

Proudly sponsored by THE STAR ENTERTAINMENT GROUP

PRIDE IN PRACTICE

2020



THE AUSTRALIAN LGBTQ
INCLUSION CONFERENCE
ONLINE • 30 NOV – 2 DEC



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ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the various lands we come from. We honour and pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people participating in our conference.



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WELCOME FROM THE TEAM

2020 has been an extraordinary year. A year of turmoil; a year of unexpected challenges right around the world; a year unlike any we have lived through. The intersection of the global health crisis and the economic consequences has impacted everyone significantly. Isolation, inability to travel, the loss of physical connection and the disappearance of old routines. And of course, the pivot to technology-based interaction with family, friends, colleagues, clients and community has become a central part of our daily lives.

The LGBTQ community has not been immune from the consequences of the pandemic. Our physical and mental health has been challenged like never before. Our working life has been impacted significantly. It is with this in mind, that ACON's Pride Inclusion Programs has developed our annual conference, Pride in Practice, like no other in our ten year history.

By leveraging technology, and thus executing a virtual conference, we hope we can reach more and more people, in more and more workplaces, at a time where connectivity and conversation has never been more critical. Hopefully the 'tyranny of distance' that has been a challenge for those remote from previous venues is now easily overcome. It has allowed us to include thought-leaders, best practices and case studies from right across Australia and around the world like never before.

At a time where the focus has to be on the fundamentals of our organisations, it is even more important to arm ourselves with the right ideas, the right data, the right practices and precedents to ensure there is no loss of momentum on our journey of LGBTQ workplace inclusion. The AWEI data this year confirmed our work is not done. Hopefully, during the three days of the conference, you will connect with others you can collaborate with and you will capture ideas and actions to execute in 2021 and beyond. I believe you will come away feeling confident and positive about how far we have come and how to proceed, irrespective of the challenges the pandemic has thrown at us.

You will see the program is rich with diversity, from leadership to sports inclusion; employee network ideas and service delivery practices. You will hear conversations from Melbourne to Maronbah; Paris to Perth: all with the intent of enabling you for whatever 2021 challenges and opportunities we face.

The team at Pride in Diversity, Pride in Sport and Pride in Health + Wellbeing look forward to seeing you all together from the 30th November.

Take care.

ACON'S PRIDE INCLUSION PROGRAMS TEAM



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**For greater
inclusion
we need
partners.
None of
us can do
this work
alone.**

**ACON's
Pride Inclusion
Programs offer
a range of
membership
benefits to assist
employers,
sporting
organisations
and service
providers with all
aspects of LGBTQ
inclusion.**

Pride in Diversity is the national not-for-profit employer support program for LGBTQ workplace inclusion specialising in HR, organisational change and workplace diversity. Pride in Diversity publishes the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTQ workplace inclusion from which top employers for LGBTQ people are determined.

Pride in Sport is the only sports inclusion program specifically designed to assist National and State sporting organisations and clubs with the inclusion of LGBTQ employees, players, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTQ people across all sporting contexts.

Pride in Health + Wellbeing is our initiative providing support and specialised training to Health and Human Service providers in the development of LGBTQ inclusive service delivery.

For more information contact us at:

02 9206 2139 or **pride@acon.org.au** or visit
www.prideinclusionprograms.com.au



**pridein
diversity**

**pridein
sport**

**prideinhealth
+wellbeing**

WELCOME FROM OUR PLATINUM SPONSOR

MATT BEKIER
MANAGING DIRECTOR & CEO
THE STAR ENTERTAINMENT GROUP

The Star Entertainment Group is a committed supporter of the LGBTQI community and proud to be the 2020 platinum partner of the Pride in Practice Conference.

We recognise the important work of the conference and its dedication to diversity and inclusion in the workplace, with a focus on sports organisations and the health and human services sector.

At The Star, we understand and appreciate the positive outcomes that a diverse workforce delivers, the important contribution each team member makes and the unique background and lived experiences that shape them.

At every level of the organisation, we aim to foster a safe and inclusive environment in which differences and diversity are celebrated, where our team members are confident to bring their true selves to work and where a range of ideas are welcomed.

Our commitment extends to the communities in which we operate and the 21 million local, domestic and international guests that visit our properties each year.

We are thrilled to be involved in, and partner with, a range of events and organisations that help support and raise awareness for the LGBTQI community. These include the Pride in Practice Conference, our five-year sponsorship of Sydney Gay and Lesbian Mardi Gras, Wear it Purple Day and International Day Against Homophobia, Transphobia and Biphobia.

Despite the business and personal challenges faced by many Australians in light of the COVID-19 pandemic, the Pride in Practice Conference ensures that workplaces maintain the momentum of recent years in developing open, inclusive and welcoming environments.

As a nation we have taken significant steps in creating diverse and inclusive workplaces, but there's still more to be done. We sincerely hope this year's conference provides further impetus for organisations across Australia to continue driving diversity and inclusion measures.



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you'RE
WELCOME

Mandy and Anna
Communications Manager Marketing Executive



At The Star, we're committed to a welcoming and inclusive environment where you can bring your true self to work every day.
Perhaps that's why, in the 2019 Refinitiv Diversity & Inclusion Index, we're ranked #2 in Australia and
#25 against companies from around the world. To discover more of our stories of welcome, go to thestarcareers.com

THE  STAR

you'RE
WELCOME
Rachael
Change Analyst



At The Star, we're committed to a welcoming and inclusive environment where you can bring your true self to work every day.
Perhaps that's why, in the 2019 Refinitiv Diversity & Inclusion Index, we're ranked #2 in Australia and
#25 against companies from around the world. To discover more of our stories of welcome, go to thestarcareers.com

THE  STAR

OUR SPONSORS

THE STAR ENTERTAINMENT GROUP

PLATINUM SPONSOR

The Star Entertainment Group is an ASX-listed company that owns and operates The Star Sydney, The Star Gold Coast and Treasury Brisbane. We also manage the Gold Coast Convention and Exhibition Centre on behalf of the Queensland Government.

Our vision is to be Australia's leading integrated resort company and we recognise that a diverse and inclusive culture plays an important role in achieving that goal. As such, we strive to integrate diversity and inclusion across every level of the organisation and ensure it is a central tenet of our business ethos.

Our diversity and inclusion program sits at the heart of The Star's culture, and is represented in all areas of our team members' experience. Our team member-led working groups focus on four key areas: multicultural; LGBTQI; gender; and age. We employ around 9,000 team members and welcome over 21 million local, domestic and international guests across our three properties, and take pride in creating a culture and environment that reflects the communities which we serve.

We encourage our team members to bring their best self to work by respecting individual differences, experiences and backgrounds, and ensuring they are confident to contribute

ideas, and supported to reach their full potential. Harnessing the value of diversity and inclusion creates a more welcoming environment for our team members, better guest experiences, and positive impacts across our wider community.

Our vision is further underpinned by planned and proposed multi-billion-dollar transformational projects in conjunction with our joint venture partners which will significantly increase both our workforce and the number of visitors we welcome.

These projects include the \$3.6 billion Queen's Wharf Brisbane development, the proposed \$2 billion-plus Gold Coast master plan and potentially up to \$1 billion in additional capital works at The Star Sydney. Expected to open in 2022, Queen's Wharf will deliver four new luxury hotels, over 50 new bars and restaurants, residential apartments and the equivalent of 12 football fields of public space when the development is complete. On the Gold Coast we are in the construction phase of the Dorsett hotel and apartments tower which is expected to be completed in 2022.

