

# PRIDE IN PRACTICE

## LGBTI Workplace Conference

EARLY BIRD  
SPECIALS  
AVAILABLE - BOOK  
& PAY BY 16TH  
OCTOBER!

### MONDAY 30 NOV - WEDNESDAY 2 DEC 2015, SYDNEY

The only Australian conference dedicated to lesbian, gay, bisexual, transgender and intersex (LGBTI) workplace inclusion.

Produced by Australia's National Employer Support Program for LGBTI Inclusion and the Developers of the Australian Workplace Equality Index (AWEI) - Pride in Diversity.

#### CONFERENCE HIGHLIGHTS INCLUDE:



##### AUSTRALIAN CEO PANEL

Panel of CEOs speaking on LGBTI Inclusion with a local and global perspective.



##### TODD SEARS

Founder and Principal, Out Leadership, challenging CEOs and Senior Execs globally in LGBTI Inclusion.



##### GAYBY BABY (FILM)

Gayby Baby is a documentary about the experiences of kids with same-sex parents.



##### INTERNATIONAL SPEAKERS

Including: Fern Ngai, CEO, Community Business Hong Kong, Masa Yanagisawa, Director, Deutsche Bank Japan and Michael Stevens, Rainbow Tick NZ

- Heather Price, CEO of Symmetra, and Internationally Recognised Expert on Unconscious Bias
- Georgie Harman, CEO, beyondblue
- Many of the 2015 Top 20 AWEI Organisations
- 40 topical breakout sessions
- Networking Event
- Thomson Reuters app to schedule and plan your conference

- Accenture
- ACON
- Allens
- ABBI
- ANZ
- Assure Programs
- Australian National University
- Australian Red Cross Blood Service
- Baker & McKenzie
- Beyondblue
- Bingham Cup
- Black Rainbow Living
- Commonwealth Bank of Australia
- Community Business Hong Kong
- CSIRO
- Deakin University
- Department of Defence
- Deutsche Bank Japan
- Domestic Violence NSW
- EY
- Herbert Smith Freehills
- HSBC Australia
- JoAnna Ferrari
- Key Assets
- Lendlease
- Macquarie Group
- Monash University
- National Australia Bank
- National Safe Schools Coalitio
- Out for Australia
- Out Leadership
- Pink Media
- Pride in Diversity
- PwC
- Rainbow Tick NZ
- SGLBA
- Star Observer
- Suncorp
- Symmetra
- The Gender Centre
- The Pinnacle Foundation
- UWA
- Visions n' Goals
- Westpac Group



