



PRIDE IN PRACTICE

2015 LGBTI WORKPLACE CONFERENCE PROGRAM

MONDAY 30 NOV - WEDNESDAY 2 DEC 2015, SYDNEY



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A WORD FROM OUR PLATINUM SPONSOR

Greg Ward

Deputy Managing Director, Macquarie Group

On behalf of Macquarie Group, I am delighted to welcome you to the 2015 Pride in Practice LGBTI Workplace Conference.

The Pride in Practice LGBTI Workplace Conference is a fantastic opportunity to gain insights into best practice initiatives and foster discussions to ensure we promote diversity and inclusion in our workplaces.

At Macquarie we are proud to celebrate the diversity of our people and recognise that this is fundamental to our success. We value the innovation and creativity that diversity of thought brings, and are committed to promoting an inclusive workplace which allows our staff to be themselves and perform at their best.

Our Pride@Macquarie LGBTI and Allies employee network has been active within our organisation since 2011 and seeks to promote an inclusive work environment with a focus on education and awareness, empowering all employees to bring their whole selves to work. This network has recently expanded to collaborate globally with our existing LGBTI networks in London and New York.

Across Australia our employees have also undertaken extensive training in conscious decision making and diversity. This training has resulted in great feedback from participants, and increased awareness and understanding of the LGBTI community among our staff.

Each year, the Pride in Practice conference plays an important national role in celebrating diverse and inclusive workplaces. The event would not be possible without the drive and commitment of the Pride in Diversity team, and we thank them for their work in organising this extensive conference program.

We hope you enjoy the 2015 Pride in Practice LGBTI Workplace Conference.



A WORD FROM PRIDE IN DIVERSITY

Dawn Hough

Director

It gives me great pleasure to welcome you to the 2015 Pride in Practice Conference, Sydney.

We are excited about this year's program. Not only is this the first time we have moved to a three day program but we have a record number of international speakers, breakout sessions, CEO presenters and best practice sessions. With over 40 breakout sessions you will be able to tailor your conference experience to suit and with the event mobile app: Convene, proudly sponsored by Thomson Reuters, you will be able to tweet, plan, engage and network extensively across the three days.

I would like to thank all of our speakers who have given of their time to share their practice and experience with you. A special thanks to our sponsors, Macquarie, KPMG, PwC, Accenture, Thomson Reuters and our media partner Star Observer. Your support of this event is invaluable, without which, an event such as this would just not be possible.

I would also like to thank our international speakers who have travelled great distances to be here: Fern Ngai, CEO, Community Business (Hong Kong), Masa Yanagisawa, Deutsche Bank (Japan), Todd Sears, Found and Principal, Out Leadership (US) and Michael Stevens, Rainbow Tick (New Zealand).

A special thank you also to the CEO's who have given of their time to participate in the conference, including those joining us on Wednesday 2nd for our inaugural CEO roundtable closed door luncheon, sponsored by PwC.

And finally, it would be remiss of me to not acknowledge the tremendous amount of work, effort and dedication of our own Stephanie Mellor who has worked tirelessly on the planning and execution of this event over the last four months.

On behalf of the Pride in Diversity team and ACON, we wish you a great conference experience.

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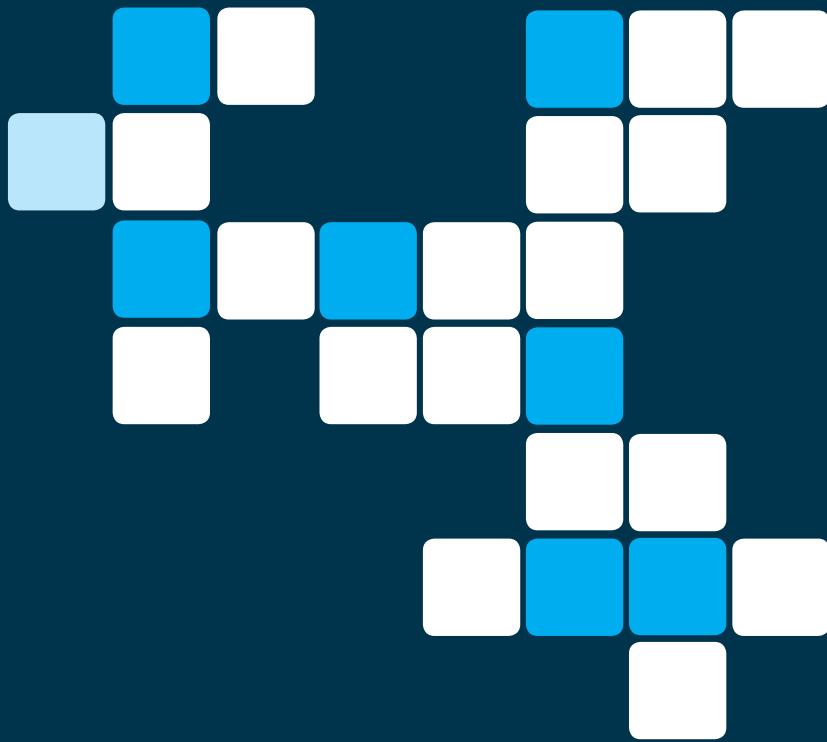
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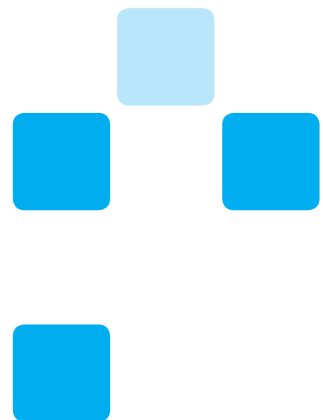
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Conference Notes

Monday 30 November



EVENT PROGRAM - MONDAY 30 NOVEMBER

8:00am Registrations and refreshments

9:00am Welcome, *Dawn Hough, Director, Pride in Diversity*

9:05am Welcome to Country, *Millie Ingram*

9:10am Welcome from Platinum Sponsor, *Greg Ward Macquarie Group*

9:15am AWEI Employer of the Year, *PwC*

PwC was honoured to be awarded the AWEI Employer of the Year for the second time in 2015. They will share the secrets of their success and the lessons learnt along the way with conference attendees in an informal and interactive presentation where the audience will have full control. What challenges have you faced at your organisation establishing your LGBTI strategy and what do you need to know to overcome these? Do you need help establishing a formal LGBTI strategy? Have you struggled to gain support from senior leadership? Has it been difficult to engage allies? Come along with an inquisitive mind and PwC will explain how they did things their way.

9:45am International Focus, *Community Business Hong Kong*

Fern Ngai, Chief Executive Officer of Community Business based in Hong Kong, will share the journey of launching Asia's first LGBT Index. From early partnership with Pride in Diversity to the announcement of Hong Kong's Top 10 Employers for LGBT Inclusion in May this year, Fern will share how the launch of the Hong Kong LGBT Workplace Inclusion Index 2015 has captured the attention of the media and corporate world and is driving positive change for LGBT inclusion in Hong Kong.

10:15am Creating Mentally Healthy Workplaces For All, *beyondblue*

Meaningful work is good for our mental health and wellbeing. Workplaces keep us connected, protect our mental health and aid recovery from mental health problems. They can also be places where people face discrimination and other negative experiences. Georgie Harman, CEO of beyondblue, will share research in relation to how workplaces can affect the mental health of LGBTI Australians as well as sharing her own personal reflections.

10:45am Morning Tea & Networking

11:10am Breakout Sessions: Delegates to choose one of the below sessions (full session description on page 5)

SESSION 1:

LGBTI Inclusion 101, *Pride in Diversity*

SESSION 2:

Creating LGBTI Impact and Relevance, *The Australian National University and CSIRO*

SESSION 3:

When Sexuality and Religion Collide, *Ambassadors & Bridge Builders International (ABBI)*

SESSION 4:

Diversity of Consciousness, *Black Rainbow Living*

12:15pm Breakout Sessions: Delegates to choose one of the below sessions (full session description on page 5)

SESSION 5:

Delivering an Ally Network within a University: Reflections on a 15-Year Journey, *UWA*

SESSION 6:

LBTQ Women in the Workplace – An Awareness Session, *Pride in Diversity*

SESSION 7:

Where Business and Community Connect, *Sydney Gay & Lesbian Business Association (SGLBA)*

SESSION 8:

Bringing the construction sector into LGBTI view: a Lendlease facilitated workshop investigating ways to activate LGBTI inclusion on construction sites, *Lendlease*

1:15pm



Networking Lunch proudly sponsored by KPMG

2:15pm

Breakout Sessions: Delegates to choose one of the below sessions (full session description on page 6)

SESSION 9:

From Grass Roots to GAYTMs- How to Achieve Genuine Workplace Inclusion, *ANZ*

SESSION 10:

Being an 'LGBTIQ Employer of Choice' for Students and Young Professionals, *Out for Australia*

SESSION 11:

How Connected Can You Be? Maximise Your Network's Reach and Effectiveness Through Internal Partnering and Collaboration, *HSBC Australia*

SESSION 12:

Small Steps to Greater Inclusion, *Key Assets*

3:15pm

Afternoon Tea & Networking

3:45pm

Breakout Sessions: Delegates to choose one of the below sessions (full session description on page 6)

SESSION 13:

Industry Focus: LGBTI Inclusion & The Law, *Pride in Diversity*

SESSION 14:

LGBTI Domestic and Family Violence -The Key Issues and the Impacts on People in the Workplace, *DVA NSW*

SESSION 15:

Creating Safer More Inclusive Schools for Same Sex Attracted, Gender Diverse and Intersex Children, *Safe Schools Coalition NSW, Family Planning NSW*

SESSION 16:

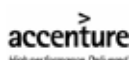
Bisexual Inclusion Focus Group, *Pride in Diversity*

4:45pm

Closing comments, Day 1

5:00pm

Networking Event, Proudly Sponsored by



SESSION 1: LGBTI Awareness 101, Pride in Diversity

Pride in Diversity's introductory session to LGBTI workplace inclusion covers the importance of creating respectful, safe and inclusive workplaces that foster teamwork, innovation and high-performance. This session demystifies the LGBTI acronym, provides comfort around inclusive language and terminology use and examines a number of interesting research studies including the impact of the workplace environment on LGBTI employees who are not 'out' about their sexuality or gender identity at work. The session is the perfect preparation for the *Engaging Allies for Change* workshop tomorrow.

SESSION 2: Creating LGBTI impact and relevance, CSIRO and Australian National University

World-leading universities and research institutions, such as CSIRO and ANU, have needed to maintain leadership not just in research, but also in diversity. The value of growing an organisational culture with a diversity of thought and inclusion of all people has gained strategic prominence for many innovation driven organisations. ANU and CSIRO have each recently undertaken journeys to place LGBTI issues on the agenda and establish LGBTI and Ally staff networks.

This session aims to share the approaches and lessons learned in striving to get LGBTI issues on the corporate agenda and supporting the inclusion of all staff. Key insights will cover: where to start, growing a network, common barriers, establishing governance, seeking legitimacy, and maintaining momentum during times of change.

SESSION 3: When Sexuality and Religion Collide, Ambassadors & Bridge Builders International

This session will look at how organisations can work with value conflicts around faith, culture and sexual orientation. Discussion topics will include:

- Why gay and lesbian people from faith backgrounds are one of the highest risk groups within the LGBTI community
- Diversity and Inclusion: What it really means
- Building bridges to create spaces for dialogue as opposed to conflict

SESSION 4: Diversity Consciousness, Black Rainbow Living

With diversity an ever increasing need in the workplace, Dameyon Bonson, a Mangarayi and Torres Strait Islander man believes that it is only through inclusive practices that this can be fully realised. If an inclusive world can provide better health outcomes, so too can an inclusive workplace. In 2013, Dameyon founded Black Rainbow Living Well for Indigenous LGBTI Suicide Prevention and Wellbeing. In this session, Dameyon will draw on his lived professional experience in the corporate, government and NGO sector, as an Indigenous gay man, to provide workplaces with the absolute fundamentals of healthy diversity in the workplace.

SESSION 5: Delivering an Ally Network within a University: Reflections on a 15-Year Journey, The University of Western Australia

The University of WA has been nationally recognised as one of the forerunners of best practice around LGBTI-inclusion. The University's flagship ALLY Program has now been emulated across 20+ universities in the Australasian higher education sector. In 2015, the University completed a comprehensive Functional Review process in order to better align business processes with UWA Vision 2020.

It was therefore opportune to reflect, refresh and renew our LGBTI-inclusion efforts. Despite common threats that adversely impact 'longevity' in this space (LGBTI inclusion seen as the poor cousin to gender and race; Inclusion efforts often scaled back in tight budgetary circumstances; sexual orientation and gender identity 'uncomfortable' and prone to deep unconscious bias etc.), the UWA Strategy has flourished. This session will explore both the critical success factors and key challenges/'tensions' faced along the 15 year journey marked by sustained engagement in this space.

SESSION 6: Workshop: LBTQ Women in the Workplace – An Awareness Session, Pride in Diversity

In this awareness session specifically about LBTQ women, we discuss the unique challenges of being a woman with diverse sexual orientation or gender identity in the workplace today. We explore research of recent years, and hear the voice of women across the country, deepening the insight into the lived experience of being LBTQ in the workplace today. We will discuss how everyone, regardless of orientation or gender identity, can make a real difference and have a sustainable impact in creating truly inclusive cultures while increasing the visibility of female role models.

SESSION 7: Where business and community connect, Sydney Gay and Lesbian Business Association (SGLBA)

In 2016 the SGLBA celebrates 35 years connecting LGBTIQ businesses and professionals, and their allies. This session looks briefly at where the SGLBA has come from, and how it remains relevant in an environment of increasing inclusion and accepted diversity.

