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THE AUSTRALIAN LGBTI
INCLUSION CONFERENCE

25-27 NOV 2019 • DOLTONE HOUSE DARLING ISL, NSW



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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 Custodians of the land on which the Pride in Practice Conference is being held, the Cadigal people of the Eora Nations. We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending our conference.

Sovereignty was never ceded.



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WELCOME



DAWN HOUGH

DIRECTOR

ACON'S PRIDE INCLUSION PROGRAMS

It gives me very great pleasure to welcome you to our 9th annual Pride in Practice Conference.

Whether you will be spending one day with us or three, I know that you will leave us with a plethora of new ideas, insights and tools as well as renewed enthusiasm and passion for what we can achieve both individually within our own workplaces and collectively as a whole.

It is our greatest privilege to partner and work alongside the many hundreds of organisations that we do right across Australia. And because of this, our team has been able to bring together a wide diversity of speakers, topics, industries, sectors, practitioners and leaders to present over the next three days. The topics are as diverse as the groups and the organisations represented. We encourage you to join in, ask questions, share your experiences, engage with people you do not know and fully utilise the opportunity presented here to learn as much as you can; and perhaps have a little fun along the way!

Over the three days we will be showcasing 5 keynotes, 10 plenaries and 76 speakers representing almost 50 organisations from across Australia. This takes a lot of work and a lot of support. There are two groups of people without whom an event such as this would

not be possible. Firstly, our sponsors: The Australian Government, Transdev, Dell, PwC, Accenture, Doltone House, Thomson Reuters, RMIT University, NurseWatch, Microsoft, ASIO and Telstra. Your sponsorships contribute to the costs of running our event and the ongoing work of furthering LGBTIQ Inclusion within Australian workplaces. Thank you so much for your support. Aligned to our sponsors, all the speakers who have so willingly given of their time to share their practices and experiences with us.

The second group I would like to thank is my team. Every single person within Pride in Diversity, Pride in Sport and Pride in Health + Wellbeing has contributed to this conference. But in particular I would like to call out our Events & Operations Team: Elaine Czulkowski, Michelle Blom, Will Reilly, Tammy Halls and our Graphic Designer Finlay Long. I would also like to particularly call out Elaine and Mark for their work in pulling together such a diverse program and for driving C-Suite engagement with both the Executive Allies forum and our annual CEO Luncheon held during these three days.

I wish everyone a wonderful three days.



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**ACON's
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sporting
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providers with all
aspects of LGBTI
inclusion.**

Pride in Diversity is the national not-for-profit employer support program for LGBTI 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 LGBTI workplace inclusion from which Top Employers for LGBTI people is 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 LGBTI employees, players, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTI people across all sporting contexts.

Pride in Health + Wellbeing is our exciting new initiative providing support to Health and Human Service providers in the development of LGBTI inclusive service delivery.

For more information contact us at:

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



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+wellbeing**

WELCOME



ELAINE CZULKOWSKI

ASSOCIATE DIRECTOR

ACON'S PRIDE INCLUSION PROGRAMS

I have to say I was so impressed with the calibre, diversity and creativity of this year's abstracts and I cannot wait to see them go live!

The program covers a vast range of topics and issues that are relevant and critical for LGBTQI+ inclusion best practice in the workplace. It is also great to see the diversity of industries represented here: finance, tech, mining, retail, legal, utilities, government, faith, health, sport and education ++.

I want to thank all our participating members for the many hours of work it takes to create such thought provoking and informative sessions and convey our deepest appreciation to our conference partners and sponsors... we could not do this without you.



MARK LATCHFORD

ASSOCIATE DIRECTOR

ACON'S PRIDE INCLUSION PROGRAMS

When I look across the Australian diversity and inclusion landscape, what strikes me is the collaboration and comradery that exists between organisations and their teams.

Although often fierce competitors commercially or in the quest for talent, organisations continuously reach out to share ideas and leading practices across the borders of their organisations and industries. They are also determined to work together to solve challenges they face.

This is the essence of what the Pride in Practice is all about. Sharing practices and insights, discussing issues and opportunities as well as continuing telling individual and organisational stories that are so critical for progress in inclusion.

I am looking forward to gathering with representatives of our three hundred strong membership and some of the nation's best leaders to listen, learn and to act.



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The Attorney-General's Department delivers programs and policies to maintain and improve Australia's law and justice framework, and to facilitate jobs growth through policies that promote fair, productive, flexible and safe workplaces. Through the Australian Government Solicitor, we also provide legal services to the Commonwealth, including legal advice and representation.

Our portfolio

The department leads a portfolio of 22 agencies. Responsibilities include courts and tribunals, industrial relations, integrity and oversight, legal services, regulation and reform.

Our people

We are committed to maintaining a culture that values, respects and fosters inclusiveness. We recognise that to be a high performing department and to reflect the diversity of the Australians we serve, we need to have people from different backgrounds, races, genders and points of view, all working to their full potential. Our people are critical to our ability to fulfil our mission of achieving a just and secure society.