2015 Platinum  
Conference Sponsor



2015 Lunch Sponsor



2015 CEO Roundtable  
& Panel Sponsor



2015 Networking Event  
Sponsor



2015 Official Event  
App Sponsor



2015 Principal  
Media Partner



National LGBTI Employer  
Support Program

<b>8:00am</b>	<b>Registrations and refreshments</b>		
<b>9:00am</b>	<b>Welcome, Dawn Hough, Director, Pride in Diversity</b>		
<b>9:05am</b>	<b>Welcome to Country, Millie Ingram</b>		
<b>9:10am</b>	<b>Welcome from Platinum Sponsor, Macquarie Group</b>		
<b>9:15am</b>	<p><b>AWEI Employer of the Year, PwC</b></p> <p>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.</p>		
<b>9:45am</b>	<p><b>International Focus, Community Business Hong Kong</b></p> <p>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.</p>		
<b>10:15am</b>	<p><b>Creating Mentally Healthy Workplaces For All, beyondblue</b></p> <p>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.</p>		
<b>10:45am</b>	<b>Morning Tea &amp; Networking</b>		
<b>11:10am</b>	<p><b>Breakout Sessions:</b> Delegates to choose one of the below sessions (full session description on page 5-9)</p> <div style="background-color: #00AEEF; color: white; padding: 10px; border-radius: 10px;"> <table border="0" style="width: 100%; font-size: 0.9em;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 1:</b> LGBTI Inclusion 101, <i>Pride in Diversity</i></p> <p><b>SESSION 2:</b> Creating LGBTI Impact and Relevance, <i>The Australian National University and CSIRO</i></p> </td> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 3:</b> When Sexuality and Religion Collide, <i>Ambassadors &amp; Bridge Builders International (ABBI)</i></p> <p><b>SESSION 4:</b> Diversity of Consciousness, <i>The Black Rainbow</i></p> </td> </tr> </table> </div>	<p><b>SESSION 1:</b> LGBTI Inclusion 101, <i>Pride in Diversity</i></p> <p><b>SESSION 2:</b> Creating LGBTI Impact and Relevance, <i>The Australian National University and CSIRO</i></p>	<p><b>SESSION 3:</b> When Sexuality and Religion Collide, <i>Ambassadors &amp; Bridge Builders International (ABBI)</i></p> <p><b>SESSION 4:</b> Diversity of Consciousness, <i>The Black Rainbow</i></p>
<p><b>SESSION 1:</b> LGBTI Inclusion 101, <i>Pride in Diversity</i></p> <p><b>SESSION 2:</b> Creating LGBTI Impact and Relevance, <i>The Australian National University and CSIRO</i></p>	<p><b>SESSION 3:</b> When Sexuality and Religion Collide, <i>Ambassadors &amp; Bridge Builders International (ABBI)</i></p> <p><b>SESSION 4:</b> Diversity of Consciousness, <i>The Black Rainbow</i></p>		
<b>12:15pm</b>	<p><b>Breakout Sessions:</b> Delegates to choose one of the below sessions (full session description on page 5-9)</p> <div style="background-color: #00AEEF; color: white; padding: 10px; border-radius: 10px;"> <table border="0" style="width: 100%; font-size: 0.9em;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 5:</b> Delivering an Ally Network within a University: Reflections on a 15-Year Journey, <i>UWA</i></p> <p><b>SESSION 6:</b> LBTQ Women in the Workplace – An Awareness Session, <i>Pride in Diversity</i></p> </td> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 7:</b> Where Business and Community Connect, <i>Sydney Gay &amp; Lesbian Business Association (SGLBA)</i></p> <p><b>SESSION 8:</b> Bringing the construction sector into LGBTI view: a Lendlease facilitated workshop investigating ways to activate LGBTI inclusion on construction sites, <i>Lendlease</i></p> </td> </tr> </table> </div>	<p><b>SESSION 5:</b> Delivering an Ally Network within a University: Reflections on a 15-Year Journey, <i>UWA</i></p> <p><b>SESSION 6:</b> LBTQ Women in the Workplace – An Awareness Session, <i>Pride in Diversity</i></p>	<p><b>SESSION 7:</b> Where Business and Community Connect, <i>Sydney Gay &amp; Lesbian Business Association (SGLBA)</i></p> <p><b>SESSION 8:</b> Bringing the construction sector into LGBTI view: a Lendlease facilitated workshop investigating ways to activate LGBTI inclusion on construction sites, <i>Lendlease</i></p>
<p><b>SESSION 5:</b> Delivering an Ally Network within a University: Reflections on a 15-Year Journey, <i>UWA</i></p> <p><b>SESSION 6:</b> LBTQ Women in the Workplace – An Awareness Session, <i>Pride in Diversity</i></p>	<p><b>SESSION 7:</b> Where Business and Community Connect, <i>Sydney Gay &amp; Lesbian Business Association (SGLBA)</i></p> <p><b>SESSION 8:</b> Bringing the construction sector into LGBTI view: a Lendlease facilitated workshop investigating ways to activate LGBTI inclusion on construction sites, <i>Lendlease</i></p>		