To deliver our members the most value, we must provide them with opportunities to grow their business beyond the LGBTIQ community - and promoting the importance of authentic workplaces and an understanding of the diversity agenda for sole traders, entrepreneurs, small and medium businesses. These issues are not restricted to the top-end of town.

SESSION 8: Bringing the construction sector into LGBTI view: a Lendlease facilitated workshop investigating ways to activate LGBTI inclusion on construction sites, Lendlease

This session draws on Lendlease's 2014 piloting of the first-of-its-kind LGBTI Construction Site Network. Lendlease is eager to learn more about community and Australian workplace views of how to achieve LGBTI inclusion in the construction and property sector. It is intended as highly interactive, so please come with your thinking cap on, it will be a collaborative workshop. This is an interactive breakout session designed to achieve two outcomes:

1. provide an informative overview of how Lendlease is working to bridge the gap of inclusion between office and construction-site based LGBTI employees; and
2. Facilitate a collaborative workshop focussed on how the construction sector can achieve authentic LGBTI inclusion

SESSION 9: From Grass Roots to GAYTMs- how to achieve genuine workplace inclusion, ANZ

This session will explore the evolution of the ANZ Pride Network, from a grass roots employee movement, to a structured global network with significant business support.

A panel discussion, with Q&A, will provide organisations with some practical hints and tips in building business commitment, engaging with senior leaders, and engaging with the staff, customers and the community in support of LGBTI issues.

The panel will be made up of senior leaders from across ANZ (and possibly other organisations), and cover our successes in the areas of policy, training and awareness, our partnership with Sydney Gay and Lesbian Mardi Gras, and our newest work focusing on transgender and intersex employees.

SESSION 10: Being an 'LGBTIQ Employer of Choice' for students and young professionals, Out for Australia

What do tertiary students and young professionals look for in prospective employers? What unique issues do they face by virtue of identifying as LGBTIQ? Is there a disconnect between what you think they want from their employer and what they actually value? Out for Australia seeks to support and mentor LGBTIQ students as they navigate their way through the early stages of their career. They strive to break down barriers for LGBTIQ people entering the workplace through their national Mentoring Program, Womens Program and development & networking events. Drawing on these experiences, this session will explore what it really means to be an LGBTIQ employer of choice through the eyes of tertiary students and young professionals.

SESSION 11: How Connected Can You Be? Maximise your Network's Reach and Effectiveness Through Internal Partnering and Collaboration, HSBC Australia

HSBC will be hosting a break out session to get you thinking around how you can partner internally for maximum impact. Many employee networks face limited budgets and are staffed by employees with time and capacity constraints, so collaborating effectively for mutual benefit is critical for success. By the end of the session, you will hear what HSBC has done to date in Australia, and through a collective brainstorming session, share experience across each of our organisations.

SESSION 12: Small Steps to Greater Inclusion, Key Assets

This session will focus on the development of Key Assets as an inclusive and diverse small employer, highlighting the "wins" we have experienced and the roadblocks that come from being a small not-for-profit with a large geographical footprint in Australia and New Zealand.

We will explore the changes we have made from our first AWEI submission in 2014 to now and our plans to form our first combined LGBTI & Ally network group in Australia for employees, our foster carers and children/young people.

SESSION 13: Industry Focus: LGBTI Inclusion & The Law, Pride in Diversity, Allens, Baker & McKenzie, Herbert Smith Freehills

Law firms are increasingly active in LGBTI Workplace inclusion and are finding new and innovative ways to engage staff and clients in this space. This panel of some of our most active law firm members will discuss their approaches to best practice and to share their success stories and the lessons learned. This session will provide a unique insight into inclusion practices at law firms and will have relevance across industries, including professional services. The session will particularly be of interest to end users of legal services.

SESSION 14: LGBTI Domestic and Family Violence and at the Key Issues and the Impacts on People in the Workplace, Domestic Violence NSW

Not available at the time of printing

SESSION 15: Creating safer more inclusive schools for same sex attracted, gender diverse and intersex students, Safe Schools Coalition NSW, Family Planning NSW

Family Planning NSW is the NSW partner of the Safe Schools Coalition Australia. The national coalition is dedicated to helping schools be safer and more inclusive for same sex attracted, intersex and gender diverse students, school staff and families. We are dedicated to creating environments where all students, teachers and families can feel safe and be themselves. All students need to feel included at school – only then can they be engaged with school and do well.

In this session you will hear about the work of Safe Schools Coalition with member schools, including the professional development for school staff, consultation and advice for schools on supporting SSAIGD students, how we engage with students and some of the resources we use.

This session will be useful for anyone interested in education, including families, education staff and young people.

SESSION 16: Bisexual Inclusion Focus Group, Pride in Diversity

This session will shine a light on the Bisexual Community, the "B" in LGBTI. Attendees to this breakout will gain insight into what it means to be bisexual, understand how the dualistic nature of our society affects perceptions of bisexuality and how to be an effective ally to bisexual people in your organisation. This interactive session will also focus on inclusive language, best practice in the workplace, recent studies and training tools to better educate staff.

SESSION 1: LGBTI Inclusion 101**Grand Ballroom***Presented by Ross Wetherbee, Pride in Diversity***SESSION 2: Creating LGBTI Impact and Relevance****Ballroom 1***Presented by Lukas Sigut, The Australian National University, Leonore Ryan and Simon Lynch, CSIRO***SESSION 3: When Sexuality and Religion Collide****Horden 1***Presented by Anthony Venn-Brown, Ambassadors & Bridge Builders International (ABBI)***SESSION 4: Diversity of Consciousness****Horden 2***Presented by Dameyon Bonson, Black Rainbow Living**Ross Wetherbee**Lukas Sigut**Leonore Ryan**Simon Lynch**Anthony Venn-Brown**Dameyon Bonson*

SESSION 9: From Grassroots to GAYTM's - How To Achieve Genuine Workplace Inclusion
Grand Ballroom

Presented by Melissa Tandy, Matt Buck and Claire Tenzer, ANZ

SESSION 10: How to be an LGBTIQ Employer of Choice for Students and Young Professionals
Ballroom 1

Presented by Mike Bellemore, Jen Chen and Matt Yeldham, Out for Australia

SESSION 11: How Connected Can You Be? Maximise Your Network's Reach and Effectiveness Through Internal Partnering and Collaboration
Horden 1

Presented by Robert Agati, HSBC Australia

SESSION 12: Small Steps to Greater Inclusion
Horden 2

Presented by Leanne Mills, Key Assets



Melissa Tandy



Matt Buck



Claire Tenzer



Mike Bellemore



Jen Chen



Matt Yeldham



Robert Agati



Leanne Mills

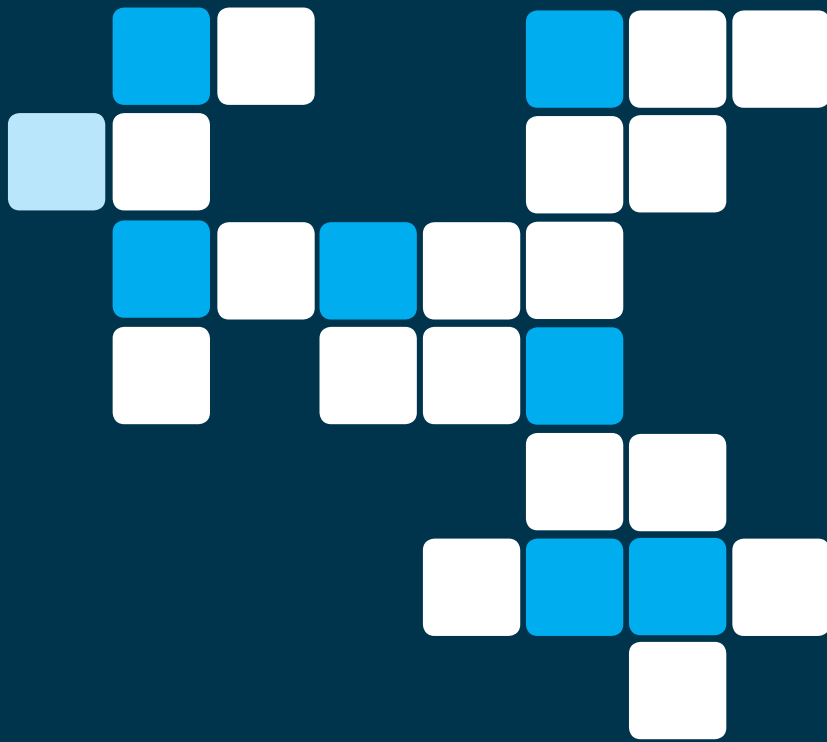


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**WORLD AIDS DAY
1 DECEMBER**

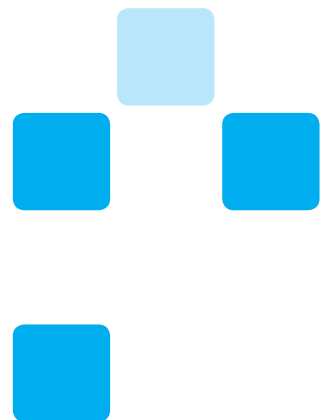
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Conference Notes

Tuesday 1 December



8:00am Registrations and Refreshments

9:00am Opening Comments and Recap of Day 1

9:15am 2015 AWEI Survey Analysis, *Pride in Diversity*

The 2015 Australian Workplace Equality Index Survey is once again the largest survey of its kind in Australia accounting for almost 9,000 individual responses. In this session, *Pride in Diversity* will present the key findings of this important research into Australia's LGBTI Workplace Inclusion Landscape.

9:45am International Focus, Japan: Masa Yanagisawa, Deutsche Bank Japan

10:15am Network Group of the Year, *Westpac Group*

Westpac Group talk about how they have extended their Inclusion & Diversity strategies to go beyond employee-focussed initiatives to connect with their diverse customer groups. In the last year, Westpac and their GLOBAL Employee Action Group have reached out to new markets and enhanced LGBTI customer loyalty by forging connections with external partnerships, educating customer-facing employees and considering the needs of their diverse customer base. Includes discussion and Q&A of the impact both internally and externally.

10:45am Morning Tea & Networking

11:10am Breakout Sessions: *Delegates to choose one of the below sessions (full session description on page 17)*

SESSION 17:

Engaging Allies for Change, *Pride in Diversity*

SESSION 18:

Embedding LGBTI into your Culture, *Accenture*

SESSION 19:

More Than Lip Service - Social Impact and Transformational Power of Successful D&I Policy, *The Pinnacle Foundation*

SESSION 20:

Inclusive Practice for Aged Care and Disability, *ACON Training & Consulting*

12:15pm Breakout Sessions: *Delegates to choose one of the below sessions (full session description on page 17)*

SESSION 21:

Tell the World - Media Channels and Strategies, *Star Observer & Pink Media*

SESSION 22:

Understanding Asexuality, The Lived Experience, *Pride in Diversity*

SESSION 23:

LGBTI Inclusion in Sport and the Pride in Sport Index, *Andrew Purchas*

SESSION 24:

Intersection of Identity: Our People, Customers and Communities, *Commonwealth Bank of Australia*

1:15pm



Networking Lunch proudly sponsored by KPMG

2:15pm

Breakout Sessions: *Delegates to choose one of the below sessions (full session description on page 18)*

SESSION 25:

Public Sector - Raising the Bar in the AWEI *Pride in Diversity*

SESSION 26:

LGBT Inclusion - Extending Your Commitment to Asia, *Community Business Hong Kong*

SESSION 27:

What LBT Women Want (And What the Rest of Us Can Do to Help), *Herbert Smith Freehills*

SESSION 28:

The Value of Inclusion, *National Australia Bank*

3:15pm

Afternoon Tea & Networking

3:45pm

Breakout Sessions: *Delegates to choose one of the below sessions (full session description on page 18)*

SESSION 29:

Being an LGBTIQ Academic: Roles and Responsibilities, *Monash University*

SESSION 30:

Mentally Healthy Workplaces For All, *beyondblue*

SESSION 31:

LGBTI Inclusion in the Defence Force, *Department of Defence*

SESSION 32:

Leading the charge with collaboration – the importance of broadening your community appeal and engagement with other network groups, *Macquarie Group*

4:45pm

Closing comments, Day 2

5:00pm

Screening of *Gayby Baby* followed by Q&A (OPTIONAL)

Gayby Baby is a documentary about the experiences of kids with same-sex parents. Told from the perspective of the kids, *Gayby Baby* is a film about the experiences of the newest generation of gaybies, as well as a film about what family in the 21st century might mean to us all. *Gayby Baby* has just been nominated for Best Documentary at the AACTA Awards 2016. Following the screening of the film will be a Q&A either Maya Newell, Director of *Gayby Baby*.

SESSION 17: Engaging Allies for Change, Pride in Diversity

This session is designed to provide participants with a hands on and practical 'how to' be an Ally for LGBTI employees by revising terminology and inclusive language, examining extensive research and data on LGBTI and workplace culture. Attendees will practice how to respond to exclusive or negative language and behaviours across a variety of contexts and will learn of additional actions that effective allies implement to create a more inclusive culture for LGBTI employees.

SESSION 18: Embedding LGBTI into your Culture, Accenture

Once the excitement of having a 'new' LGBTI network has died down, it can be difficult to maintain momentum, especially to keep existing resources involved. We will provide some examples of how to insert LGBTI aspects into more general training, events and diversity activities, to help you reach as many people across your organisation as possible.

The session will provide information about how to move from educating your workforce in LGBTI awareness to an approach which includes LGBTI diversity into management and leadership training.