Our strategic priorities for 2019-22

1. Support the Attorney-General as First Law Officer, including by providing high-quality legal services to the Commonwealth.
2. Assist the Minister for Industrial Relations to foster and support safe, fair and productive workplaces.
3. Promote public-sector integrity and strong oversight of Commonwealth intelligence and law enforcement agencies.
4. Support a safe and secure Australia by delivering effective national security and criminal justice legislation.
5. Maintain an efficient and effective civil and criminal Commonwealth justice system, and work with international partners to strengthen cooperation and advance law and justice issues.
6. Enable a free society with balanced rights, freedoms and responsibilities.

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The Attorney Generals Department, Australian Tax Office, Department of Agriculture and IP Australia are extremely proud to work together to be the platinum sponsor of the 2019 Pride in Practice conference.

Our sponsorship shows our ongoing commitment and support for the LGBTIQ communities and the LGBTIQ people who work for our organisations.

We each have a similar approach when it comes to LGBTIQ inclusion and this is because we know that inclusion matters. The business case is clear when it comes to how the diversity of our people, their broad range of skills and lived experiences brings us improved business performance, but further to this, we understand how it gives us different perspectives and capacity for greater empathy and connection with the communities we serve.

We acknowledge the significant contribution that our people and diversity networks make in creating a culture where difference is valued and respected, and where we work together to leverage the benefit of our diversity.

By understanding and bridging differences, we are creating an environment that allows all our people to feel included, feel safe to share their ideas, trusted to take considered risks without fear and ultimately, be who they are.

This inclusive and respectful ethos extends to our dealings with the Australian community. We are proud to come together to share this message as one and as part of the Australian Government.



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The ATO and our ATOMIC network; ATO Making Inclusion Count.
Proud sponsors of Pride In Practice 2019!

As the Australian Government's principal revenue collection agency and tax administrator we value inclusion and diversity.

Our diverse perspectives, experiences, and skills help us make a real difference to the community we serve.



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The Australian Government Department of Agriculture develops and implements policies and programs to ensure Australia's agricultural, fisheries, food and forestry industries remain competitive, profitable and sustainable. We help drive a stronger Australian economy by building a more profitable, resilient and sustainable agriculture sector, and by supporting the sustainable and productive management and use of rivers and water resources.

We have about 5000 staff working in offices, airports, mail centres, shipping ports, laboratories and abattoirs; located in regional centres, rural communities and capital cities.

The department has a diverse role as a policy adviser to government, researcher, program administrator, service provider, market access negotiator and regulator.

Our work contributes to strengthening Australia's primary industries, delivering better returns to primary producers at the farm gate, protecting Australia from animal and plant pests and diseases, and improving the health of the country's rivers and freshwater ecosystems.



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IP Australia is the government agency responsible for administering Australia's intellectual property (IP) rights system, specifically trade marks, patents, designs and plant breeder's rights.

We are committed to a building a diverse, inclusive and respectful culture and we are working together to build our diversity maturity.



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RIDE with PRIDE at Transdev



At Transdev, we believe that all our employees and customers have the right to a safe and comfortable journey everyday.

We recognise that those in the LGBTIQIA+ community face challenges, and as a provider of public transport in Australia and New Zealand we are committed to creating an inclusive and welcoming space for everyone.

Transdev is an LGTBQIA+ inclusive employer.

If you are interested in becoming a Journey Maker with Transdev visit:
www.transdev.com.au/join-our-teams



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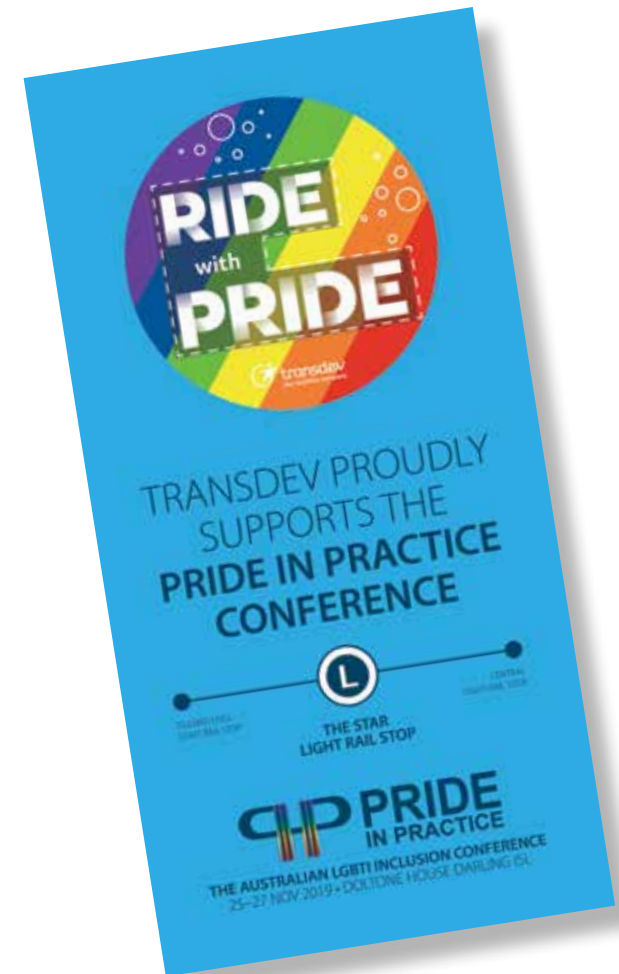
Transdev is proud to be a sponsor of the Pride in Practice Conference for 2019.