By 2025, we aim to double the number of hotels while welcoming luxury hotels brands such as Ritz-Carlton, Dorsett and Rosewood across our properties – and the number of award-winning restaurants and bars, totally 130 when our developments are fully realised.



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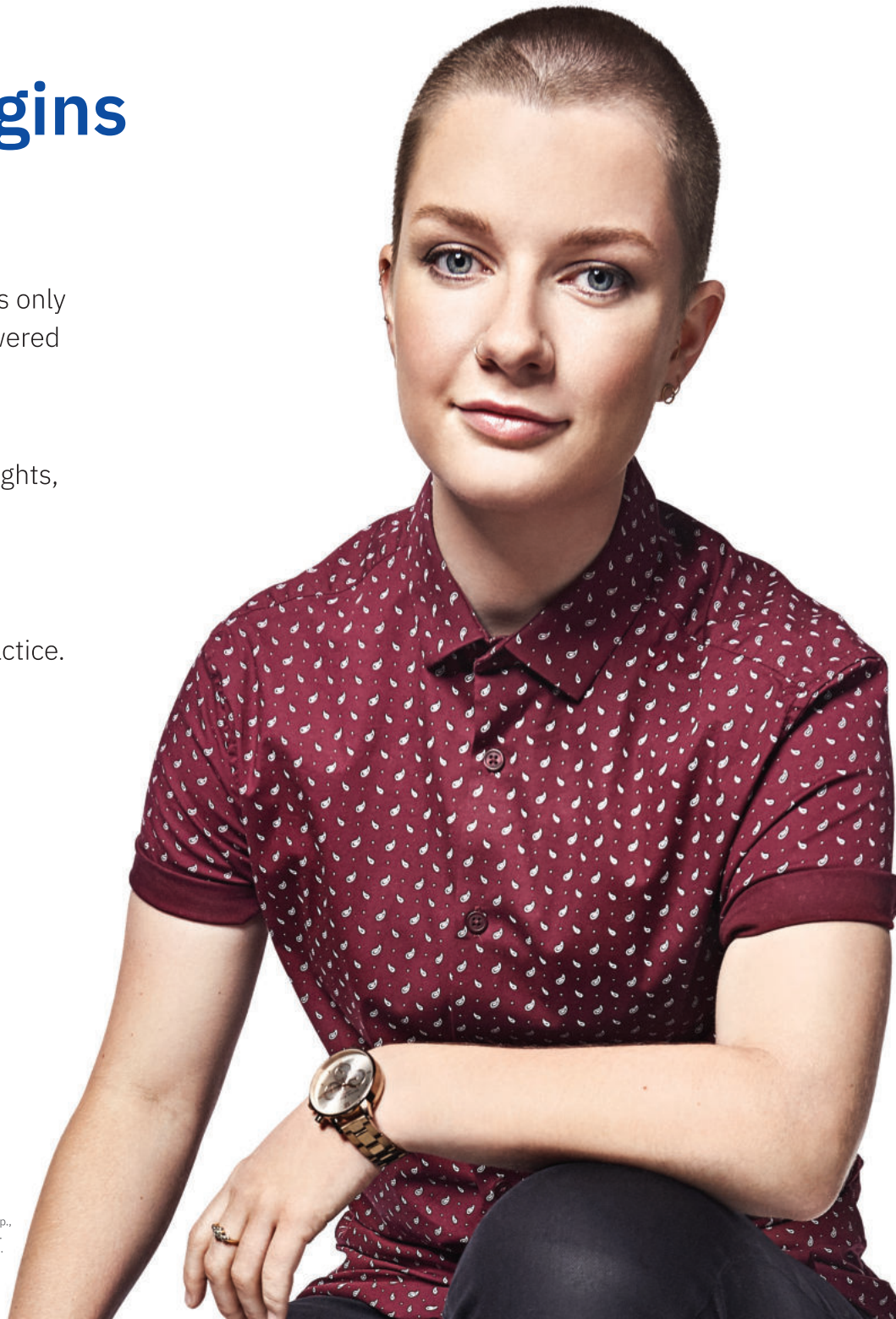
Progress begins with Pride.

At IBM, we believe that progress is only possible when everyone is empowered to reach their full potential.

For more than a century, IBM has championed diversity and equal rights, for our company and the world.

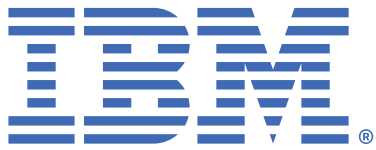
IBM is proud to be a foundation member of Pride in Diversity and 2020 Gold Sponsor of Pride in Practice.

ibm.com/inclusion



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GOLD SPONSOR

At IBM, we believe in progress—that the application of intelligence, reason and science can improve business, society and the human condition. This belief enables us to change the way the world works, and in so doing, to be essential to our clients and to society.

Restlessly reinventing since 1911, we are the largest technology and consulting employer in the world, with more than 350,000 employees serving clients in 170 countries. Our scientists, architects, consultants and developers are transforming how businesses run through hybrid cloud, pioneering the future of artificial intelligence, creating breakthroughs with quantum computing that will allow us to process information in entirely new ways, defining how blockchain will reshape entire industries, and so much more.

As a business at the forefront of global technology and innovation, IBM's strength lies in the diversity of our people and recognise the unique value and skills every IBMer brings

to the workplace. We believe that innovation comes from seeking out and inspiring diversity in all its dimensions. Achieving the full potential of this diversity remains a business priority that is fundamental to our success.

A key element in our workforce diversity programs is our long-standing commitment to equal opportunity. Business activities such as hiring, promotion and compensation of employees are conducted without regard to gender, race, religion, gender identity or expression, sexual orientation, national origin, disability or age. As a result, IBMers around the world work in an environment where diversity is the norm and innovation can flourish.

We have been proud to have LGBTQ+ inclusive policies as a cornerstone of our business strategy for more than 35 years.



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BRONZE SPONSOR

Diversity – of thought, culture, background, gender, race, sexual orientation and language – is crucial to innovation, inherent to our humanity, and paramount to creating a workplace that's global, free and welcoming.

At Dell, Diversity and Inclusion is in our DNA. *It's more than what we do; it's who we are.* Our commitment to inclusiveness at all career levels, in all corners of the world, helps us to continue our tradition of forward thinking and differentiates us as a great place to work – no matter who you are.



CEO SUMMIT SPONSOR

PwC Australia is proud to once again be sponsoring the annual Pride in Practice conference, hosting the CEO Summit for its sixth year.

Pride in Practice brings together senior leaders from Australia's largest organisations, to recognise the crucial role they play in creating a culture of safety and inclusion, and to encourage them to keep pushing the dial on LGBTI inclusion.

Since 2015, we have hosted CEOs from a wide range of organisations who have shared their own experiences, learnings and ideas to achieve greater levels of inclusion. Our thanks to the CEOs who are joining the roundtable this year.

" At PwC, we believe in creating an inclusive environment where you can feel comfortable and confident being yourself. The kind of environment where you can be open and honest about who you are, and also thrive and inspire others. "

PwC Australia CEO, Tom Seymour



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Accenture is a global professional services company with leading capabilities in digital, cloud and security.

Combining unmatched experience and specialised skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services—all powered by the world's largest network of Advanced Technology and Intelligent Operations centres. Our 506,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries.