We will also investigate how working with other employee resource groups/networks across your organisation can help to expand awareness, knowledge and networking opportunities for your LGBTI staff.

SESSION 19: More than lip service - Social impact and transformational power of successful D&I policy: Learnings from The Pinnacle Foundation

Organisations do a lot internally to create a diverse and inclusive workforce, yet how many have social impact externally? Having a social purpose that springs from D&I initiatives can empower internal activities and create a glue that binds everyone together. If "giving back" becomes part of the D&I mantra then discrimination can end, lives can be transformed and sometimes even saved. This workshop explores ways an organisation can capture its power to do good and demonstrate to its staff, customers and business partners how good D&I can change the world.

SESSION 20: LGBTI Inclusion in Aged Care and Disability, ACON Training & Consulting

This session will review the National LGBTI Health Alliance Silver Rainbow project, LGBTI Aged Care Training, currently being delivered nationally. We will address specific challenges and solutions for introducing LGBTI inclusive service provision in the aged care sector and discuss current benchmarking tools available to assist organisations as they move towards Gay and Lesbian Health Victoria's (GLHV) accreditation program Rainbow Tick.

SESSION 21: Tell the World - Media Channels and Strategies

Learn how to reach a wider audience to sell product, attract better staff or create a stronger connection with the LGBTI community.

Using market research, audience analytics and case studies Star Observer and Pink Media provide practical information to help you develop a media strategy which will stand out from the crowd.

SESSION 22: Understanding Asexuality, The Lived Experience, Pride in Diversity

In and across our workplaces, there continues to be greater awareness of diverse sexualities – but what about the other "A"? What about Asexuality?

To create a truly inclusive culture, this is of course an equally important orientation to understand, but how much do you really know, how visible is your network's support, and how equipped are you in providing an environment for your asexual employees and colleagues to feel supported and bring their full selves to work? We will be joined by Sapphire member and NAB Pride Network member Emily Gornalle, an asexual advocate who has worked tirelessly in her local area to build awareness and understanding in this often overlooked orientation.

SESSION 23: LGBTI Inclusion in Sport and the Development of the Pride in Sport Index, Andrew Purchas

84% of respondents from the Out of the Fields Study said that homophobic jokes and humour occur 'all the time', 'often', or 'sometimes', around sports and just 1% of all participants believed that lesbian, gay and bisexual people were 'completely accepted' in sporting culture.

In this session, hear from Andrew Purchas, one of the founding members of the Pride in Sport Index (PSI) advisory board. Andrew will talk about how the Index seeks to change the sporting landscape for LGBTI people not only from a player perspective but also create a more inclusive environment for spectators.

SESSION 24: Intersection of Identity, Commonwealth Bank of Australia

While the Commonwealth Bank of Australia prides itself on securing and enhancing the financial wellbeing of people, businesses and communities, it is also very mindful of the ever changing myriad of intersections of gender identity and gender expression and the impact they can have on employees, customers and communities.

In this session we will discuss how we are considering, engaging and supporting our employees who identify as LBT women, servicing our gender diverse customers, and resultant impacts on technology and processes.

BREAKOUT SESSION INFORMATION – TUESDAY 1 DECEMBER

2:15PM & 3:15PM

SESSION 25: Public Service - Raising the Bar in the AWEI, Pride in Diversity

In comparison to Private Sector employers, year-on-year representation of Australian Public Service (APS) employers in the Top 20 of the AWEI is decreasing (representing 1 in 5 in 2015). The UK's 2015 Workplace Equality Index (conducted by Stonewall) features a 50% representation of public-owned, public sector and/or local councils.

This session is an interactive breakout group exclusively for Australian Public Service attendees designed to outline the 'state of play' of APS in the Australian Workplace Equality Index (AWEI) and facilitate discussion around raising the bar on performance of APS in the AWEI.

SESSION 26: LGBT Inclusion – Extending Your Commitment to Asia, Community Business Hong Kong

You may have made good progress on promoting LGBTI inclusion here in Australia, but how can you extend your commitment to other markets in Asia? In this discussion, Fern Ngai, Chief Executive Officer of Community Business will provide valuable insights into the LGBTI landscape in Asia and share advice on how companies can get started in engaging key stakeholders and putting LGBTI on the corporate agenda in a way that is appropriate to the local cultural context.

SESSION 27: What LBT Women Want (and What the Rest of Us Can Do to Help), Herbert Smith Freehills

The lack of 'out' LBT role models in Australian workplaces, and more broadly, is not a new story. Many of us have been lamenting this reality, and searching for 'solutions', for decades now. So... *What has changed? What changes do we still need? And how do we go about achieving them?* Facilitated by the LGBTI Network of top law firm Herbert Smith Freehills, this interactive session will address these important questions, and more. Hear about the firm's widely-respected approach to LGBTI inclusion and experiences in role modelling successful 'out' women, and explore how we can all ensure LBT women feel comfortable and confident to express themselves at work and beyond.

SESSION 28: The Value of Inclusion, National Australia Bank

It is no longer enough to bring together a diverse mix of people; it is about having a culture and leadership that engages and unleashes the full potential of their people. Most organisations already have a diverse workforce comprised of different people with different experiences.

Diversity does not address how these different people function together- this is inclusion. Inclusion enables us to strive to have all people respected and valued, not just for their abilities, but also for their unique qualities and perspectives to realise diversity of thought.

In creating strategy that specifically addresses the inclusion of employees that identify as LGBTI this has the potential to unlock significant benefits for the wider diversity agenda as well as an organisation.

SESSION 29: Being an LGBTIQ academic: Roles and Responsibilities, Monash University

Academics have well known responsibilities when it comes to teaching and learning. But what about LGBTIQ academics? Do they have any additional responsibilities? This session considers the role that LGBTIQ academics can/should play in ensuring that universities are a safe and supportive environment for students. It will explore:

- curricula and pedagogical issues;
- leadership and mentoring roles;
- the place of Ally networks; and
- advocacy – both within and outside of universities.

SESSION 30: Creating Mentally Healthy Workplaces For All, beyondblue

Heads Up is an initiative developed by beyondblue in collaboration with the Mentally Healthy Workplace Alliance, a tri-partite collaboration between business, government and the mental health sector. Heads Up highlights the benefits of creating mentally healthy workplaces and assists individuals and organisations to take action. In this session you will be given a guided tour of the Heads Up website to introduce you to the free tools and resources available to assist you to create a mentally healthy workplace, take care of yourself at work and support others in your workplace. This session will also share research in relation to how workplaces can affect the mental health of LGBTI Australians.

SESSION 31: LGBTI Inclusion in the Defence Force, Department of Defence

In this presentation, the Department of Defence will discuss how a conservative organisation is positioning itself as an LGBTI employer of choice. This session will provide insight into the strategies and initiatives that are positively impacting LGBTI inclusion and ultimately, enhancing Defence capability. This session will also provide an account of the personal stories, the wins that are making a big impact and the challenges Defence sees moving forward

SESSION 32: Leading the Charge with Collaboration – The Importance of Broadening Your Community Appeal and Engagement with Other Network Groups, Macquarie Group

Often we see network groups and employee engagement activities operating with an individual approach, however when collaboration is evident a movement becomes more powerful. In order to appeal to broader audiences and have the opportunity to leverage new and greater resources, Pride@Macquarie will share their experiences in connecting with their clients, community and staff in a collaborative approach, leading the charge at Macquarie in diversity and inclusion initiatives.

Not available at the time of printing.

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Grand Ballroom

SESSION 18: Embedding LGBTI into your Culture

Horden 1

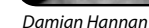
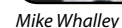
SESSION 19: More Than Lip Service - Social Impact and Transformational Power of Successful D&I Policy

Ballroom 1

SESSION 20: Inclusive Practice for Aged Care and Disability

Horden 2

Presented Damian Hannan, ACON Training & Consulting



Ballroom 1

SESSION 26: LGBT Inclusion - Extending Your Commitment to Asia

Horden 1

SESSION 27: What LBT Women Want (And What the Rest of Us Can Do to Help)

Grand Ballroom

SESSION 28: The Value of Inclusion

Horden 2



Dr. David A. Clark



Glen Aiton

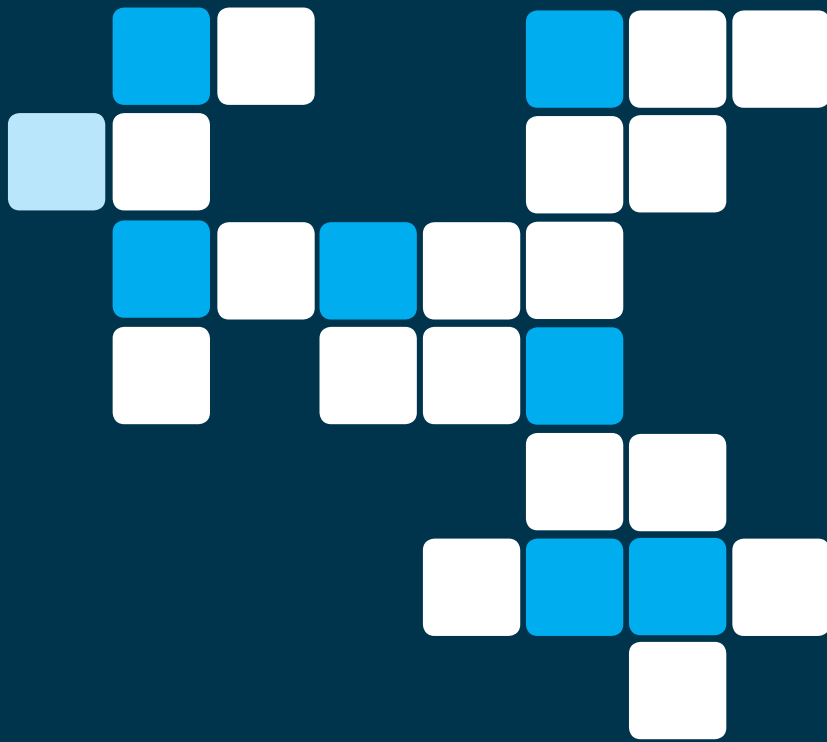
Accenture is proud to be a Pride in Diversity principal partner in 2015, and proud to help our LGBTI employees bring their authentic selves to work every day.

For more see
www.accenture.com/lgbt



PrideAtAccenture
LGBTI and Ally Network in Australia/New Zealand

Strategy | Consulting | Digital | Technology | Operations



Conference Notes

Wednesday 2 December




8:00am Registrations and refreshments

9:00am Opening Comments and Recap of Day 2

9:15am The Role of Leadership in LGBTI Inclusion - Global Lessons & Best Practice, Todd Sears, *Out Leadership*

Internationally renowned speaker and advisor to CEOs around the globe, Todd Sears speaks to leadership in inclusion alongside global trends & lessons learned.

Todd Sears brought to Australia to present this keynote by 

9:45am Intersex Awareness, Phoebe Hart

Making your business intersex-friendly can be very different to supporting same-sex attracted, transgender or gender diverse people. It means changing your language and frame of reference. This session will introduce key themes and research on intersex people in the workplace.

10:15am Morning Tea & Networking

10:40am Unconscious Bias and your LGBTI Employees, Heather Price, *Symmetra*

What does it look like? How does it impact on decisions that are made about members of the LGBTI community? And what can we do about it?

11:10am Breakout Sessions: *Delegates to choose one of the below sessions (full session description on page 29)*

SESSION 33:

HIV in the Workplace, ACON

SESSION 34:

Understanding Intersection – LGBTI and Other Diversities, *Pride in Diversity*

SESSION 35:

Creating Mentally Healthy Workplaces For All, *beyondblue*

SESSION 36:

Ticking all the boxes? ACON Training & Consulting, *Pride in Diversity & Rainbow Tick NZ*

12:15pm Breakout Sessions: *Delegates to choose one of the below sessions (full session description on page 29)*

SESSION 37:

Moving Beyond 'We're Here, We're Queer': Law Firm Engagement in LGBTI Issues – An Executive Sponsor's Perspective, *Allens*

SESSION 38:

The Inevitable Successes and Challenges of Transitioning in the Workplace, *JoAnna Ferrari*

SESSION 39:

Social Identity Theory, *Paul Martin*

SESSION 40:

Using Diversity to Create High Performing Teams, *EY*

1:15pm  Networking Lunch proudly sponsored by KPMG

2:15pm CEO Panel, Proudly Sponsored by 

Paul Zahra, Global Retail Advisor and former CEO of David Jones will lead a thought provoking panel of CEO's as they discuss their return from the first Australian CEO Roundtable on LGBTI Inclusion, taking place here at the conference behind the scenes. This is a great opportunity to step into the minds of Australia's leaders along with one of this year's International Guest Speakers, Todd Sears from Out Leadership in the USA, advisor and mentor to over 100 CEO's globally in the area of LGBTI inclusion.

3:15pm Afternoon Tea & Networking

3:40pm In Conversation: Let's Talk Gender (Panel Discussion)

Join us for what may well turn out to be the most controversial, enlightening and thought provoking session of the conference as we delve deep into the world of gender. We'll talk about the change of workplace experience when one transitions from one gender expression to another in addition to the challenges faced by those who do not identify as either gender, both genders or Agenda. What does this mean for employers and how do we best support all of our gender diverse employees. We promise you that this session will provide you with a greater understanding of gender diversity with plenty of opportunity for Q&A

4:25pm Closing Comments, Day 3

SESSION 33: HIV in the Workplace, ACON

In this session, Darryl O'Donnell will share the historical context of HIV, key issues and approaches to managing HIV in the workplace.