Providing public transport services in major cities across Australia and New Zealand means that we are at the heart of keeping communities moving. We're a global community of 82,000 employees across 20 countries and committed to reflecting the communities that we serve.

Our pride journey is evolving and this year has been our biggest year yet. We were delighted to launch Transdev Australasia's first Pride Network, an internal forum to discuss topical community issues, participated in Mardi Gras, commemorated Pride Month and Wear it Purple Day to share knowledge among our community of Journey Makers.

We recognise people in the LGBTQIA+ community can face challenges, and as a public transport provider, we are committed to creating an inclusive and welcoming space for all.

No matter who you are, or what your story is, know that you can Ride With Pride with Transdev.



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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 at Dell: 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 ROUNDTABLE SPONSOR

We are really pleased to once again be sponsoring the Pride in Diversity conference. This is the fifth year we have hosted the CEO roundtable, which brings together senior leaders from Australia's largest organisations. The roundtable has a simple objective – to recognise and encourage the incredible impact that CEOs can have on LGBTI inclusion via their words and actions in organisations, and the broader community.

Since its inception in 2015, we have hosted CEOs from organisations as diverse as the Commonwealth Bank of Australia, LendLease, SBS, Australian Securities and Investment Commission, Optus, AGL, Apple and Australian Red Cross, who shared their own experiences, learnings and ideas to achieve greater levels of inclusion.

“ Like all efforts to increase workplace diversity, LGBTI workplace inclusion is not an issue for the LGBTI community alone to solve. It is an issue for all of us to solve together ”

PwC CEO Luke Sayers

Our thanks to those CEOs who join us each year.



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With over 477,000 people across 120 countries, Accenture serves 93 of the Fortune 100 and over 70 percent of the Fortune 500 deploying strategy, consulting, digital, technology, operations and security answers.



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Doltone House is a venue and catering collection with 5 inspiring locations and 30 unique spaces. The venues spaces are flexible and can host all style of events from a meeting for 10 to 1,500 guests for cocktail events. Each venue features in-house catering and service teams who provide award winning food, beverage and service. Doltone House has established a solid award winning reputation as the premier venue portfolio in Sydney and with venues that provide some of Sydney's best views of the city and Harbour Bridge.

We foster a diverse, supportive, inclusive workplace culture that focuses on embracing people for who they are. At Doltone House, part of our philosophy lies in ensuring we find the right person for the job regardless of race, gender and/or sexual orientation.



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PwC is proud to support our LGBTI community.



Intersex. Asexual. Questioning. Gender diverse. Be yourself. Be different. Gay. Lesbian. Bisexual. Transgender. Intersex. Asexual. Questioning.

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



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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



The Pride in Diversity Endorsed LGBTIQ Trainer program equips organisations requiring face to face, facilitated LGBTIQ educational experiences for employees located over numerous sites.

The program is for internal trainers, to enable them to facilitate the Pride in Diversity's LGBTIQ Awareness module with confidence.

The three day program covers delivery of the LGBTIQ Awareness module. We use case studies, videos, PID publications and papers on gender and sexuality theory to expose trainers to a high level of understanding to be able to confidently deliver training.

Endorsed trainers can be re-endorsed each year by providing us with a short video of them delivering part of the training program and by evidence of completed training sessions.

The cost is of the three day program per person, is \$2,470 + GST. Re-endorsement cost is per person, \$550 + GST

For more information and to enrol for training in your capital city, contact **Pride in Diversity** on **02 9206 2139** or check out the information at **www.prideinclusionprograms.com.au**



WORKPLACE EQUALITY IS WORKPLACE POWER.

Thomson Reuters is proud to support Out & Equal Workplace Advocates in shaping the future of global LGBTI workplace equality and demonstrating that diversity and inclusion in the workplace drives business performance.

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Thomson Reuters is one of the world's most trusted providers of answers, helping professionals make confident decisions and run better businesses. Our customers operate in complex arenas that move society forward — law, tax, compliance, government, and media – and face increasing complexity as regulation and technology disrupts every industry.

At Thomson Reuters we aim to build an inclusive workplace where everyone can truly be themselves. This includes providing the right benefits that support all employees; educating our managers and employees on what it means to be a member of the LGBTI community and an ally; and supporting LGBTI organisations in our community.

DOWNLOAD THE CONVENE APP

Thomson Reuters is the official sponsor of our Event App. **To access the entire conference program, you will need to download the Convene App.**

Through the app you will be able to read about sessions and speakers, provide session feedback, interact with other attendees and so much more.

Instructions on downloading the App:

1. Download **Convene** for **Android via Google Play** or **iOS via the App Store** and open the App
2. Sign in with your **email address** or a social media account. You will need to select an email address which you can access via your phone
3. You will receive an email from the Convene App. Open the email and click on **Validate Email**. You will be redirected to the App and asked to fill in **your name**.
4. Click on the **Event Code** tab and enter Event Code: **prideinpractice2019**
5. You will now see the Pride in Practice 2019 event. Click on **Open/Go** and you're in.

Go to **Account** to allow for your profile to be **visible, to upload a photo and fill in your profile details**. Please note: If you have already downloaded the App in the past, open it and follow steps 4 and 5.