We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

ROOM NAMING RIGHTS SPONSORS

Thank you to our sponsors of the Pride in Practice virtual rooms: BHP, IP Australia, Microsoft and Wear It Purple



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Opportunity for all.

When we work to facilitate a diverse, inclusive workforce, we unlock our creative spirit and create the tomorrow we wish to see. For everyone.

Be yourself. Be different.

PwC is proud to support our LGBTI community.



Each and every one of us has a role to play to create a workplace culture where all of our people can thrive.



PRIDE AT ACCENTURE

Accenture is once again proud to support the Pride in Practice Conference. By celebrating diversity and fostering inclusion, we help LGBTI employees bring their authentic selves to work, and to life, every day.

www.accenture.com/lgbt



PID Endorsed LGBTQ Training Program

The Pride in Diversity (PID) Endorsed LGBTQ Trainer Program equips individuals and organisations to deliver face-to-face facilitated LGBTQ education experiences. Developed for internal trainers, this program arms participants to deliver Pride in Diversity's LGBTQ Awareness training module through in depth, facilitator led workshops.

This program has been designed with a theoretical base, historical context and an understanding of emerging trends in LGBTQ inclusion. The program delivers modular content through case studies, theories and models, video artefacts and PID publications, exposing participants to relevant, up-to-date modes of process and practice.

Modular Endorsed Trainer

To contend with COVID-19, this year the course convenors have revised the program into The Modular Endorsed Trainer, delivering the program over six days, fully facilitated by the PID team online. The cost of the program includes access to face-to-face virtual training modules, utilising specialised training materials and educational techniques.

For more information contact our team: endorsedtrainer@acon.org.au
or visit: www.prideinclusionprograms.com.au/lgbtq-endorsed-trainer

Let's rethink how the world works.

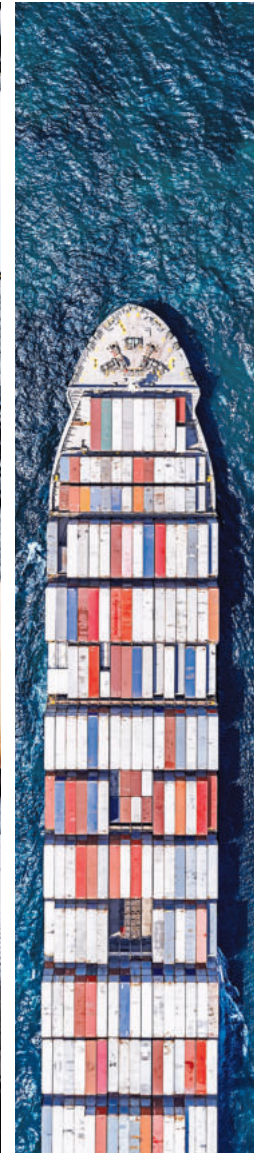
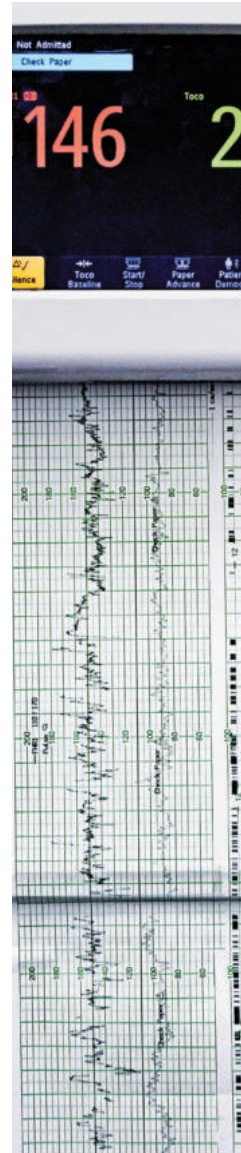
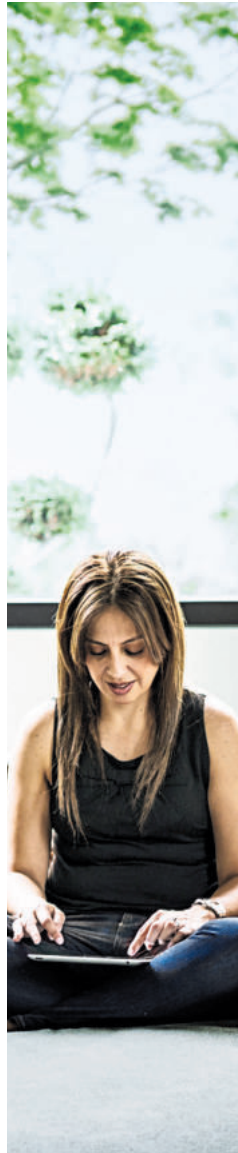
Businesses and communities around the world are in various stages of reopening. As they do, changing how they work isn't a consideration for tomorrow—it's an imperative for today.

Perhaps this isn't a restart. It's a rethink.

A time to reimagine how business and society work. A time to reinforce the viability of our companies and the health of our workforces. A time to reconsider how we can solve today's problems—and actually thrive in the years to come.

At IBM, we believe that when people and technology work together, our world can emerge in a way that's more resilient. Stronger. Smarter than ever before.

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smart
to work.™

ABOUT OUR PROGRAM

At the beginning of the year when COVID-19 struck we did not know how we would move forward with regard to our key events or if they would happen at all. I am thrilled that we are able to bring you this jam-packed program virtually for our 2020 Pride in Practice Conference. The breadth of content, delivery and organisations presenting over the 3 days is outstanding and we could not have done this without the support of you, our members.

We have creative approaches to LGBTQ networks and allies, showing how to stay connected and engaged while working remotely. How, as an organisation do you support your LGBTQ employees through these challenging times, especially with regard to mental health?

Pride in Diversity's Strategic Initiatives are forging ahead – we will hear how you can progress LGBTQ inclusion in workplaces that are based outside of metropolitan CBD locations, in our Regional Reach session at 9:15am on Wednesday 2 December. Our Sapphire program will provide you with an update on the five topics that were highlighted in the "Where Are All the Women" report at 10:10am on Tuesday 1 December.

One of our more fledgling initiatives is the barriers faced by Aboriginal and Torres Strait Islander LGBTQ people in the workplace. We are delighted to bring you a panel to discuss challenges and potential solutions at 4:10pm on Monday 30 November, facilitated by Professor Nareen Young of the Jumbunna Institute at UTS.

Having executive leadership support for LGBTQ workplace inclusion is critical and this year we are fortunate to have both our Patrons, Alan Joyce AC and Jennifer Westacott AO, join us for the fireside chat at 10am on Monday. Later in the day we have our CEO panel that will address the issues they face as business leaders in an ever-changing world.

Another hot topic is the impact of the COVID-19 pandemic and political change on our LGBTQ communities and workplaces across the globe. Join us for our International panel on Wednesday morning, discussing the state of play for LGBTQ inclusion in the USA, Canada, Singapore and Hong Kong. Later in the day we will hear from Australian businesses and how they can influence LGBTQ inclusion in their overseas offices.

Our Pride in Health + Wellbeing program has a number of sessions focusing on inclusive service delivery for aged care and CALD communities, with a plenary session on the *Challenges and Solutions to Providing Appropriate Inclusive Care* on Wednesday.

And for the first time we have 'Sports Hub' – a full day dedicated to advancing the inclusion of LGBTQ people in sport. These sessions will run concurrently on Wednesday, ending with a topical panel on *Trans and Gender Diverse Inclusion in Sport*.

