception to foster community and collaboration.



be part of the **momentum**





Research & Thought Leadership

We distilled our 20 years of experience as a part of Out to Succeed 2.0, in collaboration with Out Leadership. At the time of publication, this was the largest study of the LGBTQ2+ workplace experience. Out to Succeed 3.0, which launched in 2025, will continue tracking the career trajectories the LGBTQ2+ community. This combined dataset will constitute the most extensive research study on LGBTQ2+ experiences. This research will be shared with our entire donor community.

Our goal is to present the research, upon completion, to the highest levels of US corporations, including C-Suite executives and Boards, in venture backed and entrepreneurial companies as well as nonprofits and government agencies. By providing them with essential data, we hope to equip them with the insights they will need to make informed decisions on leading in the future.

Increasing Partnerships

To increase O4U Momentum's visibility and reach, O4U leaders developed strategic partnerships with hellohive and Windō.

hellohive is a next-generation recruitment technology that transforms how enterprise companies identify and hire top-performing talent. hellohive's patented resume platform provides employers with standardized resumes, optimized candidate content and a powerful data solution that increases hiring efficiency, reduces recruitment bias, and enables systematic upskilling of high-potential candidates.

Supporters of O4U Momentum will be eligible for preferred partnership pricing on future engagements with hellohive's technology.

Using O4U best practices, Learning Community, conferences, and highly curated identification and recruitment process in addition to hellohive's platform, corporations can access and hire the best talent with ease.



hellohive

Thriving Where You Work

O4U has partnered with Windō, a platform that utilizes data and AI to connect top talent with values-aligned employers. Windō's mission is to lead job seekers into their perfect career. It provides insight on the view of employers on the topics like sustainability, environmental protection, equality and inclusion, social mobility, and/or wellbeing.

The logo for Windō, featuring the word "windō" in a lowercase, white, sans-serif font with a horizontal bar over the "o".

As technology and interconnectivity continue to advance, it is crucial for organizations and funders to support emerging individuals and networks who can creatively blend various approaches, old and new, online and offline. This dynamic landscape calls for adaptability and collaboration and Windo's methodology is paving the way.





We invite you to **join us**, alongside our community of **social changemakers**, in supporting social and economic mobility for the next generation of high-performing leaders.

Meet the Team



Dr. Cindi Love

Executive Director



Amanda Zielinski Slenski

Chief of Staff

Board of Directors



Heath Clayton
Board Chair



Andy Huang
Treasurer



Courtney Schatt
Secretary



Audrey Stewart



Arting Chang



Gibby Kuria



Tara Cullerton



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