WIFI DETAILS

Network Name: **Pride in Practice**

Password: **prideinpractice2019**



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PROGRAM

● Workplace Inclusion ● Health + Wellbeing Inclusion ● Sport Inclusion

DAY 1	MONDAY 25 NOVEMBER 2019			
8:00am – 9:00am	REGISTRATION – Tea and coffee			
9:00am – 9:15am	OPENING – Welcome to Country & Australian Government address			
9:15am – 9:55am	Creating & leading workplace belonging, RMIT University (Employer of the Year 2019)			
9:55am – 10:35am	Regional Reach Strategic Initiative, Hosted by Chris Nelson, Pride in Diversity; and BHP			
10:35am – 11:05am	MORNING TEA			
11:05am – 11:50am	Fireside chat, Jennifer Westacott AO, CEO Business Council of Australia & Alan Joyce AC, CEO Qantas, Co Patrons Pride in Diversity			
11:50am – 12:40pm	Concurrent 1A – Room A ●	Concurrent 1B – Room B ● ●	Concurrent 1C – Room C ●	Concurrent 1D – Room D ● ● ●
	The heart of changing culture, Brisbane City Council	True story: The Trans & Gender Diverse Legal Service, Dentons	Rainbow elephants and global good, Initiative Media (Small Employer of the Year 2019)	LGBTI awareness, Pride in Diversity
12:40pm – 1:40pm	LUNCH			
1:40pm – 2:30pm	Concurrent 2A – Room A ●	Concurrent 2B – Room B ●	Concurrent 2C – Room C ●	Concurrent 2D – Room D ● ● ●
	When free speech comes at a cost... MinterEllison	Gender transition can sometimes be complicated in unexpected ways... IBM	Beyond workplace inclusion to inclusive product & service design, Capgemini	The role of allies and networks, Pride in Diversity
2:30pm – 3:20pm	CEO Panel Discussion, Facilitated by Ricardo Goncalves, SBS; Luke Sayers, PwC; Vivek Bhatia, QBE Insurance; Pip Marlow, Salesforce; and Annette Kimmitt, MinterEllison			
3:20pm – 3:50pm	Concurrent 3A – Room A ●	Concurrent 3B – Room B ●	Concurrent 3C – Room C ●	Concurrent 3D – Room D ●
	Change and churn workshop: dealing with the 'long term slump', EnergyAustralia	The storytelling of an inclusive leadership, Deakin University	Defence's journey to diversity & inclusion in the LGBTI space, Department of Defence	Measuring your LGBTI inclusive service delivery with the HWEI, Pride in Health + Wellbeing
3:50pm – 4:10pm	AFTERNOON TEA			
4:10pm – 4:50pm	Young leaders: navigating barriers to inclusion, Cameron Tirendi, BHP; Emily Scott, Out for Australia; Nicholas Steepe, Charles Sturt University			
4:50pm – 5:00pm	Closing, Mark Latchford, ACON's Pride Inclusion Programs			
5:00pm – 7:00pm	NETWORKING OPPORTUNITY – Hosted by Accenture			

PROGRAM

● Workplace Inclusion ● Health + Wellbeing Inclusion ● Sport Inclusion

DAY 2	TUESDAY 26 NOVEMBER 2019			
8:00am – 9:00am	REGISTRATION – Tea and coffee			
9:00am – 9:15am	OPENING – Dr Justin Koonin, ACON President			
9:15am – 10:00am	Insights from current AWEI Employee Survey data & future directions, Dawn Hough, ACON's Pride Inclusion Programs, and Dr Francisco Perales, The University of QLD			
10:00am – 10:45am	Skateboarding as a metanarrative for smashing barriers for trans inclusion, Evie Ryder			
10:45am – 11:15am	MORNING TEA			
11:15am – 12:00pm	Sapphire Strategic Initiative, Hosted by Nicki Elkin and Jessica Mayers, Pride in Diversity			
12:00pm – 12:50pm	Concurrent 4A – Room A ●	Concurrent 4B – Room B ●●	Concurrent 4C – Room C ●	Concurrent 4D – Room D ●
	Prioritising our lives – queering suicide prevention, Switchboard Victoria	Pride across cultures, Accenture	The 3 R's: refocus, re-energise, re-engage, Key Assets (Small Employer of the Year 2015, 2016, 2017, 2018)	Where are all KPMG's women? Boosting inclusion for queer women within an organisation, KPMG
12:50pm – 1:50pm	LUNCH			
1:50pm – 2:40pm	Concurrent 5A – Room A ●	Concurrent 5B – Room B ●	Concurrent 5C – Room C ●	Concurrent 5D – Room D ●
	Exploring how LGBTI clients maintain their identity while receiving care, Uniting	I'm in your corner: overcoming geographical and technological challenges, Coles	Bisexuality awareness, ACON and Pride in Diversity	Where are all the rainbow women? Building cross-organisational connections in your location, AGL Energy
2:40pm – 3:30pm	Concurrent 6A – Room A ●	Concurrent 6B – Room B ●	Concurrent 6C – Room C ●	Concurrent 6D – Room D ●
	Working with people from refugee backgrounds with diverse genders & sexualities*, NSW Health	Understanding faith /sexuality conflicts and impacts, Ambassadors & Bridge Builders International	Transition policies, Deakin University, Scentre Group & Westpac	Where are the LGBTI+ women... here! Reflections on different industry sectors, QBE Insurance
3:30pm – 4:00pm	AFTERNOON TEA			
4:00pm – 4:50pm	Fireside chat, Michael Ebeid AM, Group Executive – Enterprise, Telstra			
4:50pm – 5:00pm	Closing, Mark Latchford, ACON's Pride Inclusion Programs			