A heartfelt thanks to our sponsors; The Star Entertainment Group, IBM, PwC, Dell, Accenture, BHP, IP Australia, Microsoft, and Wear it Purple for standing by us in these challenging times and making this event possible. We hope for the duration of the conference, you engage, contribute, share and learn to enable you to move forward in your LGBTQ workplace inclusion journey.

**ELAINE CZULKOWSKI – CONFERENCE CURATOR
ASSOCIATE DIRECTOR, OPERATIONS, EVENTS
& PARTNERSHIPS, PRIDE INCLUSION PROGRAMS**



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CONFERENCE PROGRAM

DAY 1	MONDAY 30 NOVEMBER 2020			
8:55am – 9:00am	LOGIN			
9:00am – 9:15am	OPENING – Welcome to Country and Platinum Sponsor Address		BHP ROOM	
9:15am – 9:55am	Keynote Session, RMIT University (Employer of the Year 2020)		BHP ROOM	
10:00am – 10:40am	Fireside Chat with Patrons, Jennifer Westacott AO & Alan Joyce AC, Co Patrons Pride in Diversity		BHP ROOM	
10:40am – 11:10am	BREAK FOR MORNING TEA			
11:10am – 11:50am	Promoting LGBTQ+ Inclusion and Diversity in Challenging International Jurisdictions, Clifford Chance (International Advocacy)			
11:55am – 12:30pm	Session 1A – BHP ROOM	Session 1B – IP AUSTRALIA ROOM	Session 1C – WEAR IT PURPLE ROOM	Session 1D – MICROSOFT ROOM
	Executive Sponsors as Catalysts for ERGs, BHP & Woolworths Group	50 Years Of LGBTQI+ stories at the ABC, ABC	Allyship for Influence and Impact: IBM's LGBT+ Ally Campaign, IBM	Game-Changing Diversity, Aussie Broadband
12:30pm – 1:30pm	BREAK FOR LUNCH			
1:30pm – 2:05pm	Session 2A – BHP ROOM	Session 2B – IP AUSTRALIA ROOM	Session 2C – WEAR IT PURPLE ROOM	Session 2D – MICROSOFT ROOM
	Pride in a Pandemic: Still Shifting the Dial on Culture, Mercer	How to Drive Diverse Recruitment Hires, Scentre Group	Outstanding Allies from the University of Queensland, University of Queensland	Virtualising Pride, Accenture
2:10pm – 3:00pm	CEO Panel		BHP ROOM	
3:05pm – 3:40pm	Session 3A – BHP ROOM	Session 3B – IP AUSTRALIA ROOM	Session 3C – WEAR IT PURPLE ROOM	Session 3D – MICROSOFT ROOM
	True Yarns: Aboriginal & Torres Strait Islander Perspectives LGBTQSB+ Inclusion, Queensland Dept of Education	Driving Inclusion on the Front Line in a Covid World, Coles	An Inclusive Approach to Parenting, Grace Papers	Challenging Gender Normativity in Dress Codes, Uniform Policies and Organisational Expectations, Nicki Elkin, Pride in Diversity
3:40pm – 4:10pm	BREAK FOR AFTERNOON TEA			
4:10pm – 4:50pm	Aboriginal and Torres Strait Islander LGBTQ+ Workplace Inclusion Panel		BHP ROOM	
4:50pm – 5:00pm	Closing Remarks		BHP ROOM	

CONFERENCE PROGRAM

DAY 2	TUESDAY 1 DECEMBER 2020			
8:55am – 9:00am	LOGIN			
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, Mark Latchford, Assoc Director, Pride in Diversity			BHP ROOM
9:15am – 10:05am	Insights from Current AWEI Survey Data and Future Directions, Mark Latchford, Assoc Director, Pride in Diversity and Will Reilly, Index Project Manager, ACON's Pride Inclusion Programs			BHP ROOM ●
10:10am – 11:00am	Sapphire Panel, Nicki Elkin and Jess Mayers, Pride in Diversity			BHP ROOM ●
11:00am – 11:30am	BREAK FOR MORNING TEA			
11:30am – 12:20pm	Supporting LGBT+ Employees During Covid-19 Pandemic, Mental Health Panel with Pride in Diversity, BHP, & Woolworths Group			
12:25pm – 1:00pm	Session 4A – BHP ROOM ●	Session 4B – IP AUSTRALIA ROOM ●	Session 4C – WEAR IT PURPLE ROOM ●	Session 4D – MICROSOFT ROOM ●
	LGBTQ women: Is Visibility and Engagement Stalling in 2020? Clayton Utz	The Power of Stories – Amplifying Loud and Proud NAB	Inc-loo-sion: Building the Case for Inclusive Restrooms, GPT & Interbuild	Intersections – Choosing an Identity Path at Work, Uniting VIC.TAS
1:00pm – 2:00pm	BREAK FOR LUNCH			
2:00pm – 2:35pm	Session 5A – BHP ROOM ●	Session 5B – IP AUSTRALIA ROOM ●	Session 5C – WEAR IT PURPLE ROOM ●	Session 5D – MICROSOFT ROOM ●
	From Hiding in the Corporate Closet to Marching with Pride, MinterEllison	Capturing Hearts and Minds – Connecting People, KPMG	LGBTQ Workplace Inclusion in a Culturally Diverse Not-for-Profit, Settlement Services International	LGBTI Attitudes Towards, and Experiences of Aged Care, Uniting NSW.ACT
2:40pm – 3:15pm	Session 6A – BHP ROOM ●	Session 6B – IP AUSTRALIA ROOM ●	Session 6C – WEAR IT PURPLE ROOM ●	Session 6D – MICROSOFT ROOM ●
	Facilitating LGBTQIA+ Inclusion for Staff and Students in Higher Education, University of Queensland	Can Physical Distancing Bring Us Closer Together? EnergyAustralia	Bye Bye Bi Invisibility, Ellie Watts, Pride in Diversity	LGBTQIA+ Inclusive Service Delivery When Working With CALD Communities, Advance Diversity Services (Service Provider of the Year 2020)
3:15pm – 3:45pm	BREAK FOR AFTERNOON TEA			
3:45pm – 4:00pm	SBS Pride Guide Launch, Ricardo Goncalves			BHP ROOM ●
4:05pm – 4:45pm	Generational Intersection – How different requirements are re-shaping the ERG/D&I agenda, Capgemini			BHP ROOM ●
4:45pm – 5:00pm	Closing Remarks BHP ROOM			