This session will cover:

- An overview of HIV 30 years into the epidemic
- Emerging opportunities to reduce the transmission of HIV
- Partnership and multi-sectoral approaches to HIV
- Key issues and approaches to managing HIV in the workplace
- Examples of good practice responding to and managing HIV in the workplace

SESSION 34: Understanding Intersection – LGBTI and other Diversities, Pride in Diversity

We all know diversity takes many forms. In this session, we explore intersectionality with a particular focus on the unique challenges faced by people who both identify as LGBTI and also come from a culturally diverse background. The considerations we explore in this session will filter into disclosure sensitivities for HR and the delicate nature of shifting to an all-inclusive culture for allies and senior leaders.

SESSION 35: Creating Mentally Healthy Workplaces For All, beyondblue

Heads Up is an initiative developed by beyondblue in collaboration with the Mentally Healthy Workplace Alliance, a tri-partite collaboration between business, government and the mental health sector. Heads Up highlights the benefits of creating mentally healthy workplaces and assists individuals and organisations to take action. In this session you will be given a guided tour of the Heads Up website to introduce you to the free tools and resources available to assist you to create a mentally healthy workplace, take care of yourself at work and support others in your workplace. This session will also share research in relation to how workplaces can affect the mental health of LGBTI Australians.

SESSION 36: Ticking all the boxes? ACON Training & Consulting, Pride in Diversity & Rainbow Tick New Zealand

This session will explore the differences between Rainbow Tick Australia and Rainbow Tick New Zealand and the Australian Workplace Equality Index (AWEI).

Michael Stevens from Rainbow Tick New Zealand workplace inclusion program, will share an overview of their structure of inclusive practice within the workplace, and their LGBTI employee networks.

Vicky Coumbe from ACON's Training and Consultancy will give an overview of Australia's Rainbow Tick, the new national LGBTI inclusion accreditation, exploring where it can complement workplace inclusion programs.

Ross Wetherbee from Pride in Diversity explains the comparison between these 2 trans-Tasman workplace programs and the AWEI.

SESSION 37: Moving Beyond 'We're Here, We're Queer': Law Firm Engagement in LGBTI Issues – An Executive Sponsor's Perspective, Allens

Rachel Nicolson, Allens partner, former board member and executive sponsor of ALLin, the firm's LGBTI employee network, will talk about the journey that ALLin has taken from its inception in 2011 to its joint 14th place ranking on the 2015 AWEI in the firm's first submission to the index. Rachel will consider the importance of senior executive buy-in, engagement with your client base, playing to your strengths and focussing on what's important – and how a law firm has sought to engage its employee network, its profile and its professional expertise to make a tangible difference in the LGBTI space.

SESSION 38: The Inevitable Successes and Challenges of Transitioning in the Workplace, JoAnna Ferrari

Join the incredibly inspirational JoAnna Ferrari in a discussion about transition like you've never heard it before. In this refreshingly open dialogue, JoAnna will share her own experience, successes and challenges, while inviting us to expand our thinking; as together we explore this aspect of diversity as a catalyst of change in creating a more inclusive environment for all in the workplace today.

SESSION 39: Social Identity Theory, Paul Martin

Unconscious bias awareness enables us to more fully accept and better manage our human response to difference. Other frameworks and theories such as Social Identity Theory also provide clarity regarding the human condition and further deepens our awareness of what causes us to treat others who are different as being inferior or in a negative way. This presentation provides delegates with insights into the fascinating history of where this theory came from, a clear understanding of its meaning and how it can be applied in diversity and inclusion programs in organisations.

SESSION 40: Using Diversity to Create High Performing Teams, EY

The ability of an organisation to create a well-led and diverse team that respects and values differences will be a competitive advantage to winning in the marketplace. LGBTI inclusion and awareness propels teams to a higher level of performance.

High performing teams are both diverse and inclusive, fully using team members' different skills, experiences and perspectives to generate ideas relevant to the organisations vision and goals.

EY Australia has leveraged the power of various external high performing teams, such as the Sydney Convicts (the Sydney gay rugby team) to generate innovation through collective viewpoints and experiences. Walk away from this session with tips on leading and managing diverse high performing teams.

Internationally renowned speaker and advisor to CEOs around the globe, Todd Sears speaks to leadership in inclusion alongside global trends & lessons learned.

HSBC 

Todd Sears

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Making your business intersex-friendly can be very different to supporting same-sex attracted, transgender or gender diverse people. It means changing your language and frame of reference. This session will introduce key themes and research on intersex people in the workplace.



Phoebe Hart

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This session incorporates live polling using PollEverywhere technology. Please ensure you have your smartphone with you for this session.



Heather Price

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Horden 1

SESSION 38: The Inevitable Successes and Challenges of Transitioning in the Workplace

Grand Ballroom

SESSION 39: Social Theory Identity

Ballroom 1

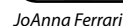
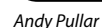
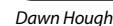
SESSION 40: Using Diversity to Create High Performing Teams

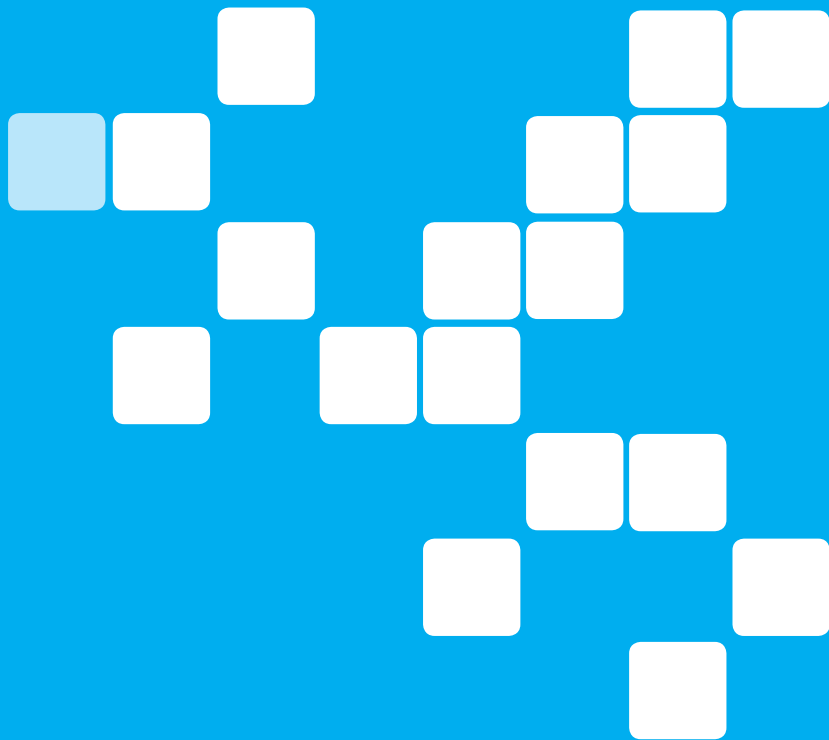
Horden 2



Patrick Medd

Join us for what may well turn out to be the most controversial, enlightening and thought provoking session of the conference as we delve deep into the world of gender. We'll talk about the change of workplace experience when one transitions from one gender expression to another in addition to the challenges faced by those who do not identify as either gender, both genders or Agenda. What does this mean for employers and how do we best support all of our gender diverse employees. We promise you that this session will provide you with a greater understanding of gender diversity with plenty of opportunity for Q&A.





Speaker Profiles



Robert Agati, Company Secretary & Head of Corporate Governance, HSBC Bank Australia Limited

Robert joined the HSBC Group in London in 2010 before taking up appointment as Company Secretary for HSBC Bank Australia in 2011, responsible for all corporate governance related matters. As a member of the Asia Pacific Company Secretaries EXCO, Robert has oversight responsibility for governance arrangements for a number of Group entities across the Region. Prior to joining HSBC, he held a number of regulatory and corporate governance-related roles for JPMorgan Asset Management, Ansbacher & Co Private Bank and the London Stock Exchange.

Robert is Chair of HSBC PRIDE Network Australia and serves on the executive as Vice President for Positive Life NSW Inc., a not-for-profit community organisation which works to eliminate prejudice, isolation, stigmatisation and discrimination of people living with or affected by HIV. Robert was civil partnered in the UK in 2007 with his long-term partner of 12 years.



Glen Aiton, Business Manager, UBank

Glen Aiton is currently Chief Operating Officer at UBank prior to which he was the Head of Diversity & Inclusion for the NAB Group. In that role he was accountable for the creation and execution of the diversity & inclusion strategy and associated policy. This role included meeting external regulatory requirements and liaising with external bodies, as well as ensuring a focus and shift in the culture to one of inclusion.

Glen has a wealth of experience in the financial services industry in disciplines including lending, sales, finance, change management, operations and people.

For the past three years Glen has been the chair of Pride@NAB, the NAB Group's LGBTI employee network, where he has made huge inroads in building a more inclusive and safe workplace culture with specific emphasis on LGBTI employees.



Craig Andrade, Partner, Baker & McKenzie

Craig Andrade is a partner in the Sydney office of Baker & McKenzie where he advises on private equity, public M&A, and equity capital markets transactions. He has practiced for more than 20 years in New York, London, South Africa and Australia and is recognised as a leading Australian capital markets lawyer and private equity lawyer in Chambers Asia Pacific. He has been recognised since 2011 as a leading Australian capital markets lawyer in the Asia Pacific Legal 500 and International Who's Who Legal.



Dade Bailey, Commonwealth Bank of Australia

Dade has been a Senior Organisational Change Manager at CommBank for the last 9 years, helping customers and employees adapt to new technology. Dade was one of the driving forces behind the development and implementation of the Group's LGBTI network, Unity. Dade's passion for diversity and inclusion has helped to drive the LGBTI agenda across the Group which resulted in Dade being awarded the first Australian Workplace Equality Index Diversity Champion in 2013. Dade is a member of the Unity Steering Committee and is currently leading the commercial projects stream with a focus on further building the inclusivity of Group technology for employees and customers.



Moo Baulch, CEO, Domestic Violence NSW

Moo Baulch is chief executive of Domestic Violence NSW, the state peak body for specialist domestic and family violence (DFV) services. She is part of a small team that works to improve policy and practice responses to women, children and communities impacted by violence and is particularly passionate about service and policy responses to LGBTIQ people and Aboriginal Family Violence.

Moo's worked in the NGO sector in Australia, South East Asia, the UK and Spain and has been working on policy inclusion in the area of LGBTIQ access to domestic violence service provision since the late 90s.

Moo believes that public awareness of DFV is at an unprecedented level and that cross-sector and community partnerships are key to the cultural and practical changes required for inclusive support. She looks forward when children in schools are taught about the intersections between discrimination, transphobia, violence and healthy respectful relationships.

**Michael Bellemore, Consultant, PwC & Partnerships and Sponsorship Manager, Out for Australia**

Michael works in Private Clients Assurance at PwC and is the National Coordinator for the firm's LGBTI+ allies employee network; GLEE@PwC. He assisted in producing PwC's 2015 Australian Workplace Equality Index submission, has helped establish GLEE@PwC in PwC's Brisbane and Perth offices and has provided guidance to other organisations getting started on their LGBTI inclusion journey. Outside of work, Michael is the Partnerships and Sponsorship Manager at LGBTI charity, Out for Australia, which provides a mentoring program to LGBTI university students and young professionals. During his time at university, Michael also delivered various programs as part of ACON's Young Gay Men's Project.

**Daniel Bone, CEO / Publisher, Star Observer**

Daniel has been CEO/Publisher of Star Observer for two years, prior to this he was chairman of the Star Observer Board for 6 years. Daniel was chair of Mardi Gras Fair Day before joining Star Observer and has worked with a broad range of LGBTI community organisations over the past 10 years.

Daniel has a background in entrepreneurial business leadership and has enjoyed leadership roles in businesses large and small since founding his first company soon after he arrived in Australia in 1994.

**Dameyon Bonson, Founder, Black Rainbow Living**

Dameyon Bonson, a Mangarayi and Torres Strait Islander man is a Kimberley based consultant. His expertise includes Indigenous suicide prevention, Diversity into Consciousness seminars and strategising Male health engagement. In 2013, Dameyon founded Black Rainbow Living Well for Indigenous LGBTI Suicide Prevention and Wellbeing. He is also National Advisory Committee member for the Aboriginal and Torres Strait Islander Suicide Prevention Evaluation Project. Dameyon's other work includes seminars to allow for Healing from LGBTIphobia for the Aboriginal and Torres Strait Islander community. He is currently undertaking a research project funded by Movemember that looks at reducing mental health stigma through digital means. Dameyon is an Indigenous Human Rights Finalist 2015.



Nicole Brennan, Executive Manager, RBS Productivity, Commonwealth Bank of Australia

I am the Executive Manager of Retail Banking Services Productivity at the Commonwealth Bank, where I focus on driving a sustainable productivity culture and capability within RBS through projects, coaching and training to deliver better outcomes for our customers and our business. Working in an organisation where I know that I can not only bring my whole self to work, but am encouraged to do so, is a career highlight for me. The Commonwealth Bank values the diversity of its employees and works very hard to ensure that the culture that is fostered is inclusive and authentic. By focusing on celebrating our employees' diverse backgrounds, such as my sexual orientation and gender expression, our organization is striving to develop and deliver quality products and services that match the diversity of our customer base, a mirror of our diverse nation.



Georgina Brown, Head of Diversity and Inclusion, Herbert Smith Freehills

Georgina is the Head of Diversity and Inclusion for Herbert Smith Freehills in Australia and Asia. She has led the diversity and inclusion function in Australia for the last 5 years. Prior to that she was a Senior Associate in the disputes group of the firm. Georgina is passionate about originating and implementing ideas designed to foster an inclusive workplace that values the diversity of its people. She was instrumental in designing and launching the LGBTI network in Australia, following the merger of Freehills and Herbert Smith in 2012.