** Please note: this session is strictly not to be photographed. Your cooperation is appreciated.*

PROGRAM

● Workplace Inclusion ● Health + Wellbeing Inclusion ● Sport Inclusion

DAY 3	WEDNESDAY 27 NOVEMBER 2019			
8:00am – 9:00am	REGISTRATION – Tea and coffee			
9:00am – 9:15am	OPENING – Dawn Hough, Director, ACON's Pride Inclusion Programs			
9:15am – 10:00am	Guidelines for the inclusion of transgender & gender diverse people in sport, Kate Palmer, CEO Sport Australia			
10:00am – 10:45am	SPORTING PANEL – Improving Australia's homophobic & transphobic sporting culture			
	Discussion, Raelene Castle, Rugby Australia; Ricki Coughlan (trans athlete); Andy Brennan (out athlete); and Andrew Purchas, ACON			
10:45am – 11:15am	MORNING TEA			
11:15am – 12:00pm	Freedoms in Australia – protecting the equal rights of minorities, Clayton Utz			
12:00pm – 12:50pm	Concurrent 7A – Room A ●	Concurrent 7B – Room B ●	Concurrent 7C – Room C ●	Concurrent 7D – Room D ●
	The story of pride (in sport) at Australia's oldest academic institution, Melbourne University Sport	Pride in Water – LGBTIQ+ inclusion in the Australian water industry, Yarra Valley Water	Increasing LGBT+ workplace inclusion & diversity through creative expression, Clifford Chance	The health/wellbeing of Australian LGB populations: a statistical portrait, The University of Queensland
12:50pm – 1:50pm	LUNCH			
1:05pm – 1:35pm	LUNCHTIME SESSION – Pride in Sport Index (PSI) 101, Beau Newell, Pride in Sport Room A			
1:50pm – 2:40pm	Concurrent 8A – Room A ●●	Concurrent 8B – Room B ●	Concurrent 8C – Room C ●	Concurrent 8D – Room D ●
	The power of personal experiences: strengthening psychological safety in sport, Pride Sports Festival	Blue collar conversations: talking LGBTIQ+ inclusion outside the corporate bubble, EnergyAustralia	Coming out game, SAP	Exploring intersectional identities, NAB
2:40pm – 3:30pm	The Critical Role of Media in Social Change, Facilitated by Tracey Holmes, ABC; Marina Go; Mon Schafter, ABC; and Anton Enus, SBS			
3:30pm – 4:00pm	AFTERNOON TEA			
3:45pm – 4:45pm	International Panel Discussion, Nadine Sanderson, Jacobs; Kelly Sims, Austrade; and Jason Walkerden, Microsoft			
4:45pm – 5:00pm	Closing, Australian Government			

Program Disclaimer: ACON's Pride inclusion Programs (APIP) believes that the information contained in this publication is correct at the time of printing. However, APIP reserves the right to vary any of the speakers, topics or times referred to in this publication without further notice. Any conference or public forum referred to in this publication may involve the presentation of information by speakers or other persons (Presentations). Any views expressed in 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.



Australian Government
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We are committed to promoting a diverse and inclusive workplace. We value the contributions of people with different backgrounds, experiences and perspectives.

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STRATEGIC INITIATIVES OUTLINES

REGIONAL REACH INITIATIVE

11:10am – 11:50am MONDAY 25 NOVEMBER 2019

Over the last decade, employers in Australia have made enormous progress in LGBTIQ workplace inclusion, particularly in capital city locations. This progress is across both private and public sectors, irrespective of organisation size.

One of the challenges that remains, is how to progress LGBTIQ inclusion in workplaces that are not based in metropolitan CBD locations. Leaders with workforces scattered across regional Australia understand that all their LGBTIQ employees need to feel that they can bring their whole selves to work, regardless of where that work location is.

The purpose of the PID Regional Reach initiative is to increase LGBTIQ inclusion in regional areas for our members and the communities in which they operate, through:

- leading a series of events in regional locations for PID members and guests
- providing assistance to members launching regional strategies
- producing a practical guide on how to increase LGBTIQ inclusion outside of capital cities
- fostering the networking of local members to hold their own local events

In this session, we will be speaking with the Queensland co-leads of BHP's LGBTI network, Jasper, about the work they have done to promote LGBTI inclusion at their coal sites in Qld and NSW. We will also be speaking with two senior allies on why this is such a business imperative for BHP's coal division. We will also be launching the Pride in Diversity Regional Reach publication.

SAPPHIRE STRATEGIC INITIATIVE

11:15am – 12:00pm TUESDAY 26 NOVEMBER 2019

Sapphire is an initiative of Pride in Diversity that was developed to generate greater awareness of the unique challenges faced by LGBTIQ+ women and non-binary people in the workplace. Sapphire seeks to provide women with an opportunity to openly express and discuss some of these challenges in a safe, non-confrontational professional environment.