CONFERENCE PROGRAM

DAY 3	WEDNESDAY 2 DECEMBER 2020		
8:55am – 9:00am	LOGIN		
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, Justin Koonin, President, ACON		BHP ROOM
9:15am – 9:55am	Regional and National Reach, Chris Nelson, Pride in Diversity		BHP ROOM ●
10:00am – 10:50am	International Panel: Global Voices from North America, Singapore & Hong Kong, Facilitated by Todd Sears, CEO, Out Leadership		BHP ROOM ●
10:50am – 11:20am	BREAK FOR MORNING TEA		
11:20am – 12:00pm	Sydney WorldPride 2023 and What it Means for Australian Businesses, Kate Wickett, CEO Sydney WorldPride Limited		BHP ROOM ●
12:05pm – 12:40pm	Session 7A – BHP ROOM ●	Session 7B – IP AUSTRALIA ROOM ●	Session 7C – WEAR IT PURPLE ROOM ●
	RLOs – Embedding Statewide Change, Queensland Dept of Education	Podcasting with Pride-Engaging Allies and Amplifying Voices, Woolworths Group	In Conversation: Intersectional Voices in the Workplace, KPMG
12:40pm – 1:40pm	BREAK FOR LUNCH		
1:40pm – 2:15pm	Session 8A – BHP ROOM ●	Session 8B – IP AUSTRALIA ROOM ●●	Session 8C – WEAR IT PURPLE ROOM ●
	Mobilising Senior Allies, PwC	Mentally at Work, Coles	Barriers to Embracing Ace/Aro Identities in an LGBTQ+ World, EnergyAustralia
2:20pm – 3:10pm	LGBTQ Health – The Challenges and Solutions to Providing Appropriate, Inclusive Care, Chaired by Claire Allen, Pride in Health + Wellbeing		BHP ROOM ●
3:10pm – 3:40pm	BREAK FOR AFTERNOON TEA		
3:40pm – 4:40pm	International panel – Australian Impact on Overseas Offices, Facilitated by Andrew Georgiou, Pride in Diversity		BHP ROOM ●
4:40pm – 5:00pm	Closing Remarks BHP ROOM		

Health + Wellbeing Inclusion ● Workplace Inclusion ●

Program Disclaimer:

ACON's Pride Inclusion Programs (APIP) believes that the information contained in this publication is correct at the time of publishing. However, APIP reserves the right to vary any of the speakers, topics or times referred to in this program without further notice. Any conference or public forum referred to in this program may involve the presentation of information by speakers or other persons (Presentations). The views expressed in any Presentations are not necessarily the views of APIP and are intended to provide general information only that should not be relied on instead of other legal, medical, financial or professional advice.

SESSION SYNOPSIS

KEYNOTE SESSION

RMIT University (Employer of the Year 2020)

RMIT University is proud to have been recognised as the Employer of the Year for LGBTQ Inclusion in 2020 and 2019. In this session, we welcome RMIT Chief People Officer Allison Shevlin (she/her) and Diversity and Inclusion Advisor Riley Edwards (they/them) to discuss the University's journey to become Employer of the Year and how they intend to continue their progress so that every member of their community feels a sense of belonging at RMIT.

FIRESIDE CHAT WITH PRIDE IN DIVERSITY PATRONS

Facilitated by Mark Latchford, Assoc Director, Pride in Diversity, Jennifer Westacott AO, Co Patron, Pride in Diversity, Alan Joyce AC, Co Patron, Pride in Diversity

The LGBTQ community and Pride in Diversity have been particularly blessed with the support of our two patrons, Jennifer Westacott AO and Alan Joyce AC. They have provided very public support and substantial wisdom for the cause of LGBTQ workplace inclusion. In 2020, they have also been central to the nation's response to COVID pandemic, from both a health and economic perspective. During this Patron's Fireside Chat, Jennifer and Alan will join PID's Mark Latchford in reflecting on the turbulent year we have had, the road out of the pandemic and what it means for workforces and the LGBTQ community.

PROMOTING LGBTQ+ INCLUSION AND DIVERSITY IN CHALLENGING INTERNATIONAL JURISDICTIONS

Clifford Chance (International Advocacy)

Clifford Chance is an international law firm operating in challenging jurisdictions when it comes to supporting and advocating for LGBTQ+ workplace inclusion. This session explores ways in which organisations can safely promote LGBTQ+ inclusion and diversity in the workplace when operating in challenging international jurisdictions. Jurisdictions will include the strategies that can be deployed to create inclusive work environments and how best to support the local LGBTQ+ community in countries where being LGBTQ+ is either culturally sensitive or illegal.

Session 1A

EXECUTIVE SPONSORS AS CATALYSTS FOR ERGS

Pride in Diversity, BHP and Woolworths Group

One of the key roles in a traditional Employee Resource Group leadership structure is the Executive Sponsor. In this panel style discussion led by Pride in Diversity, BHP and Woolworths Group will share their strategies, experiences and challenges on how they have supported their Employee Resource Groups.

Session 1B

50 YEARS OF LGBTQI+ STORIES AT THE ABC

ABC

Publicly, the ABC has a long and rich history of covering LGBTQI+ stories, including broadcasting the first gay kiss on Australian television in 1972; the first live television coverage of the Sydney Gay and Lesbian Mardi Gras in 1994; a ground breaking episode of Play School with the lesbian mothers; and in 2020, the children's drama, *First Day*, featuring the first transgender actor to be cast in a leading role in an Australian TV drama series. What's happening behind the scenes?

Session 1C

ALLYSHIP FOR INFLUENCE AND IMPACT: IBM'S LGBTQ+ ALLY CAMPAIGN

IBM

This session will share insights from IBM's LGBTQ+ Ally program, designed to accelerate the engagement of IBMers as allies globally through an iterative program that builds skills and measurable engagement. The program is built upon three dimensions: Learn, Pledge, and Engage. This session will also discuss IBM's latest approach to allyship – the *Be Equal Ally*. An approach that endeavors to expand, enable and ensure equality for everyone.



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SESSION SYNOPSIS

Session 1D

GAME-CHANGING DIVERSITY

Aussie Broadband

"We believe a diverse workforce brings unique experiences that help make our company stronger. No matter who you are or where you come from, Aussie Broadband will always be a safe place to come and be respected." Aussie Broadband Company Statement. This panel will discuss how 'all the small things' approach has had a major impact on overall organisational change.

Session 2A

PRIDE IN A PANDEMIC: STILL SHIFTING THE DIAL ON CULTURE

Mercer

Hear how we're recovering from a metaphorical car-crash; dusting ourselves off, and, unbelievably, having an even more successful 2020 then could've been imagined. Tips will be shared on why, and how, to have those strategic conversations with your execs and committee members; understand the importance of story-telling and personal connections; and how we continued to move the dial on culture – all during a pandemic.

Session 2B

HOW TO DRIVE DIVERSE RECRUITMENT HIRES

Scentre Group

Scentre Group is the owner and operator of Westfield Living Centres across Australia and New Zealand. Our LGBTQ Inclusion network was established in August 2016 in line with a significant body of work around broader inclusion within the group. Our network, Left, Right & Scentre, has an ally base representing 17% of our permanent work force and focuses on driving behavior change through education, visibility and sponsorship. In 2020 we were awarded Silver in the AWEI.

Session 2C

OUTSTANDING ALLIES FROM THE UNIVERSITY OF QUEENSLAND

University of Queensland

Since 2004, the UQ Ally Network has worked to create positive change for inclusion across the university. Our allies are people who work to make the university a more accepting, positive, diverse, and inclusive space for work and study. This session will showcase some of the outstanding allies that are contributing to the University of Queensland's 500-person strong Ally Network.

Session 2D

VIRTUALISING PRIDE

Accenture

Welcome to a workplace of barking dogs, curious kids, and virtual backgrounds. Across the globe there's a new normal for how we live and work, and COVID-19 has presented its own unique challenges and opportunities for pride networks. With social distancing and the impact on mental health, it's more important than ever to adapt how we operate in order to foster a supportive, connected pride network.

CEO PANEL

The frank and forthright discussion about LGBTQ inclusion by CEOs of some of Australia's largest employers has always been a highlight and 2020 will be no exception.

This year, **Woolworths Chief Executive Officer, Brad Banducci; IBM Australia & New Zealand Managing Director, Katrina Troughton; Bendigo & Adelaide Bank Managing Director, Marnie Baker and Scentre Group Chief Executive Officer, Peter Allen**, will participate in this leadership inclusion discussion.