<b>1:15pm</b>	 <b>Networking Lunch</b>		
<b>2:15pm</b>	<p><b>Breakout Sessions:</b> Delegates to choose one of the below sessions (full session description on page 5-9)</p> <div style="background-color: #00AEEF; color: white; padding: 10px; border-radius: 10px;"> <table border="0" style="width: 100%; font-size: 0.9em;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 9:</b> From Grass Roots to GAYTMs- How to Achieve Genuine Workplace Inclusion, <i>ANZ</i></p> <p><b>SESSION 10:</b> Being an 'LGBTIQ Employer of Choice' for Students and Young Professionals, <i>Out for Australia</i></p> </td> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 11:</b> How Connected Can You Be? Maximise Your Network's Reach and Effectiveness Through Internal Partnering and Collaboration, <i>HSBC Australia</i></p> <p><b>SESSION 12:</b> Small steps to greater inclusion, <i>Key Assets</i></p> </td> </tr> </table> </div>	<p><b>SESSION 9:</b> From Grass Roots to GAYTMs- How to Achieve Genuine Workplace Inclusion, <i>ANZ</i></p> <p><b>SESSION 10:</b> Being an 'LGBTIQ Employer of Choice' for Students and Young Professionals, <i>Out for Australia</i></p>	<p><b>SESSION 11:</b> How Connected Can You Be? Maximise Your Network's Reach and Effectiveness Through Internal Partnering and Collaboration, <i>HSBC Australia</i></p> <p><b>SESSION 12:</b> Small steps to greater inclusion, <i>Key Assets</i></p>
<p><b>SESSION 9:</b> From Grass Roots to GAYTMs- How to Achieve Genuine Workplace Inclusion, <i>ANZ</i></p> <p><b>SESSION 10:</b> Being an 'LGBTIQ Employer of Choice' for Students and Young Professionals, <i>Out for Australia</i></p>	<p><b>SESSION 11:</b> How Connected Can You Be? Maximise Your Network's Reach and Effectiveness Through Internal Partnering and Collaboration, <i>HSBC Australia</i></p> <p><b>SESSION 12:</b> Small steps to greater inclusion, <i>Key Assets</i></p>		
<b>3:15pm</b>	<b>Afternoon Tea &amp; Networking</b>		
<b>3:45pm</b>	<p><b>Breakout Sessions:</b> Delegates to choose one of the below sessions (full session description on page 5-9)</p> <div style="background-color: #00AEEF; color: white; padding: 10px; border-radius: 10px;"> <table border="0" style="width: 100%; font-size: 0.9em;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 13:</b> Industry Focus: LGBTI Inclusion &amp; The Law, <i>Pride in Diversity, Allens, Baker &amp; McKenzie and Herbert Smith Freehills</i></p> <p><b>SESSION 14:</b> LGBTI Domestic and Family Violence -The Key Issues and the Impacts on People in the Workplace, <i>DVA NSW</i></p> </td> <td style="width: 50%; vertical-align: top;"> <p><b>SESSION 15:</b> Creating Safer More Inclusive Schools for Same Sex Attracted, Gender Diverse and Intersex Children, <i>Safe Schools Coalition NSW, Family Planning NSW</i></p> <p><b>SESSION 16:</b> Bisexual Inclusion Focus Group, <i>Pride in Diversity</i></p> </td> </tr> </table> </div>	<p><b>SESSION 13:</b> Industry Focus: LGBTI Inclusion &amp; The Law, <i>Pride in Diversity, Allens, Baker &amp; McKenzie and Herbert Smith Freehills</i></p> <p><b>SESSION 14:</b> LGBTI Domestic and Family Violence -The Key Issues and the Impacts on People in the Workplace, <i>DVA NSW</i></p>	<p><b>SESSION 15:</b> Creating Safer More Inclusive Schools for Same Sex Attracted, Gender Diverse and Intersex Children, <i>Safe Schools Coalition NSW, Family Planning NSW</i></p> <p><b>SESSION 16:</b> Bisexual Inclusion Focus Group, <i>Pride in Diversity</i></p>
<p><b>SESSION 13:</b> Industry Focus: LGBTI Inclusion &amp; The Law, <i>Pride in Diversity, Allens, Baker &amp; McKenzie and Herbert Smith Freehills</i></p> <p><b>SESSION 14:</b> LGBTI Domestic and Family Violence -The Key Issues and the Impacts on People in the Workplace, <i>DVA NSW</i></p>	<p><b>SESSION 15:</b> Creating Safer More Inclusive Schools for Same Sex Attracted, Gender Diverse and Intersex Children, <i>Safe Schools Coalition NSW, Family Planning NSW</i></p> <p><b>SESSION 16:</b> Bisexual Inclusion Focus Group, <i>Pride in Diversity</i></p>		
<b>4:45pm</b>	<b>Closing comments, Day 1</b>		
<b>5:00pm</b>	<p><b>Networking Event, Proudly Sponsored by</b></p> 		