In 2018, Pride in Diversity partnered with PwC and produced the report 'Where Are All the Women'. From the 1,270 survey responses, five key themes emerged that LGBTIQ+ women said impacted on their ability to feel included and equal in their workplace.

In this session we provide an update on the five topics highlighted in the WAATW report, incorporating data from the 2019 AWEI Employee survey. Our speakers will provide a lived experience context on how these themes have impact on their work experience.

In the following sessions, KPMG, AGL and QBE will discuss the impact the WAATW report had on their organisations, and tools and strategies that can be taken away to increase the visibility and inclusion of LGBTIQ+ women.



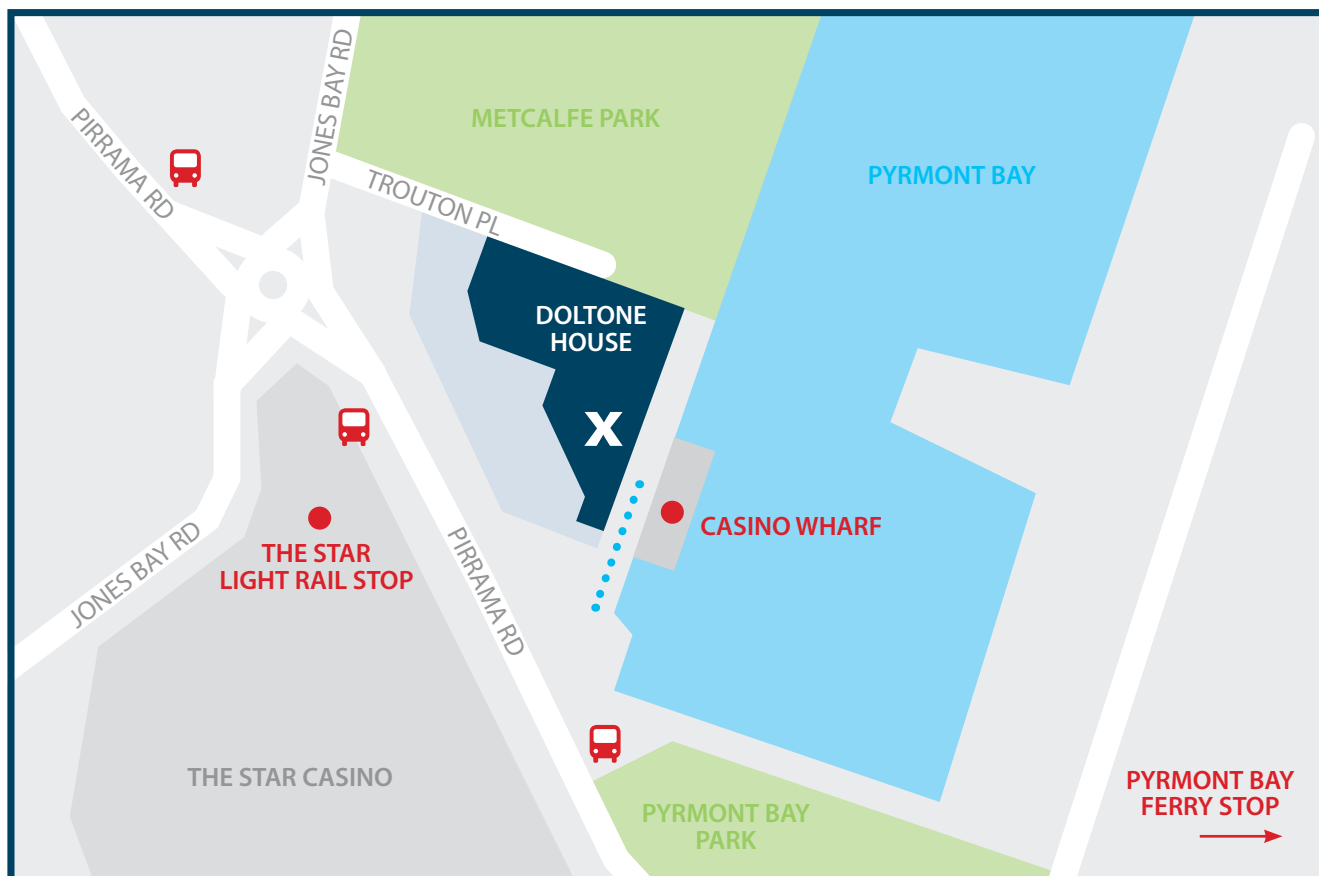
THE AUSTRALIAN LGBTI
INCLUSION CONFERENCE

25–27 NOV 2019 • DOLTONE HOUSE DARLING ISL, NSW



PRIDE
INCLUSION
PROGRAMS

MAP



MAKING YOUR WAY TO DOLTONE HOUSE

LIGHTRAIL

Departs from Central Station to The Star every 10 to 15 mins and operates 24 hrs per day, 7 days a week. For further information call **131 500** or visit www.transportnsw.info

BUS

The State Transit Bus Route 389 regularly departs from City – Town Hall Park Street to Pirrama Rd. For route and timetable information, call **131 500** or visit www.transportnsw.info