Facilitated by outstanding ABC journalist and presenter, **Jeremy Fernandez**, this session's not to be missed.



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Session 3A

TRUE YARNS: ABORIGINAL & TORRES STRAIT ISLANDER PERSPECTIVES LGBTQSB+ INCLUSION

Queensland Dept of Education

Since the inception of Queensland Department of Education's LGBTQ+ inclusion strategy, an emphasis has been placed on embedding Aboriginal and Torres Strait Islander perspectives. Starting with an identified role on their LGBTQ+ steering committee, two years on, the department is on a journey of cultural capability conversations and the establishment of an Aboriginal and Torres Strait Islander LGBTQSB+ Network. Welcome Bob Smith, Kamilaroi man and Tegan Acton in a yarn about embracing other's ways of being, knowing & doing.

Session 3B

DRIVING INCLUSION ON THE FRONT LINE IN A COVID WORLD

Coles

Moving away from a traditional presentation, Genevieve Hawkins, the Coles GM Sponsor of Pride will conduct a 'fireside chat' with the Victorian state network leaders – Jake Parker and Robert More exploring sharing their experience of expanding a state network to create unity across multiple brands and continuing to progress LGBTI inclusion initiatives while being on the frontline of the Covid-19 pandemic.

Session 3C

AN INCLUSIVE APPROACH TO PARENTING

Grace Papers

Gender equality and parenting experts Grace Papers, teamed up with Pride in Diversity earlier this year, to better understand the needs and experiences of LGBTQ+ working parents. This session will showcase the high-level findings of this research and bring intersectional experiences to life by sharing the lived experience of LGBTQ+ working parents. It will be both informative and practical so that organisational culture can be more inclusive of all family situations.

Session 3D

CHALLENGING GENDER NORMATIVITY IN DRESS CODES, UNIFORM POLICIES & ORGANISATIONAL EXPECTATIONS

Nicki Elkin, Pride in Diversity

You have updated your dress policy. What's next? In our society, individuals perceived to have nonconforming gender expressions experience victimisation and discrimination. This session explores these gender norms, how they are policed, and how organisations can start to challenge them both within their macro and micro cultures. Nicki Elkin and guests will discuss workplace challenges they have faced, and how organisations can help.

ABORIGINAL AND TORRES STRAIT ISLANDER LGBTQ+ WORKPLACE INCLUSION PANEL

Moderated by Industry Professor Nareen Young, Indigenous Policy, Jumbunna Institute UTS

What are the barriers and challenges to workplace inclusion for the Aboriginal and Torres Strait Islander LGBTQ communities and potential solutions for employers?

Hear from **Casey Conway, Head of D&I Rugby Australia;** **Emma Bastable, AGS Indigenous Seconded Solicitor – Public Interest Advocacy Centre;** and **Tanya Denning Orman, Director of Indigenous Content SBS.**

SAPPHIRE PANEL

Nicki Elkin & Jess Mayers, Pride in Diversity

Over time, we have developed a broader view of gender; we understand that there are more than 2 genders, and there are other marginalised genders beyond women. This has prompted discussion about the inclusivity of 'women's' spaces and programs, originally created to try and overcome barriers faced by people who were marginalised because of their gender. This session highlights some potential pitfalls of expanding women's programs to include non-binary people, and discusses considerations to do this well.



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SUPPORTING LGBT+ EMPLOYEES DURING COVID-19 PANDEMIC MENTAL HEALTH PANEL

Pride in Diversity, BHP and Woolworths Group

The COVID-19 pandemic has disrupted life as we know it on a scale never seen before. In this panel style discussion, Inclusion & Diversity and LGBT+ leaders, along with Pride in Diversity, will share their strategies, experiences and resources how they have supported their people with self-care, building resilience and staying connected during the pandemic.

Session 4A

LGBTQ WOMEN: IS VISIBILITY AND ENGAGEMENT STALLING IN 2020?

Clayton Utz

The session will offer reflections on LGBTQ inclusion for women in the workplace as we live through the trials and tribulations of 2020. Clayton Utz will provide an update on its program and seek to share some observations and lessons learned. It will also be an opportunity to explore to what extent LGBTQ women are gaining or losing ground as we work remotely and/or navigate a backdrop of growing intolerance, political instability and nationalism.

Session 4B

THE POWER OF STORIES – AMPLIFYING LOUD AND PROUD

NAB

A panel on the Journey and making of the Loud and Proud Project a podcast series of LGBTI+ workplace stories and how important story telling – not only in the workplace but as an amplification tool for the whole community. Featuring Ange Barry, CEO of JoyFM, the NAB Crew, Drew Bradford, Executive Sponsor, Harry Goodie community MC, Lisa Wade co-chair of NABPride and self declared Loud and Proud producer.

Session 4C

INCLUSIVE BUILDINGS

GPT & Interbuild

Restrooms are one public place where everyone should have access, privacy and dignity, but in a 2015 survey of transgender people in the US it was found that nearly 60% had avoided public restrooms due to fear of confrontation and over 30% had avoided eating or drinking so they would not need to use a public restroom. This session will cover the case for, and work on, making restrooms more inclusive for everyone progressed by Interbuild, with examples from a few of its leading members like The GPT Group.

Session 4D

INTERSECTIONS – CHOOSING AN IDENTITY PATH AT WORK

Uniting VIC.TAS

Andi Jones and Adham Huassain work at Uniting Vic Tas, Melbourne, running an LGBTIQ peer group for refugees and asylum seekers. They are currently the co-leads for Uniting's newly form Pride Network. This panel will include those with a lived experience of this intersectionality, in conjunction with two Uniting queer identified employees who both have CALD backgrounds, providing a local & international perspective of what workplace inclusion, health & wellbeing could look like.

Session 5A

FROM HIDING IN THE CORPORATE CLOSET TO MARCHING WITH PRIDE

MinterEllison

MinterEllison's LGBTQ+ group's journey has both pushed the envelope and disrupted this hierarchy. PRIME, through its distributive leadership model has transitioned from an Employee Resource Group to being a catalyst for inclusion and pride across the Firm. Gordon Williams, Jennifer Veiga and Ruby Ramachandran will talk about the journey of PRIME and the role PRIME has played in cultivating an inclusive workplace culture that enables the Firm to create lasting impacts for our people, our clients and our communities.



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Session 5B

CAPTURING HEARTS AND MINDS – CONNECTING PEOPLE

KPMG

Pride@KPMG created *Letter to Your Younger Self* series as a way to share what it can be like for LGBTQ+ people coming to terms with their identity and the things they wish they'd known and connect our leaders to the importance of being active allies. Join us to learn how this project took on a life of its own and has taken both our LGBTQ+ people and leaders on unexpected journeys of tears, laughter and understanding

Session 5C

LGBTQ WORKPLACE INCLUSION IN A CULTURALLY DIVERSE NOT-FOR-PROFIT

Settlement Services International

The session will tell the story of Settlement Services International (SSI) in addressing and improving in a key point of intersectionality for its staff and the people it works with. How did SSI build LGBTQIA+ workplace inclusion in a culturally diverse organisation and sector where the cycle of invisibility was in full force? We will share our challenges, our approach, what we achieved in 2 years and where we are headed.

Session 5D

LGBTI ATTITUDES TOWARDS, AND EXPERIENCES OF AGED CARE

Uniting NSW.ACT

This session presents the results of a survey conducted between late 2018 and late 2019, seeking the views of older Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people on aged care. While not necessarily representative, results suggest there is still room for providers to improve, by being seen as welcoming, and ensuring inclusive behaviour and practice (particularly around end-of-life issues).