Matt Buck, Business Engagement Leader, ANZ

Matt has been with ANZ for 11 years with roles across Corporate Bank, Product, International Marketing and is currently the Business Development Manager for Small Business Banking. In addition to this, Matt has been part of the ANZ Mardi Gras Committee for 10 years, the last 5 as Co-Chair. Matt was part of the team who developed the ANZ Pride Charter in 2013 and was Australian Lead for the refreshed ANZ Pride Network in 2014. Matt supports the ANZ Global Pride Network as Business Engagement Lead to help embed the ANZ Pride Network across the bank through senior stakeholder engagement.



Jason Burubu, Commercial Manager, Construction & Design Office, Lendlease

Jason Burubu is the Commercial Manager at Lendlease's Construction & Design Office for the construction of the proposed Crown Sydney Hotel Resort currently under NSW planning assessment. He is also the AWEI LGBTI Inclusion Champion 2015 for his work in relation to the LGBTI construction-site network pilot. Jason is part of the Lendlease LGBTI Employee Representative Group. He views workplace LGBTI inclusion as one of the best ways to activate LGBTI inclusion across the community. He advocates strongly for organisations to work collectively in order to transform negative attitudes towards LGBTI people, and create genuine, inspiring LGBTI role models, especially for young LGBTI employees. He holds a Bachelor of Architectural Studies, Combined Bachelor Arts / Law and a Masters in Law by thesis which focused on the constitutionality of the Commonwealth Marriage Amendment Act.



Liz Ceissman, Senior Case Manager, The Gender Centre

Liz is the senior case manager at the gender centre. She has worked in this role for over 9 years and has worked in the community services sector for close to 30 years.

One of her roles in the Gender Centre is to support individuals coming out in the workplace and to assist employers with navigating the complexities involved in workplace transition.

She has qualifications in psychology, counselling and psychotherapy as well as the social sciences including human resource development.

**Jen Chen, NSW State Director, Out for Australia**

Jen Chen is the NSW State Director of Out for Australia and leads NSW based initiatives across OFA's National Mentoring Program, Women's Program and Networking & Events Program. Jen keeps busy with a number of other community and university roles including sitting on UNSW Australia's Student Representative Council, researching and advocating for the LGBTIQ+ University Guide and volunteering at the Inner City Legal Centre. Jen is currently working with PwC's legal team whilst completing her combined Commerce/Law degree at UNSW Australia.

**James Collins, Chief of Staff, PwC**

James is PwC Australia's Chief of Staff and sits on the Executive Board. He is one of the co-founders of PwC Australia's employee led LGBTI network, GLEE, a name which has now been adopted in the global PwC network including North America, Germany, the UK and Northern Ireland. James proudly identifies as gay.

James has made a huge contribution to LGBTI inclusivity at PwC. James ensured LGBTI formed a stand-alone stream of the firms FY15/FY16 Diversity and Inclusion strategy. He was instrumental in establishing the Diversity Advisory Board with the inclusion of two eminent professionals in the LGBTI community; Dawn Hough and Paul Zahra.

Prior to working at PwC, James spent 6 years as Marketing Director of the Bank of America Merrill Lynch and 5 years as Marketing Manager at the ASX.

**Helen Conway**

Helen works with not-for-profits to improve their data processes including collection, storage, management and analysis. Her focus is on ensuring that data are readily available to enable evidence-based decision-making and to feed into program evaluations in order to drive continuous service delivery improvement. Her work spans a number of industries, including health, the environment, tourism, and agriculture.

Helen recently worked at ACON to design and implement a new monitoring and evaluation framework, introduce new reporting processes, and implement a client database. Helen was also an ACON board member from 2013-2015. Helen is currently project managing the implementation of a CRM system at The Wilderness Society.

This is the second year that Helen has analysed the Pride in Diversity employee survey data. She is excited to see the year-on-year increase in participation, providing a broader and richer picture of perspectives and experiences.

**Vicky Coumbe, Manager, Funded Programs and Ageing, ACON**

Vicky Coumbe is ACON's Manager of Funded Programs and Ageing. ACON is New South Wales' leading health promotion organisation specialising in HIV and LGBTI health. She has worked for ACON for over eight years in a variety of roles. Vicky has a background in allied health across a range of roles and sectors. Vicky and her team were involved in the development of the material for the National LGBTI Inclusivity Training for the Aged Care Sector initiative and the implementation of ACON's Living Older Visibly and Engaged (LOVE) project, which seeks to engage and empower LGBTI seniors to be proactive about healthy ageing. She is keen to promote LGBTI inclusion across all sectors of service provision to ensure equal access without barriers for all of our community members.



Duc Dau, Postdoctoral Research Fellow, The University of Western Australia

Duc Dau is a postdoctoral research fellow in English and Cultural Studies at the University of Western Australia. She specialises, among other things, in queer literature and is the co-editor of *Queer Victorian Families: Curious Relations in Literature* (Routledge, 2015). Her position is funded by the Australian Research Council. Duc is also heavily involved in LGBTI advocacy on campus, as a member of the UWA LGBTI-Inclusion Working Party and as a founder and coordinator of UWA BTW, a social group connecting bisexual/pansexual/non-monosexual students, staff, and alumni. She is regularly invited to talk on campus about LGBTI issues in general and bisexuality in particular; has recently secured funding from the UWA Alumni Fund to assess the current climate for LGBTI students at UWA and make recommendations for strengthening inclusion; and is Co-Chair of the newly-formed WA Pinnacle Working Party, which aims to improve access to tertiary education by marginalised and disadvantaged LGBTI students.



JoAnna Ferrari, Founder and CEO, Visions n' Goals Coaching

JoAnna Ferrari is the Founder & CEO of Visions n' Goals Coaching. She is a highly skilled Sales Performance Strategist with 15+ years of experience. Improving team and individual performance is what she considers amongst her best skillset.

Having always been successful in anything JoAnna has put her mind to; she courageously stepped out and resiliently weathered transitioning her gender over the last two years. She defines her transition as "Gender Euphoria". This process has been a gift that has added to her already incredible arsenal when it comes to teaching and encouraging others to fully express who they are and live an authentic life.

Some companies that JoAnna has previously or is currently working with are PwC, Westpac, the Australian Federal Police [AFP], Pride In Diversity, Salesforce, Sydney Gay and Lesbian Business Association [SGLBA] and Out For Australia.



Dr Paula Gerber, Associate Professor, Monash Law School

Dr Paula Gerber has been a lawyer for over 25 years. She spent five years working as a solicitor in London, and five years as an attorney in Los Angeles before returning to Australia where she worked for Mallesons (now King & Wood Mallesons) and later became a partner at Maddocks.

In 2000, Paula embarked on a major career change; moving from private practice to academia. She is now an Associate Professor at Monash University Law School and Deputy Director of the Castan Centre for Human Rights Law.

She is a leading expert on protecting and promoting the rights of LGBTI persons, and has written numerous articles and book chapters on issues relating to persons of diverse genders and sexualities. She is currently editing a 3-volume research series entitled *Worldwide Perspectives on Lesbians, Gays and Bisexuals*, to be published by Praeger Press in the US next year. She is also a regular media commentator on LGBTI issues, such as marriage equality and the expungement of convictions for gay sex from the days when it was a crime.

Dr Gerber was a former member of the Board of the Victorian Human Rights and Equal Opportunity Commission and is currently President of the Kaleidoscope Human Rights Foundation, a not-for-profit organisation committed to achieving equality and dignity for LGBTI persons in the Asia-Pacific region.

Kathy Gerwald, Manager of Education, Family Planning NSW

Kathy Gerwald is the Manager of Education at Family Planning NSW with qualifications and experience in adult education, vocational training and business. Kathy has been instrumental in the development and implementation of effective sexual health training for clinicians, teachers and professionals in areas such as disabilities and mental health.

Prior to this role Kathy worked for over 10 years in vocational education and held official mentoring roles, specialising in educational innovation and elearning.

Kathy is in the final stages of a Masters in Educational Leadership and has a Bachelor of Vocational Education and Training; a Diploma of Business and a Certificate IV in Training and Assessment.



Emily Gornalle, Graduate, National Australia Bank

By day, Emily Gornalle is a NAB Graduate, but by night... she's a volunteer for VICSES and Girl Geek Academy in addition to her advocacy.

Interested in Corporate Social Responsibility and using the power of an organisation to drive change, Emily's particular passion for Asexuality is driven by her identification with the orientation. Though there are no current support groups or structures to give Asexuality a coherent voice in Australia, she hopes to start a not-for-profit with a friend to provide resources and education to the general public. In the meantime, she writes articles and speaks at events to spread awareness.

Emily has a self-identified and unapologetic interest in technology, design, science, and the internet and can be found on twitter as @Subsequent and on LinkedIn under her full name.

She signs herself up to too many things and hopes one day to speak at a TED event.

**Damian Hannan, Training Coordinator, ACON**

Damian is ACON's Training Coordinator. ACON is New South Wales' leading health promotion organisation specialising in HIV and LGBTI health. He has worked at ACON for eight years across several ACON projects including managing complex clients at ACON's Positive Living Centre, as part of ACON's Housing project and managing ACON's Community Support Network. Damian is an experienced trainer with an avid interest in the lived experience of LGBTI people and raising the visibility of inclusive practice across all communities more broadly. He has collaborated and co-authored the national LGBTI Aged Care Inclusivity Training and the LGBTI Inclusivity Training for the Disability Sector and the recently authored the LGBTI Inclusion training package for ACON Training and Consulting division. He continues to facilitate and develop training programs that encompasses inclusive practise for LGBTI people.

**Georgie Harman, CEO, beyondblue**

Georgie was appointed as the CEO of beyondblue in May 2014.

Georgie has worked in the community, public and private sectors in Australia and the United Kingdom in policy development and service delivery.

Previously, she was the Deputy CEO of Australia's National Mental Health Commission.

From 2006-2012, Georgie was a senior executive at the Commonwealth Department of Health where she had national responsibility for mental health, suicide prevention and substance misuse policy and programs. She was one of the architects of the 2011 National Mental Health Reform Budget package. At the same time, she was responsible for the strategy and development of legislation to introduce plain packaging of tobacco products in Australia – a world first. Before that Georgie led national reforms to lift Australia's organ and tissue donation and transplantation rates.

From 2003-2006 she was a member of the executive team at the Northern Territory Department of Health and Community Services.

She came to Australia in 1999 as the Executive Director for the Bobby Goldsmith Foundation in Sydney – Australia's first and largest independent HIV/AIDS charity.



Phoebe Hart, Director, Hart Flicker

Phoebe completed her PhD at QUT in 2009, producing as part of her thesis a long form documentary on people living with intersex variations entitled *Orchids: My Intersex Adventure*. This multi-award winning film premiered at the Brisbane International Film Festival in 2010 where it was voted the top film of the festival. Since then, the film has travelled the world at numerous film festivals, gathering many awards along the way, and was broadcast in Australia on the ABC in January 2012. Previous to this achievement, Phoebe co-directed a part-observational part-essay style documentary series on the state of higher education in Australia for SBS called *Downunder Grads*, which screened in March 2008. She directed and co-wrote a half hour documentary called *Roller Derby Dolls*, which premiered in a prime time slot on ABC1 in September 2008. The film follows a group of unconventional women who play the rough-and-tumble sport of roller derby.

**Melissa Hennessy, Executive Officer Diversity, Department of Defence**

Melissa has been working in the Department of Defence diversity space for over four years, focusing on Women, Lesbian Gay Bisexual Transgender and Intersex and Culturally and Linguistically Diverse (LGBTI) groups. Melissa has been responsible for developing and implementing programs that assist the Department of Defence to attract, recruit, develop and retain people from these key groups.

During this time, Melissa was seconded to Defence Force Recruiting and developed the Diversity and Inclusion Plan to attract and recruit people into the Australian Defence Force. This included developing and implementing initiatives to increase diversity recruiting outcomes for the Department and specifically focused on the Chief of Army's campaign to increase the recruiting rate of women into the Australian Defence Force.

Prior to her work in the Diversity space Melissa spent over 10 years as a Strategic Human Resource Manager and was responsible for policy and programs in Workforce Management and Reporting, Performance Management and Work Health and Safety.

Recently Melissa has made great progress in the LGBTI space for the Department. A key achievement for Melissa has been the recent launch of the Defence Pride Network which includes an online discussion forum. Melissa is very passionate about diversity and is working hard to ensure that ALL people feel they can bring their 'whole self' to work each day at the Department of Defence.

Melissa and Adam have two girls who also keep them very busy!

**Dawn Hough, Director, Pride in Diversity and ACON Training & Consulting**

Dawn Hough is the Director of Pride in Diversity, Australia's national not-for-profit employer support program for all aspects of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) workplace inclusion and the developers of the Australian Workplace Equality Index (AWEI). Pride in Diversity is a social inclusion initiative of ACON, Australia's largest LGBTI health organisation.

Dawn sets the strategic direction for the program while managing a dedicated team of experienced diversity/HR professionals equally passionate and committed to the provision of leading edge LGBTI inclusion initiatives.

Dawn speaks and consults both nationally and internationally on all aspects of LGBTI workplace inclusion and has worked on projects in the London, Amsterdam, Singapore, Hong Kong and Manila. Dawn has spoken at conferences in the United States, UK and across Asia Pacific.

Prior to Pride in Diversity, Dawn introduced and managed the Diversity function for ING Australia, responsible for the alignment of Australian practice to global strategy as well as the implementation of executive targets, gender initiatives, flexibility and INGA's LGBTI employee network. During this period she was also responsible for Talent, Organisational Development and the L&D Function.

