

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		

Workplace Inclusion ●



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



PRIDE
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PROGRAMS

DAY 2	TUESDAY 1 DECEMBER 2020			
8:55am – 9:00am	LOGIN			
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, Dawn Hough, Director, Pride Inclusion Programs		BHP ROOM	
9:15am – 10:05am	Insights from Current AWEI Survey Data and Future Directions, Dawn Hough		BHP ROOM ●	
10:10am – 11:00am	Sapphire Panel, Nicki Elkin & 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 LGBTIQIA+ 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	LGBTIQIA+ 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	

Health + Wellbeing Inclusion ● Workplace Inclusion ●



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



PRIDE INCLUSION PROGRAMS

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:

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PRIDE IN PRACTICE ONLINE CONFERENCE SESSION SYNOPSIS

DAY 1 – MONDAY 30 NOV

9:00am – 9:15am

Opening Session – Platinum Sponsor Address

The Star Entertainment Group

9:15am – 9:55am

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.

10:00am – 10:40am

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.

11:10am – 11:50am

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.

11:55am – 12:30pm

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 how they have supported their Employee Resource Groups.



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11:55am – 12:30pm

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?

11:55am – 12:30pm

Session 1C

**Allyship for Influence and Impact: IBM's LGBT+ Ally Campaign
IBM**

This session will share insights from IBM's LGBT+ 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.

11:55am – 12:30pm

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.

1:30pm – 2:05pm

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 than 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.

1:30pm – 2:05pm

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.

2:10pm – 3:00pm

CEO Panel

The frank and forthright discussion about LGBTQ inclusion by CEOs of some of Australia's largest employers has always been a highlight of the Pride in Practice Conference, 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.

3:05pm – 3:40pm

Session 3A

**True Yarns: Aboriginal & Torres Strait Islander Perspectives LGBTQSB+ Inclusion
Queensland Dept of Education**

Since the inception of the 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 has embarked 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.

3:05pm – 3:40pm

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 LGBT+ 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 LGBT+ working parents. This session will be both informative and practical so that organisational culture can be more inclusive of all family situations.

3:05pm – 3:40pm

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 victimization 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.

4:10pm – 4:50pm

Aboriginal and Torres Strait Islander LGBTQ+ Workplace Inclusion Panel

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

DAY 2 – TUESDAY 1 DEC

9:00am – 9:15am

Opening Session

Dawn Hough, Director, Pride Inclusion Programs

9:15am – 10:05am

Insights from Current AWEI Survey Data and Future Directions

Dawn Hough, Director, Pride Inclusion Programs

10:10am – 11:00am

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.

11:30am – 12:20pm

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.

12:25pm – 1:00pm

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.

12:25pm – 1:00pm

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

**Inc-loo-sion: Building the Case for Inclusive Restrooms
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.

12:25pm – 1:00pm

Session 4D

**Intersections – Choosing an Identity Path at Work
Uniting VIC.TAS**

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

2:00pm – 2:35pm

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.

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 had 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 our leaders on unexpected journeys of tears, laughter and understanding

2:00pm – 2:35pm

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 LGBTQA+ 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 article 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, the 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).

2:40pm – 3:15pm

Session 6A

Facilitating LGBTQIA+ Inclusion for Staff and Students in Higher Education University of Queensland

LGBTQIA+ inclusion in higher education necessitates a strong and effective collaboration between staff and students, which is reflective of the different needs, power dynamics and objectives of both cohorts. Furthermore, these nuanced experiences need to also 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 corporate sites. Our people love face-to-face engagements, but with the majority of the workforce working from home since 16 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.

2:40pm – 3:15pm

Session 6D

**LGBTIQ+ 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

3:45pm – 4:00pm

SBS Pride Guide Launch

Ricardo Goncalves

4:05pm – 4:45pm

**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.

DAY 3 – WEDNESDAY 2 DEC

9:00am – 9:15am

Opening Session

Dr Justin Koonin, President, ACON

9:15am – 9:55am

**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.

10:00am – 10:50am

**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?

11:20am – 12:00pm

Sydney WorldPride 2023 and What it Means for Australian Businesses

Kate Wickett, CEO Sydney WorldPride Limited

12:05pm – 12:40pm

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.



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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.

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 about the complexities of their experiences but also that we listen to the ideas that will move our workplaces and communities forward – together. Today, members of Pride@KPMG share about their own experiences but also provide ideas on how we can progress inclusion initiatives that are meaningful and create change for everyone.

1:40pm – 2:15pm

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 LGBTQ+ 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'.

2:20pm – 3:10pm

LGBTQ Health – The challenges and solutions to providing appropriate, inclusive care

Chaired by Claire Allen, National Program Manager, Pride in Health + Wellbeing

Kerryn Phelps, Co-patron of Pride in Health + Wellbeing

Alex Keuroghlian Director of Education and Training Program at the Fenway Institute

Teddy Cook –Manager of Trans and Gender Diverse Health Equity, 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.

3:40pm – 4:40pm

International Panel – Australian Impact on Overseas Offices

Facilitated by Andrew Georgiou, Pride in Diversity

Showcasing Australian headquartered Pride in Diversity members to 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 LGBTIQ networks, recruiting and promoting Executive Sponsors, navigating local laws and legal frameworks as well as employee travel considerations from an Australian international lens perspective.