Session 6A

FACILITATING LGBTQIA+ INCLUSION FOR STAFF AND STUDENTS IN HIGHER EDUCATION

University of Queensland

LGBTQIA+ inclusion in higher education necessitates strong and effective collaborations between staff and students, which is reflective of their different needs, power dynamics and objectives. These nuanced experiences also need to interact and be balanced with the academic freedom which underpins the university sector. It's a delicate balance and a constant juggle to ensure that academic freedom does not undermine the University's goal of being a safe and inclusive environment for LGBTQIA+ staff and students.

Session 6B

CAN PHYSICAL DISTANCING BRING US CLOSER TOGETHER?

EnergyAustralia

EnergyAustralia manages 6 Power Stations, 2 call centre teams and corporate staff who, until this year, sat across 3 sites. Our people love face-to-face engagements, but with the majority of the workforce working from home since March, and with those at Power Stations changing the way they work to practice physical distancing, our teams and committees had to rethink how to continue to engage in the important topics of wellbeing and diversity and inclusion. What did we learn?

Session 6C

BYE BYE BI INVISIBILITY

Ellie Watts, Pride in Diversity

It's time to say bye bye bye to bi invisibility and get in sync with bisexual employees! Bisexual people make up the largest portion of the LGBTQ community, yet are significantly less likely to be completely out at work and are less engaged than gay/lesbian employees. Ellie Watts will discuss the unique barriers bisexual people face in the workplace, explore the significant disparities between bisexual and gay/lesbian people and explore ways to increase and maintain the visibility and inclusion of bisexual spaces.



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Session 6D

LGBTIQA+ INCLUSIVE SERVICE DELIVERY WHEN WORKING WITH CALD COMMUNITIES

Advance Diversity Services (Service Provider of the Year 2020)

Winner of the 2020 HWEI Service Provider of the Year, in this session Advance Diversity Services will look at key learnings so that participants can take away functional and practical tips to use to develop their own inclusive workplaces

GENERATIONAL INTERSECTION – HOW DIFFERENT REQUIREMENTS ARE RE-SHAPING THE ERG/D&I AGENDA

Capgemini

Your LGBTQ workforce is undergoing multiple generational shifts, both by how they define themselves but also by what they expect from workplace inclusion. With no less than five distinct generations in the workforce today, each brings different experiences and opinions. It is crucial these are understood to determine what is inclusive culture for each individual. Presented by three different generations, Capgemini takes you through their approach to generational intersectionality and how the needs of all these groups are driving both their ERG's agenda, but also the D&I strategy for the organisation.

REGIONAL AND NATIONAL REACH

Chris Nelson, Pride in Diversity

This session will highlight some of the key findings from the analysis of the regional responses to the AWEI Employee survey. We will explore what progress has been made and where we still have work to do. We will also present some ideas to raise LGBTQ inclusion in regional Australia. For the last part of the session we will have some panellist's speaking about LGBTQ inclusion in regional Australia.

INTERNATIONAL PANEL: GLOBAL VOICES FROM NORTH AMERICA, SINGAPORE & HONG KONG

Facilitated by Todd Sears, CEO, Out Leadership

After a tumultuous year of the COVID-19 Pandemic and political change how have these events impacted our LGBTQ+ communities, businesses and workplace inclusion in the USA, Canada, Singapore and Hong Kong and what does the future hold?

Session 7A

RLOS – EMBEDDING STATEWIDE CHANGE

Queensland Dept of Education

The Queensland Department of Education has over 1200 school across the state and more than half of those schools are in rural and remote areas. As such, LGBTQ+ inclusion in regional areas has been a priority for the inclusion team since it launched the *Proud at Work* workforce inclusion strategy in 2018. In this panel discussion, we will be hearing from three employees who have driven local change in unique ways.

Session 7B

PODCASTING WITH PRIDE-ENGAGING ALLIES AND AMPLIFYING VOICES

Woolworths Group

Creating a sense of LGBTQ+ community, inclusion and allyship in a business with over 200,000 team members in more than 3200 sites across 7 countries is always challenging. Achieving this during a pandemic seemed impossible. But by utilising the power of podcasting, hosts Nic and Nick have been able to build a platform to not only educate Allies, but to give LGBTQ+ Team Members a voice, sense of connection and to share their stories and experiences.



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Session 7C

IN CONVERSATION: INTERSECTIONAL VOICES IN THE WORKPLACE

KPMG

Inclusion and belonging cannot be siloed, it is becoming more and more critical that we not only provide safe spaces for people with intersecting identities to share the complexities of their experiences but also listen to the ideas that will move our workplaces and communities forward – together. Today, members of Pride@KPMG share about their own experiences and ideas on how we can progress inclusion initiatives and create meaningful change for everyone.

Session 8A

MOBILISING SENIOR ALLIES

PwC

Senior LGBTI allies can have a significant impact on the progression of LGBTI inclusion in an organisation. Hear from some of Australia's most recognised LGBTI Allies on how and why they lead, and how they inspire others to do the same.

Session 8B

MENTALLY AT WORK

Coles

It is well understood that this pandemic has increased anxiety levels globally. Significant concerns have been raised about the disproportionate impact that this pandemic could then have for those within the LGBTI community. Hear from Genevieve Hawkins as she leads an interactive session that will help you to understand the connection between mental health, leadership, business performance and inclusion.

Session 8C

BARRIERS TO EMBRACING ACE/ARO IDENTITIES IN AN LBGTQ+ WORLD

EnergyAustralia

LGBTIQ+ inclusion spaces and conversations can be uncomfortable – or worse – for people who identify as Asexual, Aromantic or both. Jenny Ratsep is familiar with this discomfort, and has spent the last 2 years exploring ways to open up the conversation with her fellow LGBTIQ+ committee members and more broadly in her organisation, EnergyAustralia. She's here with some of her fellow committee members to share their journey towards greater inclusion of the letter 'A'.

LGBTQ HEALTH – THE CHALLENGES AND SOLUTIONS TO PROVIDING APPROPRIATE, INCLUSIVE CARE

Chaired by Claire Allen, Pride in Health + Wellbeing, Prof. Kerryn Phelps, Co-patron of Pride in Health + Wellbeing, Dr. Alex Keuroghlian, Fenway Institute, and Teddy Cook, ACON

This plenary session brings together experts in LGBTQ health from Australia and the USA. Together they will discuss the barriers that the LGBTQ communities face in accessing mainstream health care and wellbeing services and the specific health disparities and needs of LGBTQ people. The panel will discuss the challenges in achieving LGBTQ inclusive care as well as some practical solutions for making your organisation more LGBTQ inclusive.

INTERNATIONAL PANEL – AUSTRALIAN IMPACT ON OVERSEAS OFFICES

Facilitated by Andrew Georgiou, Pride in Diversity

Showcasing Australian headquartered Pride in Diversity members as they share their LGBTQ inclusion insights and stories within their international offices and regions. The panel discussion will focus on the shared learnings organisations and workplaces have made when fostering LGBTQ networks, recruiting and promoting Executive Sponsors, navigating local laws and legal frameworks as well as employee travel considerations from an Australian international lens perspective.