MACQUARIE

# SCHEDULE 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 5-9)

**SESSION 17:**

Engaging Allies for Change, *Pride in Diversity*

**SESSION 19:**

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

**SESSION 18:**

Embedding LGBTI into your Culture, *Accenture*

**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 5-9)

**SESSION 21:**

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

**SESSION 23:**

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

**SESSION 22:**

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

**SESSION 24:**

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

1:15pm



**Networking Lunch**

2:15pm

**Breakout Sessions:** Delegates to choose one of the below sessions (full session description on page 5-9)

**SESSION 25:**

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

**SESSION 27:**

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

**SESSION 26:**

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

**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 5-9)

**SESSION 29:**

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

**SESSION 31:**

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

**SESSION 30:**

Mentally Healthy Workplaces For All, *beyondblue*

**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 *Gaby Baby* followed by Q&A (OPTIONAL)**

*Gaby Baby* is a documentary about the experiences of kids with same-sex parents. Told from the perspective of the kids, *Gaby 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. *Gaby Baby* has just been nominated for Best Documentary at the AACTA Awards 2016. Following the screening of the film will be a Q&A with Maya Newell, Director of *Gaby Baby*.

- 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 by HSBC
- 9:45am**      **Intersex People in the Workplace, 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 5-9)**

<p><b>SESSION 33:</b> HIV in the Workplace, ACON</p> <p><b>SESSION 34:</b> Understanding Intersection – LGBTI and Other Diversities, <i>Pride in Diversity</i></p>	<p><b>SESSION 35:</b> Creating Mentally Healthy Workplaces For All , <i>beyondblue</i></p> <p><b>SESSION 36:</b> Ticking all the Boxes? <i>ACON Training &amp; Consulting, Pride in Diversity &amp; Rainbow Tick NZ</i></p>
--	---

- 12:15pm**      **Breakout Sessions: Delegates to choose one of the below sessions (full session description on page 5-9)**

<p><b>SESSION 37:</b> Moving Beyond ‘We’re Here, We’re Queer’: Law Firm Engagement in LGBTI Issues – An Executive Sponsor’s Perspective , <i>Allens</i></p> <p><b>SESSION 38:</b> The Inevitable Successes and Challenges of Transitioning in the Workplace, <i>JoAnna Ferrari</i></p>	<p><b>SESSION 39 :</b> Social Identity Theory, <i>Paul Martin</i></p> <p><b>SESSION 40:</b> Using Diversity to Create High Performing Teams, <i>EY</i></p>
--	--

- 1:15pm**      **Networking Lunch**

- 2:15pm**      **CEO Panel, Proudly Sponsored by**   
Paul Zahra, 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. The CEO’s participating on the panel are:  
- *Luke Sayers, PwC*  
- *Todd Sears, Out Leadership*  
- *Jennifer Williams, Australian Red Cross Blood Service*

This is a great opportunity to step into the minds of Australia’s leaders along with this years International Guest Speaker, 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 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, The Black Rainbow

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: LGBTQ Women in the Workplace – An Awareness Session, Pride in Diversity

In this awareness session specifically about LGBTQ 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 LGBTQ 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

# BREAKOUT SESSION INFORMATION MONDAY 30 NOVEMBER

## 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 LGBTBI 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 LGBTBI & Ally network group in Australia for employees, our foster carers and children/young people.

## SESSION 13: Industry Focus: LGBTBI Inclusion & The Law, Allens, Baker & McKenzie, Herbert Smith Freehills

Law firms are increasingly active in LGBTBI Workplace inclusion and are finding new and innovative ways to engage staff and clients in this space. This panel 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: LGBTBI Domestic and Family Violence and at the Key Issues and the Impacts on People in the Workplace, Domestic Violence NSW

Details to come

## SESSION 15: Creating safer more inclusive schools for same sex attracted, gender diverse and intersex, 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 Safe Schools Coalition does 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 LGBTBI. 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 17: Engaging Allies for Change, Pride in Diversity

Allies as 'change agents' are a vital part of building a more inclusive workplace culture for LGBTI employees. Pride in Diversity are the owners and facilitators of the *Engaging Allies for Change* workshop. 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. The session utilises experiential workshop techniques to facilitate learning. 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. 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.

## 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 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 as well as sharing her own personal reflections.

## 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.



## 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 as well as sharing her own personal reflections.

## SESSION 36: ITicking all the Boxes? ACON Consulting & Training, Pride in Diversity & Rainbow Tick NZ

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 Ferarri in a discussion about transition like you've never heard it before. In this refreshingly open dialogue, Jo Anna 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.