FERRY

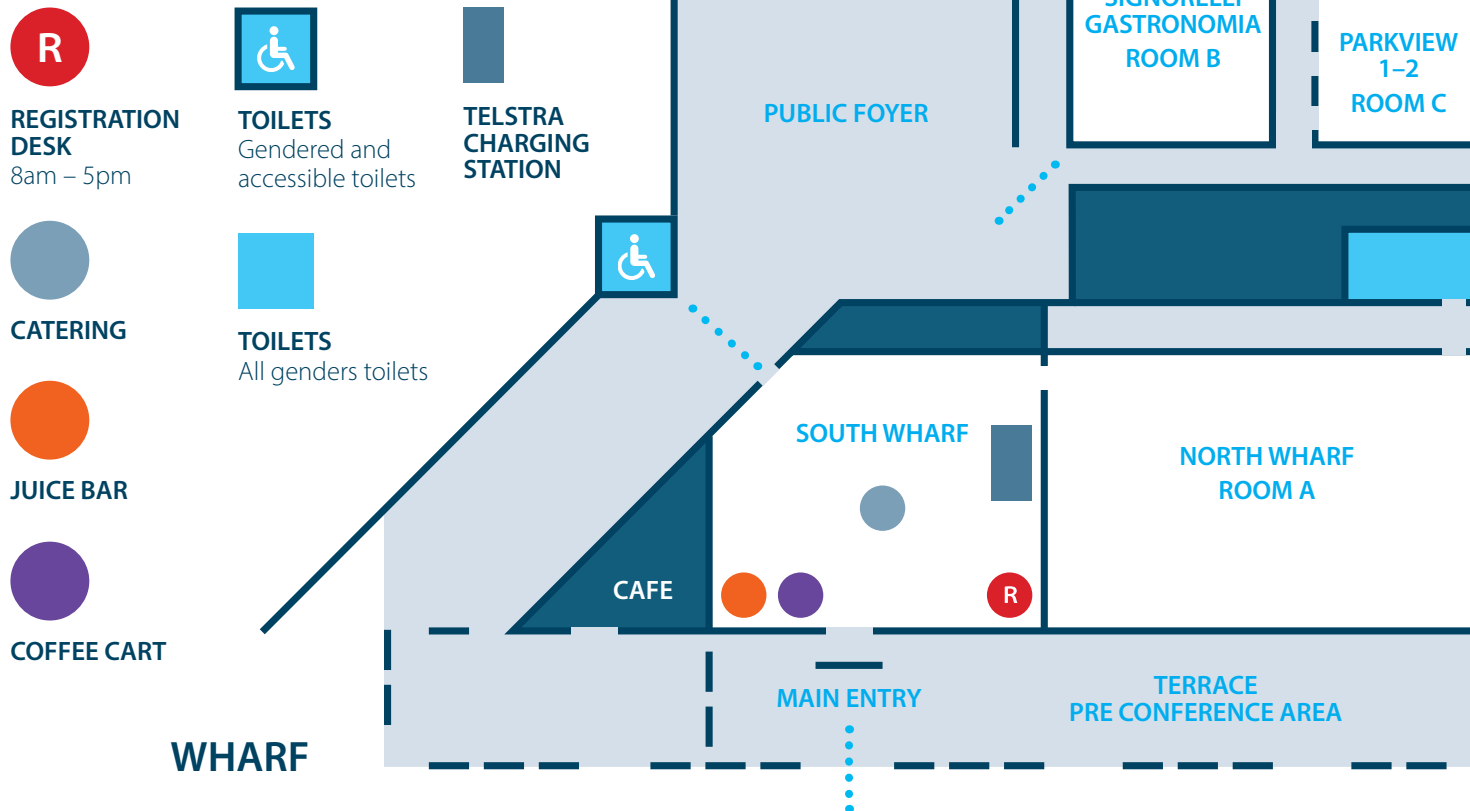
Operates 7 days a week from Wharf No. 5 at Circular Quay and stops at Pyrmont Bay. For route and timetable information on State Transit's 'Darling Harbour' ferry to Pyrmont Bay call **131 500** or visit www.transportnsw.info

WATER TAXI

Private water taxis depart from all ferry wharves, private jetties, marinas and pontoons in Sydney Harbour to the Casino Wharf right outside Doltone House.

FLOORPLAN

DOLTONE HOUSE



REFRESHMENTS

THE JUICE BAR

8am – 12pm

Thanks to our sponsors, all attendees will be able to enjoy a variety of fresh juices and smoothies.

Monday – RMIT University

Midsummer Smoothie
Tropical Delight Juice
Coffee Banana Cooler Milk

Tuesday – NurseWatch

Midsummer Smoothie
Tropical Delight Juice
Berry & Almond Smoothie

Wednesday – Microsoft Australia

Midsummer Smoothie
Tropical Delight Juice
Lavenberry Smoothie

COFFEE CART – ASIO

Monday 12pm – 5pm

An afternoon pick-me-up of coffees, teas and chai brought to you by ASIO.



ACON's Pride Inclusion Programs would like to express our appreciation for all our volunteers, who we cannot thank enough for their contribution in making this a successful event.

A special mention to Allianz Australia Insurance for providing volunteers and to our volunteer photographer from TAL, Michele Addelio.