Prior to INGA, Dawn ran her own boutique consultancy for 14 years consulting in organisational development, talent management, leadership development, employee engagement and learning and development. Dawn travelled extensively as a professional speaker and corporate educator.



Britt Jacobsen, Senior Manager, Inclusion & Diversity, Westpac Group

Britt Jacobsen is a Senior Manager, Inclusion and Diversity and works across the Westpac Group to design and embed Diversity programs. Britt has experience working across diversity streams including LGBTI inclusion, Age Diversity, Cultural Diversity and Flexible working. Britt's background is in human resource management and she holds a Business degree in Human Resource Management and a Master's degree in Commerce (Workforce Sustainability).

Britt is a passionate ally of the LGBTI community, having championed LGBTI-inclusive policies and initiatives in various organisations, and working closely with the GLOBAL Employee Action Group. Fairness is one of her key personal values, which is she has made fairness and equality in the workplace central to her career.

**Bianca Janovic, Solicitor, Herbert Smith Freehills**

Bianca Janovic is a solicitor in the Dispute Resolution team at Herbert Smith Freehills. Bianca co-chairs the firm's LGBTI Network in Brisbane and is passionate about fostering an environment where all staff are comfortable and proud to bring their whole self to work. As a successful 'out' lesbian woman, Bianca has been instrumental in the growth of the firm's LGBTI Network across Australia. Bianca has facilitated a number of LGBTI initiatives at HSF and beyond, including the fascinating 'Stand up: Stories of LBT role models' panel event earlier this year, which was co-hosted with Sapphire and streamed to HSF offices across the globe.

**Chris Ladds, Manager, Accenture**

Chris Ladds is a Manager with Accenture Australia with a background in Healthcare management and delivery in the UK and Australia. Chris leads External Engagement in the PrideAtAccenture team based out of Sydney. Accenture's PrideAtAccenture network is part of a global network bringing together 100s of passionate, driven and focused LGBTIQ employees and Allies working within Accenture and our cities across the globe to driving inclusion and equality in the workplace. Chris brings his passion for networking and fostering relationships to bring companies, teams and groups together to benefit our community.

**Sean Linkson, Chairman and CEO, Pinnacle Foundation**

By night, Sean Linkson is Chairman and CEO of the Pinnacle Foundation, a national charity he co-founded six years ago that provides scholarships and mentoring to marginalised LGBTIQ youth. By day, he is Managing Director of Allegis Partners, the executive search division of the world's largest privately-owned human capital company, the US\$13b Allegis Group. In reality the two roles have quite similar outputs. In the day job he helps get leaders and board directors into an environment where they can excel, grow and contribute. At Pinnacle he helps 16-24 year olds crushed by bigotry and hatred get an education, reclaim their self-esteem and do great things with their lives.

Sean spent his early career in the construction industry before becoming an investment banker and ultimately a head-hunter. He has always had an interest in human potentiality which for most of us, he believes, is nurtured largely in our the work environments. As good D&I practice proves, people who bring their whole selves to work are more productive, more fulfilled and ultimately contribute more. But how often does D&I policy have a positive social impact outside the organisation? Can good D&I policy save lives? Sean suggests it can.

**Simon Lynch, Executive Manager Organisational Development & Change, CSIRO**

Simon is a co-convenor of the GLBTI@CSIRO Staff Network, founded in 2013. In this role Simon leads and supports the development of the Network and its inclusion in the CSIRO Diversity & Inclusion Strategy; representing the Network with senior management (including Enterprise Agreement Negotiations) and supporting local Network activities.

Simon is an experienced Change Manager, leading large scale and complex organisational changes during his 10 years with CSIRO. Prior to CSIRO Simon held senior operational roles with the Victorian Government and also in the private sector. Simon is an accredited PROSCI change management trainer, and holds further qualifications in Sociology, including having recently completed a PhD on the topic of Social Capital.



Laura McLaren, Solicitor, Herbert Smith Freehills

Laura McLaren is a solicitor in the Dispute Resolution team at Herbert Smith Freehills. Laura co-chairs the firm's LGBTI Network in Sydney and is passionate about fostering an environment where all staff are comfortable and proud to bring their whole self to work. As a successful 'out' lesbian woman, Laura has been instrumental in the growth of the firm's LGBTI Network across Australia. Laura has facilitated a number of LGBTI initiatives at HSF and beyond, including the fascinating 'Stand up: Stories of LBT role models' panel event earlier this year, which was co-hosted with Sapphire and streamed to HSF offices across the globe.


Fiona Maley, Marketing and Research Coordinator at the School of Population Health, The University of Western Australia

Fiona Maley is a marketing and research coordinator at the School of Population Health at The University of Western Australia. She did her BSc in botany and zoology, which explains her fondness for Alfred Kinsey and his research into human variation, and her MBA at UWA. She has a long working history at UWA, having worked in various research roles in agriculture, microbiology and human health and more recently in marketing the school's courses and research. Fiona is also involved in LGBTIQ advocacy on campus as a facilitator of the UWA Ally program workshops, a member of the UWA LGBTI-Inclusion Working Party and a co-founder and coordinator of UWA BTW, the social group connecting bisexual/pansexual/non-monosexual students, staff and alumni.


Paul Martin, Organisational Development Consultant, Assure Programs

Paul Martin is a psychologist with a history of Lesbian, Gay, Bisexual, Transgender and Intersex mental health for over 25 years. His passion has been to make a positive difference to these populations through influencing individuals, families, organisations and society. This has included training mental health professionals, lobbying MPs, Attorney's General and the Prime Minister and appearing in documentaries, news programs and writing for magazines and chapters in books. His focus on inclusion and diversity is now in the context of organisational consulting where he develops and facilitates programs on various aspects of LGBTI issues in the workplace.


Patrick Medd, Asia Pacific Advisory Learning & Development Leader, EY

Patrick Medd has been innovating, inspiring, motivating and leading learning and development across Europe and Asia Pacific for over 24 years. Patrick has also been responsible for driving EY's national LGBTIA network – Unity to what it is today. Patrick is the Chair of EY's internal LGBTIA committee and has played a key role in invigorating the network across Oceania and Asia Pacific.

He has been instrumental in engaging support of senior leaders and from the organisation to support various initiatives and external groups. Most recently, EY Australia became the proud sponsor of the Sydney Convicts - one of the highest profile community sporting groups in Australia, which is a leader in promoting inclusion and tolerance in the sporting environment. Patrick was responsible for engaging innovative methods to gain sponsorship in order to leverage the power of external high performing teams, such as the Sydney Convicts to generate diversity and innovation through collective viewpoints and experiences.


Leanne Mills, HR Manager, Key Assets

Leanne is an experienced HR professional with over 10 years' experience working in various HR roles in the retail sector and not-for-profit organisations in Australia. In her current role as the HR Manager for Key Assets – The Children's Services Provider in Australasia Leanne is responsible for driving diversity and inclusion initiatives.

Since commencing with Key Assets in January 2014 Leanne has completed two AWEI submissions and this year was instrumental in the work done by Key Assets which saw them ranked 22nd on the index and recognised as Small Employer of the Year. She has also assisted Key Assets parent company, The Core Assets Group with their successful Stonewall submissions in 2014 and 2015.



The challenge of LGBTI inclusion within Key Assets is not one of culture, but of low employee headcount and large geographical footprint. Leanne has drawn on her past experience of working with remote sites to think differently about the development and establishment of network groups and events.

Leanne is a passionate LGBTI Ally and firmly believes in fairness and equity for everyone both in and out of the workplace.

Ben Mulcahy, Managing Director, Pink Media

Ben Mulcahy is Managing Director of Pink Media Group, Australia's LGBT media specialists. Representing over 50 media and sponsorship opportunities Pink Media Group connects brands LGBTI community across the largest LGBTI magazines, websites, radio stations, events, venues and social media networks. Ben will share Pink Media insights into the media consumption habits and mindsets of Australian LGBT's.



Fern Ngai, CEO Community, Business Hong Kong

Fern Ngai is CEO of Community Business, a not-for-profit organization dedicated to advancing responsible and inclusive business practices in Asia.

With over a decade of experience impacting positive change in the business sector and wider community, Community Business has an established reputation as a thought leader and trusted partner in corporate social responsibility and diversity and inclusion. Community Business conducts research, facilitates networks and events, leads campaigns and provides consultancy and training. Headquartered in Hong Kong with a presence in India and the United Kingdom, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change.

Under Fern's leadership, Community Business has expanded its products and services, established a subsidiary in India, and has launched the Hong Kong LGBT Workplace Inclusion Index, a pioneering benchmark for workplace inclusion practices and initiatives for lesbian, gay, bisexual, and transgender employees. Fern has over 30 years of broad experience in financial services, change management, and in workplace diversity and community programmes. She held leadership roles in the human resources, technology and operations, governance, and corporate affairs functions at Standard Chartered Bank and was its diversity and inclusion champion for Hong Kong.



Elaine Nguyen, Diversity Director Policy, Department of Defence

Elaine Nguyen has been the Diversity Director Policy within Defence People Group since May 2012. Elaine currently leads the team that is responsible for positioning Defence as an employer of choice for lesbian, gay, bisexual, transgender and intersex persons, and as an organisation that respects and supports the inclusion of sexuality and gender diverse persons. She is also responsible for developing policies and programs to increase the representation of women in Defence to better reflect the Australian society and strengthen the retention of the women Defence has recruited and trained. Prior to maternity leave in 2013, she led the team that is responsible for removing barriers to, and encourage the participation of, people with disability in the Defence workforce and increasing the representation of people with disability in Defence APS.

Elaine has been employed by the Department of Defence since 2004. Her career at Defence began as an Executive Assistant in Defence Science and Technology Group. In 2007 she joined the Strategic Human Resource Management Team and was responsible for People Professionalisation, Reward and Recognition and Work Health and Safety, for which she received an Australia Day Medallion. Prior to joining the Department of Defence, Elaine followed her passion to assist people with a disability and held a number of disability support officer roles in private enterprise followed by an Executive Assistant role at Commonwealth Rehabilitation Services.

Elaine and Simon have two active and curious little boys who bring so much joy, laughter and chaos their lives.



Rachel Nicolson, Partner, Allens

Rachel is a Partner in Allens' Commercial Litigation & Dispute Resolution and is based in Melbourne. Rachel is one of the three Allens partners that is responsible for its LGBTI staff network, ALLin.

In that role, Rachel has been instrumental in raising the profile of LGBTI issues in the firm, across the partnership and staff base as well as across the firm's client base. Rachel was an executive sponsor for the ALLin network during her time on the Allens Board in 2014 and 2015. In that time, amongst other LGBTI related initiatives, Allens, by unanimous decision of the Board, opted to support marriage equality. Rachel has been the partner responsible for a number of important pro bono LGBTI related matters including acting for non-government organisation A Gender Agenda in the Norrie case on gender identity that went to the High Court of Australia.

**Will Noble, Board Associate, Sydney Gay & Lesbian Business Association (SGLBA)**

All Directors of the SGLBA are volunteer positions. Will Noble runs the Asia-Pacific regional business of a global management consulting firm, owned by PMI - the international peak body for project management professionals. His business delivers advisory services to Forbes 2000 businesses throughout the region. Will leads HSI with absolute authenticity, promoting accepting, diverse and inclusive workplaces. He volunteers with SGLBA where he advocates the importance of gay and lesbian business leaders doing so by example, and being authentic in the workplace. He believes that sexual orientation should make no difference to a person's career prospects, but that integrity should.

**Darryl O'Donnell, Principal of Policy and Development, ACON**

Darryl has over 20 years' experience working in HIV community, research and public sector roles. During the 90s he worked with AIDS Councils in Queensland, Western Australia and Victoria and was later the National President of the Australia Federation of AIDS Organisations. From 1999 to 2013, he worked for the NSW Government where he was responsible for state wide HIV policy and program development. He has also lead on many national HIV policy and program initiatives. Before joining ACON in 2015 in the role of Principal of Policy and Development, Darryl was the Executive Director of the NSW Mental Health Commission.

**Bruce Phipson, Executive Director, Chief Operating Officer, Banking and Financial Services, Macquarie Group**

Bruce has spent his career at Macquarie in a number of Finance related leadership roles becoming Deputy Chief Financial Officer and Head of Finance in 2011. As the Head of Finance Bruce held responsibility for a team of 1,100 professionals in 30 locations around the world.

In October 2013 Bruce was appointed the Chief Operating Officer ("COO") of Banking and Financial Services ("BFS"). Bruce is a member of the BFS Executive and Operations Committee, is the Head of the BFS Risk Committee and has accountability for BFS Central.

BFS Central houses a broad group of functions including various Group-wide initiatives, Operational Risk, Credit Risk, Fraud Monitoring and detection, Operational Excellence, Marketing and Communications, Digital, Information Management, Finance, Compliance, Legal, Technology and HR.

At a Macquarie Group level Bruce is a member of the Group-wide COO Committee and is the Executive Sponsor of the LGBTI Employee Network Group in Australia.

**Heather Price, CEO, Symmetra**

Recognised as a leader in shaping the strategic vision of organisations across the globe on diversity and inclusion, Heather established Symmetra in the Asia Pacific region in 2003. This was effected after a decade of guiding organisations across South Africa on the dismantling of apartheid through her diversity consulting company Mandate Molefi.



Heather has numerous publications to her name, has presented at international conferences in the USA, Italy, Australia, South Africa, Puerto Rico and Singapore, was nominated to sit on the Expert Panel which ratifies the Global Diversity and Inclusion Benchmark Tool™ in 2006, 2011 and 2015 and was a finalist of the Telstra Business Women of the Year in New South Wales, Australia in 2011.