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AUSTRALIAN LGBTQ
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AWARDS

SAVE THE DATE
28 MAY 2021
SYDNEY

For sponsorship opportunities please contact
Elaine Czulkowski – eczulkowski@acon.org.au

AUSTRALIAN
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SAVE THE DATE
14 APRIL 2021
MELBOURNE

For sponsorship opportunities please contact
Beau Newell – beau@prideinsport.com.au

CONFERENCE PROGRAM SPORT HUB



1 DAY	WEDNESDAY 2 DECEMBER 2020	JOIN US IN THE MICROSOFT ROOM
8:55am – 9:00am	LOGIN	
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, Beau Newell, National Program Manager, Pride in Sport	
9:15am – 9:55am	Everyone Can Play: An LGBTIQ Inclusion in Sport Tasmanian Project, Working It Out Inc	
10:00am – 10:50am	Game On: LGBTQ Inclusion in Australian Tennis, Tennis Australia	
10:50am – 11:20am	BREAK FOR MORNING TEA	
11:20am – 12:00pm	LGBTQ Inclusion in Sport, A Vic Health Approach, VicHealth	
12:05pm – 12:40pm	HIV Transmission in Sport: No Worries, ACON	
12:40pm – 1:40pm	BREAK FOR LUNCH	
1:40pm – 2:15pm	Queering the Climbing Community across Victoria, Sport Climbing Victoria, Climbing QTs and Blochaus	
2:20pm – 3:10pm	Pride Ambassadors: Providing Platforms for LGBTQ Leadership in your Sport, Melbourne University Sport	
3:10pm – 3:40pm	BREAK FOR AFTERNOON TEA	
3:40pm – 4:40pm	Fireside chat: Trans & Gender Diverse Inclusion in Sport, Hosted by Beau Newell	
4:40pm – 5:00pm	Closing Remarks	



SPORT HUB

A dedicated program for
LGBTQ inclusion in Australian sport



SPORT HUB SESSION SYNOPSIS

EVERYONE CAN PLAY: AN LGBTIQ INCLUSION IN SPORT TASMANIAN PROJECT

Working It Out Inc

Everyone Can Play is a sports inclusion project of Working It Out, Tasmania's gender, sexuality and intersex status support and education service. It aims to increase physical activity in LGBTIQ+ Tasmanians by supporting sporting bodies to create a more inclusive and welcoming environment. As part of the project, a community survey was conducted to understand experiences within the Tasmanian sports environment. This presentation will summarise the survey findings and how they have influenced the design and implementation of the project.

GAME ON: LGBTIQ INCLUSION IN AUSTRALIAN TENNIS

Tennis Australia

How can sport be more inclusive of the LGBT+ community? This session provides findings from a research report commissioned by Tennis Australia where we spoke to people with a lived experience on how Tennis Australia could;

- Promote LGBT+ inclusion
- Create safe spaces
- Understand barriers to participation
- Benefits for those who are participating

LGBTQ INCLUSION IN SPORT, A VIC HEALTH APPROACH

VicHealth

The Victorian Health Promotion Foundation (VicHealth), has a strong commitment to improving the health and wellbeing of all Victorians, particularly those who experience greater barriers to good health, including LGBTI+ Victorians. VicHealth's vision is that all LGBTI+ players, officials, supporters, volunteers and employees are welcome and safe in sport. VicHealth, along with their partners, delivered a range of projects during 2019-2020 aimed at making sport more welcoming, safe and inclusive for LGBTI+ Victorians. This session explores the key findings and learnings from this work.

HIV TRANSMISSION IN SPORT: NO WORRIES

ACON

This session deals with the inclusion in sport of persons living with HIV, from the perspective of HIV transmission during sports. Even in the 1990s, the risk of HIV transmission during sports was found to be extremely small, if not negligible. The new multiple therapy medication has made that risk even smaller. We will see that there is no reason to be concerned about HIV transmission during sports participation.

QUEERING THE CLIMBING COMMUNITY ACROSS VICTORIA

Sport Climbing Victoria, Climbing QTs and Blochaus

This panel, including a representative from the LGBTQ+ climbing community, a Board member of the state climbing peak body, and a representative from a commercial climbing gym, will discuss how an LGBTQ+ sporting group can increase their reach and support for their members by working with peak bodies and commercial entities. They will address challenges, benefits and tips to broaden relationships across a sport.

PRIDE AMBASSADORS: PROVIDING PLATFORMS FOR LGBTQ LEADERSHIP IN YOUR SPORT

Melbourne University Sport

"Nothing for us without us" – learning how to meaningfully engage LGBTQ+ people in your sport can be challenging yet rewarding, as their voices are often best positioned to advise and lead inclusion initiatives.

For Melbourne University Sport, establishing a Pride Ambassador program has provided leadership opportunities for these important voices in our sports. Enjoy, as we share the story of our Pride Ambassador Program, and explore the value this brings for LGBTQ+ inclusion in sport.

SPORT HUB SESSION SYNOPSIS

FIRESIDE CHAT: TRANS & GENDER DIVERSE INCLUSION IN SPORT

Hosted by Beau Newell, National Program Manager, Pride in Sport

Trans and gender diverse people live, work and play sport in every town and city in Australia.

Although community understanding and attitudes toward trans and gender diverse people have improved, research tells us that not only is sport still seen as a hostile and unwelcoming place, inclusive policies do make a significant and positive difference to the culture of sports clubs and to those who participate within them.

The recent announcement by several national sporting bodies on the guidance of trans and gender diverse inclusion demonstrates a fundamental shift within Australian sport towards making sure that sport is welcoming to everyone – no matter who you are.

This panel will explore the highs and lows of trans and gender diverse participation in sport, what's next on the agenda for governing bodies, and how to engage and educate those who are naive or ill-informed on trans and gender diverse inclusion in sport.



TAYLOR LING (they/them)

Taylor has been playing a variety of sports from a young age. Having played cricket for over 10 years now, Taylor found solace in their cricket community and has been out as non-binary for

3 years. Taylor currently plays in the women's competition due to the constraints of binary competitions on offer. However, they really enjoy playing cricket with their friends. Taylor is also an indigenous person, Taylor has a unique perspective of the barriers faced in sport by marginalised communities.



AARON LUCAS (they/them)

Aaron (aka Commando Roll) is a part of the Australian Roller Derby community and was recognised for their high level of commitment to inclusion, and leadership as a sporting coach.

By sharing their lived experiences, Aaron has inspired others to give their sport a go and has shown athletes and allies alike the benefits of sport through a truly inclusive approach.



KATE HUMPHRIES (she/her)

Kate is an Associate Director at KPMG. She affirmed her gender in 1997. Kate transitioned while working at a global financial services firm, however she became 'stealth' as her career

progressed. In 2021, she is embarking on a voyage to become the first woman to circumnavigate the world by motorboat. Kate intends using the publicity generated by her voyage, to challenge perceptions about women, gender and the lack of visibility of gender-diverse leaders in the corporate world.



BEAU NEWELL (he/him)

Beau Newell is the National Program Manager of Pride in Sport Australia. One of Beau's more notable pieces of work was his TEDx session on Eliminating the Self Edit – an earnest insight

into the way people hide their true selves from others, for fear of discrimination, harassment and bullying. Through the lens of sport, Beau's story provides insight into the disproportionate effects that self-editing can have on LGBTQ people.



ACON's Pride Inclusion Programs would like to express our appreciation
for all our sponsors for making this a successful event.

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We're here to help make the places where our community members live, work, study and play more inclusive of LGBTQ people. We do this by working with a range of organisations to help ensure that LGBTQ people feel included and supported.

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