# REGISTRATION FORM

## RYDGES WORLD SQUARE, SYDNEY 30 NOV - 2 DEC 2015

Register Online:  
[www.prideinpractice.com.au/purchase-tickets](http://www.prideinpractice.com.au/purchase-tickets)

Or email your completed form to [stephanie.mellor@prideindiversity.com.au](mailto:stephanie.mellor@prideindiversity.com.au)

NON MEMBERS	NON MEMBERS FULL TICKET PRICE	NON MEMBERS EARLY BIRD / NFP / COMMUNITY / UNI PRICE	MEMBERS FULL TICKET PRICE	MEMBERS EARLY BIRD PRICE*
3 Day Ticket - Interchangeable	\$1,350	<b>CLOSED</b>	\$950	<b>CLOSED</b>
3 Day Ticket - Non-Transferable	\$1,290	\$1,225	\$900	\$850
3 Day Ticket - Corporate Table (8 people per day, Interchangeable)	\$9,500	\$8,975	\$6,930	\$6,500
1 Day Ticket	\$475	\$450	\$340	\$320

Speakers will receive a complimentary one day pass, to be utilised on the day of the session your session only (limit of one ticket per organisation should there be multiple speakers in your session). Value \$320\* based on member early bird one day price

\*To take advantage of the early bird prices, registration form and payment must be made (including payment of invoices) by **Friday 16th October**.

### VENUE DETAILS:

**Rydges World Square**

389 Pitt Street Sydney 2000

The link for the accommodation booking (discount rate for delegates \$194 per night)

<https://resweb.passkey.com/go/prideindiversity>

### DELEGATE REGISTRATION:

	NAME	TICKET TYPE	COST (ex GST)	EMAIL ADDRESS
1				
2				
3				
4				
5				
	For >5 delegates, once individual's names are confirmed, please email all details to Stephanie Mellor: <a href="mailto:stephanie.mellor@prideindiversity.com.au">stephanie.mellor@prideindiversity.com.au</a>		<b>TOTAL</b>	

\*While a buffet lunch will be served, please advise of any special dietary requirements.

### PAYMENT:

Invoice (Must be paid received Friday Friday 16th October if taking advantage of Early Bird Pricing or Friday 20 November, 2015.)

Please charge my credit card:  MASTERCARD  VISA  AMEX

Card No: \_\_\_\_\_

Cardholder's name: \_\_\_\_\_

Expiry Date: \_\_\_\_\_

Signature \_\_\_\_\_

### TERMS & CONDITIONS

- PRIDE IN DIVERSITY MEMBER REGISTRATION:** Pride in Diversity member registration rates are not transferable to non-Pride in Diversity members. By selecting a member registration rate, it is agreed that the registrant is a current member of Pride in Diversity and that the registration is made in the Pride in Diversity member's name.
- PROGRAM:** The program is confirmed at the date of publication. Pride in Diversity reserves the right to make changes to the program as circumstances dictate. Every effort will be made to ensure a program of equivalent standard.
- INTERCHANGEABLE TICKETS:** Interchangeable tickets can be utilised by up to three delegates only. Interchangeable tickets allow for one delegate per day and cannot be used more than one person on any given day (half day attendance is not permitted).
- CORPORATE TABLE TICKETS:** Conference Tables can be utilised by up to eight individuals per day (24 individual attendees from the one organisation over the three days.) A maximum of 8 attendees only per day is permitted. Tickets cannot be split by half day attendance.
- SPEAKER TICKETS:** Speakers are entitled to a complimentary one day pass to be utilised on the day you present your session. There is a limit of one pass only per organisation should there be multiple presenters. If the speakers is only attending to present their session, the complimentary pass may be given to another employee from the same organisation.
- CONFERENCE BAGS:** One conference bag will be given to each delegate.
- CANCELLATION POLICY:** Cancellations must be received in writing. For cancellations received before 1st November, a full refund will be issued. For cancellations received within 11-30 days of the conference commencement date, a 50% refund will be issued. Cancellations received within 10 days of the conference will not be issued a refund.
- PAYMENT:** Payment can be made by credit card or by direct bank transfer. Invoices must be paid within 30 days or by 20th November 2015 (whichever comes first) in order to guarantee the booking. Your registration and place at the conference is only confirmed upon receipt of payment. Should a delegate take advantage of the early bird pricing, payment must be received by the early bird close date of 16th October at which point, if payment has not been received, the tickets will revert back to the full price.
- ACCOMMODATION & TRAVEL REQUIREMENTS:** All accommodation and travel requirements must be arranged by the registrant/s unless otherwise specified by Pride in Diversity.
- SPECIAL DIETARY REQUIREMENTS:** Will not be catered for unless requested before 20th November 2015. Please note your requirements on your registration form or email [stephanie.mellor@prideindiversity.com.au](mailto:stephanie.mellor@prideindiversity.com.au)