Symmetra provides a global consulting service to numerous blue chip clients in both the private and public sector on embedding an inclusive workplace culture. Utilising unique tools, process and content designed by Symmetra's highly skilled multidisciplinary team, Heather's team of experts conduct diagnostics, advise on D&I best practice, policy & strategy, and facilitate cutting edge and innovative learning and development solutions.

Heather is engaged regularly to work locally and internationally with the C-suite on the Business imperative of Diversity & Inclusion, on Counteracting Unconscious Bias in the workplace, on Leading Diverse and Dispersed teams, and on Embedding Psychological Safety. She is a highly sought after public speaker and renowned to keep large audiences in the palm of her hand for many hours.

Heather's work has been instrumental in positioning organisations to leverage diversity of thought to optimise business performance and innovation, providing them with a sustainable competitive advantage in the global marketplace.

Andy Pullar, Consultant, Suncorp

Andy joined Suncorp in 2008 as Andrea, a shy 18 year old with no experience outside of fast food. He soon discovered his passion for customer service and his confidence working in a team. Over the last seven years he has built relationships and gained the trust of insurance advisors, brokers, business managers and clients across Australia to provide the best results. Within the Suncorp group he has moved between AMP General Insurance, GIO and Resilium handling home, car and business insurance. In May 2015 Andy came out as a trans man with the help of Pride In Diversity, and is very proud to represent Suncorp. Outside of business hours you will find him watching, playing, officiating, administering, talking or thinking about American football and the Melbourne University Gridiron Club.



Andrew Purchas, Founder, Sydney Convicts Rugby Club| President, Bingham Cup Sydney 2014 | Vice President, International Gay Rugby

Andrew has over 15 years of experience as a senior executive in the legal, financial services industries as a senior associate with Corrs Chambers Westgarth and Chief Security Officer for Westpac Banking Corporation. He is currently Project Director with National Information Communication Technology Australia. Andrew has been a director of ACON since 2006 and ACON's Vice President since 2008. Andrew has had a long involvement with sports. He is founder of the Sydney Convicts Rugby Club, President of the Bingham Cup Sydney 2014 and Vice President of the International Gay Rugby. Andrew led the Bingham Cup's initiatives to eliminate homophobia in sport and campaigned strongly for all sporting organisations to seriously engage in activities to make sports available to all regardless of sexuality.



Leonore Ryan, Intrapreneur and Technology Commercialisation Specialist, CSIRO

Leonore Ryan is a co-convenor of the GLBTI@CSIRO Staff Network, which she co-founded in 2013. In this role Leonore is responsible for leading the development of the Network Strategy and its inclusion in the CSIRO Diversity & Inclusion Strategy, representing the Network within CSIRO in committees and in meetings with senior management (including Enterprise Agreement Negotiations) and maintaining the Network wiki.

Leonore has over 10 years' experience in Technology Commercialisation and is currently pursuing a Cardiac Rehab start up opportunity through the CSIRO technology accelerator "AcceleratiON". Leonore holds qualifications in project management, change management, science, apparel manufacturing, adult education and an MBA.



Suzi Russell-Gilford, Partner, PwC

Suzi is a Partner in Sydney's Tax & Legal business and has over 20 years' experience advising multinationals on cross-border GST and international trade matters. Most recently, Suzi has been involved with Treasury, the Australian Taxation Office and multinationals consulting on the design of the 2017 digital GST changes in Australia.

Suzi has been the Partner Sponsor of PwC Australia's LGBTI network, GLEE since its inception in 2009. In that time, she has also had the pleasure of having two beautiful girls with her wife, Paula. She identifies as a lesbian and has been actively involved in growing GLEE from a nascent thought of a few individuals to a national network of over 300 staff.

Suzi took parental leave from 21 July 2014 to 2 March 2015 but remained engaged with GLEE throughout this time, featuring in promotional videos for GLEE and Pride in Diversity, speaking at key events, meeting with other organisations to help them establish their own LGBTI network and helping Sydney investors establish an IVF clinic, Bump, to better service the LGBTI community. Suzi is also the Director of Stillbirth Foundation Australia.

**Luke Sayers, CEO, PwC**

Luke Sayers is the Chief Executive Officer of PwC Australia and Vice Chairman for PwC Asia Pacific.

Luke leads a team of more than 500 partners and over 6,500 staff who are focused on helping Australian businesses solve their biggest problems and realise their potential in an ever changing world.

Under Luke's leadership, PwC Australia is focused on using the collective expertise of the firm to help address important national issues such as tax reform, Australia's engagement with Asia and how we can continue to innovate and thrive as a nation.

In addition to his work at PwC, Luke has long term commitments to community organisations and external Boards. He is currently on the Board of the Carlton Football Club and chairs the Melbourne Chapter of the Australian Business and Community Network (ABCN) as well as not-for-profit organisation e.motion21. He is also a member of Monash University's Industry Council of Advisors (MICA), the Genazzano FCJ College Council, and leads the Victorian Branch of the Male Champions of Change.

Luke lives in Melbourne with his wife Cate and four daughters.

**Todd Sears, Founder and Principal, Out Leadership**

Todd Sears is the Founder and Principal of Out Leadership, a recognised global strategic advising firm that connects leaders across the world's most influential industries to create business opportunities, cultivate talent, and drive LGBT equality forward.

Out Leadership began with 6 founding member firms in 2011, and now counts 63 of the world's leading companies as members. Out Leadership operates two industry-specific business initiatives: Out on the Street and Out in Law, and two cross-industry talent initiatives for LGBT leaders: OutNEXT, the first global leadership development program for the next generation of LGBT talent, and Quorum, which seeks to increase LGBT representation on corporate boards.

A former investment banker, Todd specialized in wealth management at Merrill Lynch, creating the first national team of financial advisors on Wall Street focused on the LGBT community, which brought over \$1.4 billion of new assets to the firm.

Todd then moved into diversity leadership, pioneering diversity initiatives at Merrill Lynch and then at Credit Suisse, where he served as Americas Head of Diversity and Inclusion. Both organizations continue to be ranked among the top companies in the Fortune 500 by diversity organizations including Working Mother, Black MBA, and the Human Rights Campaign.



Todd works closely with senior leaders across industries to build business opportunity through diversity innovation. He regularly speaks at conferences and meetings around the globe to share this vision.

A graduate of Duke University and Woodberry Forrest School, Todd is also an active philanthropist and community leader. He is the founding co-chair of Jeffrey Fashion Cares, a fundraiser supporting LGBT civil rights, youth and HIV/AIDS treatment and prevention, which has applied an innovative cost-structure to raise millions of dollars since its inception.

Todd is a senior advisor to Christopher Street Financial. He also serves on the non-profit boards of The Williams Institute of UCLA, The Palette Fund, and Lambda Legal. In 2014 he received Aid for AIDS International's My Hero Award.

Lukas Sigut, Diversity Consultant, Australian National University (ANU)

Lukas Sigut is the staff Diversity Consultant with the ANU. In his current role he is responsible for developing and coordinating equity, diversity and inclusion initiatives across all diversity groups amongst the university community of 4000 staff. At the ANU, Lukas is also co-sponsoring the revised ANQ staff network (LGBTIQ), and is a member of the Ally Steering Group.

Recently, Lukas was a Senior HR Advisor with the CSIRO Agriculture Flagship. In this role he also had a diversity portfolio, and was involved in co-founding and co-representing the GLBTI@CSIRO Staff Network. He has experience in human resources management, policy and workplace relations, workforce planning, project management, and training facilitation. Lukas holds tertiary qualifications in psychology, behavioural science, international affairs and a masters in law.



Ishwar Singh, Workplace Education & Relationship Manager, Pride in Diversity

Ishwar Singh started his professional career as a lawyer at an international law firm, Allens. He has acted for some of the world's leading companies and has a unique insight into the business operations of some of Australia's leading employers across a variety of industries and sectors. He has also helped to defend and advance the rights of a number of disadvantaged groups, including homeless and indigenous communities.

Before joining Pride in Diversity, Ishwar played a lead role in Allens' LGBTI network (ALLin). He created a strategic plan for the network, was heavily involved in client engagement and the firm's very public support for marriage equality as well as compiling the firm's first ever submission to receive a ranking on the Australian Workplace Equality Index (the AWEI). These efforts culminated in Allens being recognised as the highest ranking law firm for LGBTI inclusion on the AWEI in 2015.

Ishwar is very passionate about working toward true diversity in all aspects of society and is particularly interested in the experience people have in the workplace, recognising it as one of the most important institutions to which most people belong. As a Workplace Education & Relationship Manager at Pride in Diversity, Ishwar works with member organisations to start or progress their journey toward a working environment that is truly LGBTI inclusive and embedding best practice in this area into the fabric of those organisations. He delivers training in LGBTI awareness to a variety of audiences including senior leaders, assists HR teams with policy review and provides ongoing strategic support to assist with the roll-out of organisation-wide LGBTI inclusion initiatives.



Kevin St Mart, Workplace Engagement Manager, beyondblue

Kevin is a Workplace Engagement Manager at beyondblue who is responsible for engaging with Australian workplaces, workplace leaders, business owners and key workplace stakeholders for the purpose of promoting and creating mentally healthy workplaces. Kevin has 17 years' experience in the Health and Safety industry having previously worked for the Federal Health and Safety Regulator Comcare, where he worked closely with employers to promote and implement workplace mental health programs. Kevin has had 5 years in a team leader role managing both project and operational staff in injury management positions and has educational qualifications in Business and Injury Management.



Michael Stevens, Programme Director of the Rainbow Tick, New Zealand

Michael is the founding Programme Director of the Rainbow Tick, New Zealand's only LGBTTI workplace Diversity and Inclusion programme. He has a long history of involvement with New Zealand's Rainbow communities in various capacities including time as Chair of the New Zealand AIDS Foundation and as a social commentator. He has been involved in adult education and training most of his working life in New Zealand and abroad. Michael has been an invited speaker at a number of conferences and is a published author on the topics of human sexuality, social change, well-being, and public health.


Lin Surch, Workplace Education & Relationship Manager, Pride in Diversity

Lin Surch has over 15 years experience in Banking and Financial Services, with experience in Employee Engagement, Workplace Education and Training, Communications, Contact Centres, Dispute Resolution and Employee Networks and is an experienced facilitator and trainer in LGBTI workplace inclusion.

Prior to joining the Pride in Diversity Team, Lin was responsible for developing and delivering the roll-out of the highly successful LGBTI inclusive training across The Westpac Group as part of her role in the education and training sector of the GLOBAL Executive Committee. This involved facilitating focus groups, implementing feedback, tailoring and presenting training sessions to the Group's CEO, Executive Team, HR Leadership Teams and People Leaders. Lin was also a key driver in the strategic development and sustainability of the employee network group.

Articulate, passionate about change, and dedicated to diversity; a pivotal part of her role includes managing stakeholder expectations and cultivating engagement at all levels. In the classroom, she has a warm and approachable presence with the innate ability to impart complex concepts in an easy to understand format.

Lin meets with potential, new and current members to plan their strategy, implement charters, and presents to senior executives. She facilitates roundtables, training and awareness sessions, and works with member organisations in an ongoing capacity to provide best practice advice and assist in all aspects of LGBTI workplace inclusion.

Lin is also the Convenor of Sapphire, a Pride in Diversity initiative for lesbian, bisexual and transgender women in the workplace.


Melissa Tandy, Global Chair, ANZ Pride Network, ANZ

A proven senior manager with success across the banking and finance industry, including strategy, operations, sales, and risk. Melissa is specifically skilled at implementing a fundamental shift across the business; developing the strategic direction, implementing the change agenda, and embedding a sustainable culture. Melissa is an energetic and collaborative leader, focused on delivering successful business outcomes.


Claire Tenzer, Group Business Director, Whybin\TBWA Group

Claire is the Group Business Director on the ANZ business at advertising agency Whybin\TBWA Group. Claire has worked in the advertising industry for over 11 years working on some of both England and Australia's largest brands including BP, John West, PZ Cussons, Dr. Oetker, Mercedes-Benz, Fonterra and MLC. Claire is passionate about the strength of imagination and original ideas and their power to solve business problems. Claire's career highlights include the 2014 GAYTM campaign for ANZ Bank collecting the Grand Prix for Outdoor and six other Lions at the 2014 Cannes Festival.



Roxanne / Bobby J Thomson, Student Adviser, Deakin University

My name is Roxanne/Bobby J Thomson and I am a gender fluid person, a poet and a beach lover.

I am also highly passionate about my job working with students at Deakin University, Victoria.

I am a strong believer in equality for all and am a social justice and GLBTIQ community advocate.

I believe everybody has a story to tell and our job as GLBTIQ community members and/or Allies is to listen to this story and see what it is we can do for them to make them feel that who they are is worthy and 100% normal.

**Sam Turner, Chair of GLOBAL, Westpac Group**

Sam Turner is the Chair of GLOBAL, Westpac Employee Action Group for LGBTI Diversity, and is an active member of the LGBTI Community, having recently stepped down as Chair of Women's Committee for Mardi Gras. She is passionate about equality and believes that everyone has the right to feel comfortable and included in work-life conversations and culture, and that organisations have a responsibility to foster an inclusive environment.

Sam has been with the Westpac Group for just over a year, and commenced her current role of Business Manager for NSW Regional & ACT Retail Banking in January 2015. She is responsible for operations, compliance, sales performance, and business planning across 109 branches and over 800 employees. Prior to this she held various roles at NAB and Deloitte, including Head of Business Improvement, Senior Manager Consulting, and Strategic HR Partner for Business Banking.

