

## Introducing the 2023 Notable LGBTQIA+ Leaders

2023 CRAIN'S NEW YORK BUSINESS  
**NOTABLE LGBTQIA+**  
LEADERS



Crain's Staff, June 05, 2023

With efforts to erode LGBTQIA+ rights mounting nationwide, it is with admiration and a measure of gravity that we present this year's Notable LGBTQIA+ Leaders.

In highlighting these pacesetters, we strive to honor not only the individuals in our pages, but also the remarkable community they represent. Indeed, since the 1969 Stonewall Riots, New York's LGBTQIA+ community has been a generative force for change the world over. And it hasn't been easy: The Williams Institute in 2021 found that nearly half of LGBTQIA+ workers experienced unfair treatment in the workplace.

The 74 individuals profiled here come to you from a range of industries, including law, real estate, health care and the nonprofit realm. Read this list and meet people driving equity at major financial institutions, helping organizations root out misconduct, ensuring gender-affirming care, leading significant grantmaking, and more.

To qualify, candidates needed to work in a senior role in the New York metropolitan area and identify as LGBTQIA+. We specifically sought individuals with demonstrated impact on equality in the workplace and who held leadership roles in professional associations, community work, diversity and inclusion efforts, or similar undertakings.

Read on for a glimpse into their outstanding work.

**Arthur Fitting**

**LGBTQ+ Program Manager, VNS Health**

Arthur Fitting is the LGBTQ+ program manager at VNS Health, the nation's largest not-for-profit home- and community-based healthcare organization. In his current role, he aligns and coordinates with nonprofits, civic organizations, and LGBTQIA+ advocacy groups to improve education and access to care for LGBTQIA+ New Yorkers in need of home healthcare. By providing training and serving as a resource for hospice clinicians and social workers, Fitting helps to better integrate sexual orientation and gender-identity language throughout intake processes. He also plays a role in HIV/AIDS health and advocacy through his involvement with the New York City HIV planning council needs assessment committee.

**Shannon Whittington**

**Gender Affirmation Program (GAP) Clinical Director, VNS Health**

As clinical director of the nonprofit VNS Health's gender affirmation program, Shannon Whittington supports and trains home health clinicians caring for transgender and nonbinary patients following gender-affirmation surgery. She also plays a vital role in recruiting and training New York City clinicians, ensuring that patients undergoing gender-affirmation surgery receive expert care and feel fully supported during the experience. Whittington supports diversity, equity, and inclusion workplace initiatives at VNS Health, also sharing her expertise outside the organization to help others support LGBTQIA+ perspectives. She is also involved in a project studying the impact of post-surgical home care following gender-affirming surgery.

*Written for the New York business community. Crain's NY Business Covers business in the New York metropolitan area. Provides breaking news coverage in news and feature articles as well as monthly reference charts, and their articles reach a potential audience of 197,000.*