**Anthony Venn-Brown, CEO, Ambassadors & Bridge Builders International**

Anthony Venn-Brown was a popular preacher in the mega-churches of Australia. His bestselling autobiography 'A Life of Unlearning' details his 22 years attempting to change his homosexuality through counselling, prayer, exorcisms, 'ex-gay' programs and 16 years of marriage. Anthony is now a respected community leader and was twice voted one of the 25 Most Influential Gay and Lesbian Australians as well as one of four finalists for the 2011 ACON Community Hero Award. He is the co-founder of Freedom 2 b[e], Australia's leading organisation for LGBTI people from Christian backgrounds. Currently he is the founder and CEO of Ambassadors & Bridge Builders International. Anthony has presented at conferences in Asia, USA and UK and provided training in Australia for community and religious organisations. Since 2000, Anthony has also worked extensively, one on one, with individuals seeking resolution of faith and/or their sexuality.

**Brydon Wang, Technology and Infrastructure Lawyer, Allens**

Brydon Wang is a technology and infrastructure lawyer with Allens, the highest-ranked law firm for LGBTI-inclusion on the AWEI in 2015. He was a national Finalist in the 2014 Australian Law Awards.

As a key member of ALLin, Allens' LGBTI network, he has been instrumental in shaping the network's strategy and action plan for the coming year. He recently organised a client event celebrating rainbow families that was aimed at helping LGBTI employees navigate the regulatory landscape around surrogacy and IVF. Brydon and his partner, Nic, recently welcomed their first child.

Brydon is passionate about advancing Diversity in the workplace. Prior to becoming a lawyer, Brydon worked in procurement and construction project delivery in both public and private sectors. He was a Project Manager with the Public Transport Authority of Western Australia, and then a Contracts Administrator in a number of leading construction firms. While in Perth, he was a speaker at the OEEO (now Equal Opportunity Commission) forum on Diversity and Inclusion in the public sector.



Ross Wetherbee, Workplace Education & Relationship Manager, Pride in Diversity

Ross Wetherbee has over 10 years' experience in HR, Talent, Organisational Development and Learning facilitation. Prior to joining Pride in Diversity he lead Macquarie Bank's LGBTI Employee Network Group, allsorts, overseeing strategy development, LGBTI awareness & inclusion training, AWEI submission and community group engagement. He has a passion for developing engaged, high-performing and inclusive organisational cultures and enjoys helping people & organisations grow and develop.

Ross' role as Workplace Education & Relationship Manager oversees his portfolio of member organisations in the public sector and the following industry groups: Local, State and Federal Government departments, Tertiary Education institutions, Healthcare, Mining Resources and Energy, Oil & Gas, FMCG, Sporting Organisations and Not-for-profit & Community Groups.

Ross meets with potential, new and current members to plan their strategy, implement charters, and present to senior executives. He facilitates member roundtables, training and awareness sessions, and works with member organisations in an ongoing capacity to provide best-practice advice and assist in all aspects of LGBTI workplace inclusion.

**Mike Whalley, Contract Manager, Accenture**

Mike is a member of the Legal team at Accenture, and has been with the firm for nine years. In his day-to-day role, Mike focuses on Contract Management for Accenture's Insurance practice in Australia and New Zealand, as well as supporting global Insurance accounts. Mike has worked across the world during his time with Accenture, and was involved in LGBT advocacy in both the UK and the US prior to his move to Australia. He was also a member of Accenture's Global LGBT Network from 2008-2010, which included the management and execution of a US-wide LGBT Leadership Training program, and attending the Out & Equal Conferences in Orlando and Los Angeles. Mike currently leads the PrideAtAccenture Program in Australia/New Zealand and is keen to help drive improved practices from across the globe both in Australia, and in our business across Asia Pacific. Outside work, Mike is part of the Mardi Gras Fair Day team, is a member of the Sydney Gay & Lesbian Choir, and can be found training for triathlons in any remaining spare time.

**Jennifer Williams, CEO, Australian Red Cross Blood Service**

Jennifer is currently the Chief Executive of Australian Red Cross Blood Service which is a not-for-profit national organisation with 5 main manufacturing centres and 100 donor blood collection centres across Australia and responsible for the collection of blood, the testing and manufacturing of blood and blood products and the distribution to hospitals around the country. She commenced this role in April 2009.

Prior to that Jennifer was the Chief Executive of Alfred Health for 5 years and before that, Chief Executive, Austin Health for 7 years.

Jennifer has extensive experience in the health sector, having previously been a Director in the Department of Human Services, Victorian Government and prior to that other senior management positions in the public and private sectors.

**Masakazu Yanagisawa, Director, Head of Global Prime Finance Sales, Deutsche Bank**

Masakazu Yanagisawa currently heads up the Global Prime Finance Sales within its Global Markets division in Japan and Capital Introduction for APAC region at Deutsche Bank Group. He started his career at Merrill Lynch, where he worked in London until 2006. After returning to Japan, he has been involved in hedge fund related businesses. He is the board member of International School of Asia in Karuizawa (ISAK) and Human Right Watch Tokyo committee. He graduated from the School of Policy Management at Keio University.



Matthew Yeldham, CEO, Out for Australia

Matthew is the CEO of Out for Australia – an organisation that seeks to support and mentor Australia's aspiring LGBTIQ+ professionals as they navigate their way through the early stages of their career. Matthew also currently works as a policy and legal assistant to the NSW Deputy President in the Legislative Council, and has previously worked with the Australian Human Rights Commission on LGBTIQ projects. He has recently lead Out for Australia's cooperation on the steering committee of the inaugural Australian LGBTIQ+ University Guide, and is an Arts/Law student at the University of Sydney.

**Paul Zahra, Global Retail Advisor**

Paul Zahra has been a leading force in the Australian Retail Industry for over 30 years. Paul has held senior roles at Target Australia, Officeworks Superstores and is the former Chief Executive Officer and Managing Director of Australia's premium department store, David Jones, Limited.

In his role at David Jones, Paul is credited for leading the digital transformation of one of the oldest department stores in the world, achieving market leading momentum, resulting in financial stability for the business during the worst retail conditions in 25 years.

Paul is a Global Retail Advisor, advising Boards and Executives in areas including retail (both traditional and startups), leadership, transformational change and diversity. He is also a member of the PwC Diversity and Inclusion Board and a Non-Executive Director for The Pinnacle Foundation, a not for profit organisation that provides mentoring and scholarships for disadvantaged LGBTI youth.

Paul Zahra is an alumni of the Stanford University Graduate School of Business.



Pride@KPMG

Inclusion and diversity are not just buzz words at KPMG. We proudly welcome and engage with people with diverse backgrounds and life experiences.

Everyone is encouraged to be themselves – both personally and professionally. Our culture of equal opportunity ensures that everyone has the chance to thrive. It's this spirit that shapes our strength as a firm and makes us an employer of choice worldwide.

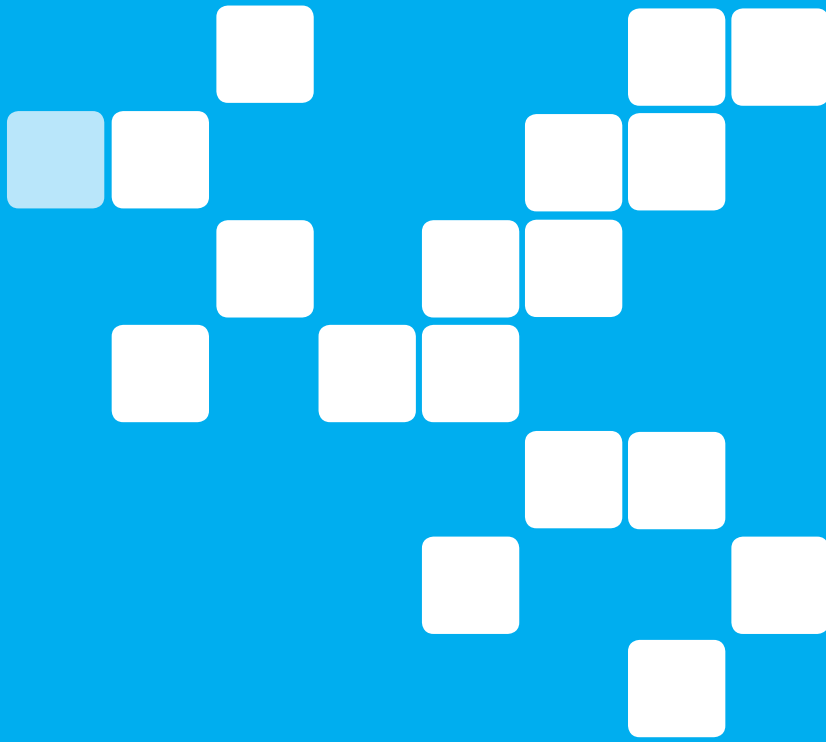
Pride@KPMG is our LGBT+ network for employees and allies. Its purpose is to:

ENGAGE our work colleagues, our clients and our community partners

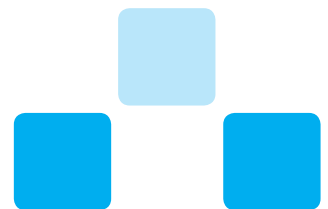
INFLUENCE our workplaces and communities as advocates for positive change

CELEBRATE difference and promote inclusion

kpmg.com.au/diversity



About Pride in Diversity





About

Pride in Diversity is Australia's first and only national not-for-profit employer support program for all aspects of LGBTI workplace inclusion. A social inclusion initiative of ACON, Pride in Diversity are specialists in HR, organisational change and workplace diversity dedicated to improving the health and wellbeing of LGBTI people by reducing exclusion, invisibility, homophobia and stigma in the workplace.

History

Established by ACON with the assistance of Stonewall UK and Diversity Council Australia (DCA), Pride in Diversity's mandate is to reduce stigma, homophobia and discrimination in the workplace and set a national benchmark for leading workplace practice in LGBTI inclusion. This is currently being realised via the national employer support program (Pride in Diversity) and the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for all aspects of LGBTI workplace inclusion.

Since the launch of Pride in Diversity in 2010, we have seen significant changes in the acceptance and uptake of LGBTI inclusion initiatives within Australian workplaces. Pride in Diversity is proud to be one of the driving forces behind these changes and to have witnessed the emergence of what is now considered by many, to be one of the fastest growing areas of Diversity and Inclusion on the Australian Workplace Diversity agenda.

Strategy

Pride in Diversity works with Australian employers via the provision of a dedicated account manager, tailored training & consulting services, member forums, networking, resources and research to:

- Recognise, appreciate and utilise the unique insights, perspectives and backgrounds of others, promoting innovation, team collaboration and higher levels of productivity
- Mitigate unintentional discrimination, disrespectful and damaging behaviour through education and awareness, the alignment of organisational values and the reduction of risk
- Create an environment of trust, respect and inclusion positively impacting employee attraction, engagement and retention
- Appreciate the business case for LGBTI diversity as it impacts your workplace culture and performance.

For more information please see our Strategic Plan 2015-2017 on the Pride in Diversity website.

Being an internationally recognised program, we also work with affiliates Diversity Champions (Stonewall UK), Out & Equal (US), Community Business (Hong Kong), Oogachaga (Singapore), Pride at Work (Canada) and GLEN (Ireland).

The Australian Workplace Equality Index (AWEI) was launched in Australia November 2010 by Pride in Diversity, Australia's national not-for-profit employer support program for all aspects of LGBTI workplace inclusion.

The index was developed in consultation with the program's foundation members and Stonewall UK, publishers of UK's widely respected Workplace Equality Index (WEI) and the prestigious Top 100 Employers list. This inaugural index set the introductory benchmark for LGBTI workplace inclusion in Australia.

At the time of the launch, very few organisations were active in LGBTI inclusion and Australian did not have a benchmarking instrument that could be utilised for strategy input, benchmarking against peers and overall assessment. Since the launch of this index and through the work of Pride in Diversity, there has been a significant increase in the number of organisations that include LGBTI as a pillar of their overarching diversity and inclusion strategy. We have also seen a growth in the number of organisations that utilise the AWEI year-on-year to assist with strategy formulation, feedback and comparison. Both have resulted in a significant shift in practice.

The AWEI now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. For this reason alone, the Index has to be comprehensive and rigorous. The work compiled annually by employers submitting for the Index is a testament to the importance of LGBTI inclusion with their current D&I initiatives.

Employer participation in the Index and the optional employee survey has grown annually since its launch in 2010 and in 2014 moved from recognising the Top 10 Employers to the Top 20 Employers

The AWEI is a free service offered to all Australian employers across public, private and not-for-profit sectors. Employers do not need to be a member of Pride in Diversity to submit for the index.

Pride in Diversity actively encourages all employers currently working, or starting to work in LGBTI inclusion to participate. Participation not only contributes to the Australian benchmark in one of the fastest growing areas of diversity and inclusion,



but provides significant input into strategy formulation and a solid base on which to gauge good practice. Participation also allows an organisation to obtain an annual score on their submission, externally benchmark their work and get annual feedback on the overall success of their initiatives. For organisations just starting in this space, the index provides an initial benchmark by which to gauge future progress.

Pride in Diversity can assist you with strategy support that is aligned to current good practice.

If you wish to benchmark your network (and LGBTI inclusion initiatives) or would like external confidential feedback on your percentage scores, we encourage you to participate in the AWEI. For more information, please contact Pride in Diversity on 02 9206 2139 or visit: www.pid-awei.com.au

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We would also like to thank HSBC Australia for bringing Todd Sears, Out Leadership, out from the USA to speak at the Pride In Practice conference.



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