We would also like to thank the following sponsors for their generosity and support:

- Fresh Juice & Smoothie Bar sponsors:
RMIT University, NurseWatch and
Microsoft Australia
- Coffee Cart sponsor:
Australian Security Intelligence Organisation
- Mobile charging station:
Telstra

Thank you.

AUSTRALIAN **PRIDE** IN **SPORT** **AWARDS**

SAVE THE DATE **1 APRIL 2020** **MELBOURNE**

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



Australian Government

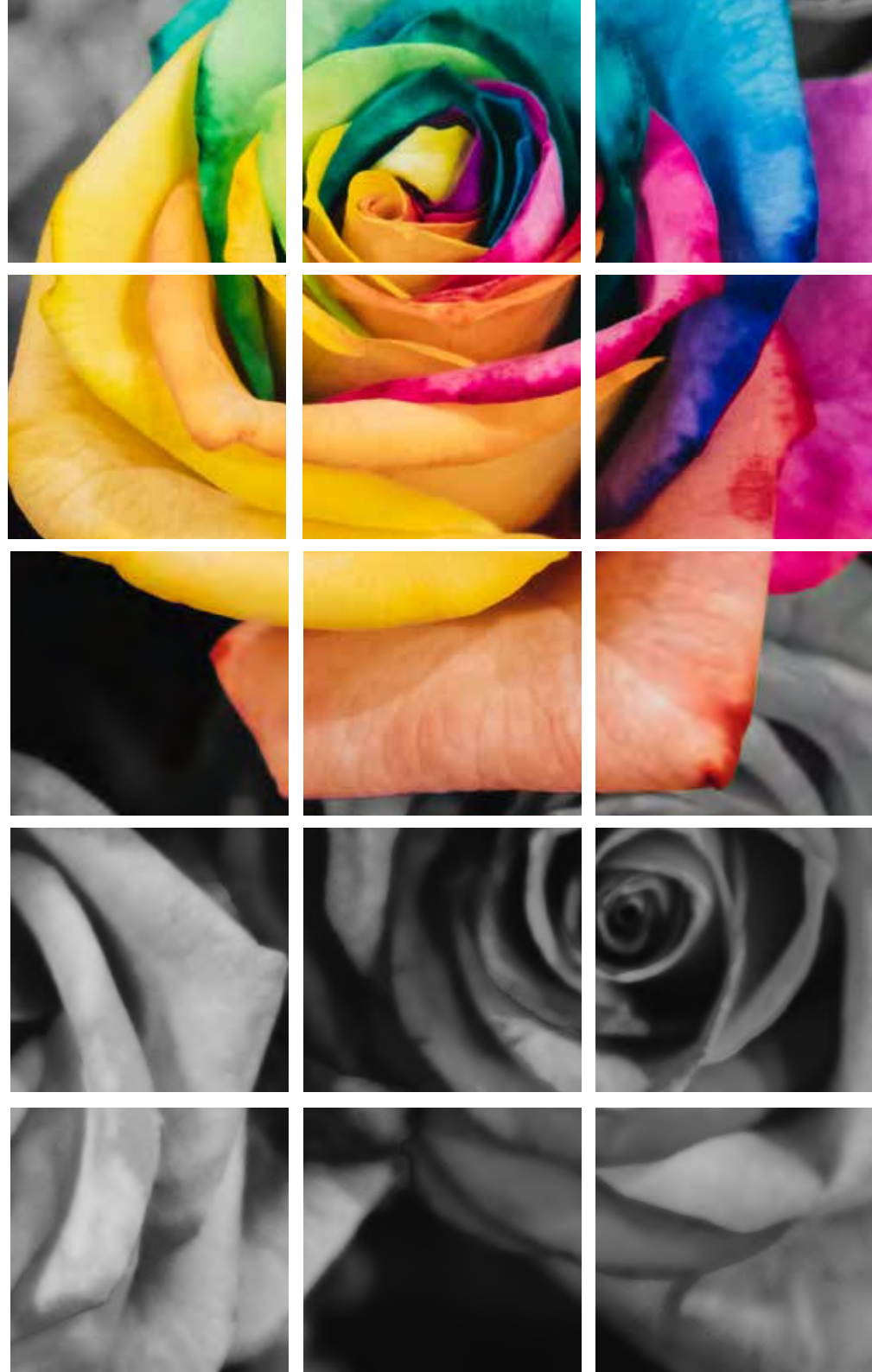
IP Australia

IP Australia is the government agency responsible for administering Australia's intellectual property (IP) rights system, specifically trade marks, patents, designs and plant breeder's rights. We also promote awareness of IP, provide advice on the development of IP policy and contribute to the global IP system. Our vision is to have a world leading IP system that builds prosperity for Australia, and to do that we need a workplace where all workers feel included, valued, are treated with respect and provided with opportunity to excel in their chosen careers.

We are committed to build a culture at IP Australia where diversity is not just an initiative, but the way we do things. To lead the charge, we have champions for diversity in our senior leadership, one of them specific to LGBTIQ+ support, and we will soon be rolling out inclusion training for everyone in our agency. We joined Pride in Diversity this year, and are be working closely with them to identify areas for action as we gauge our diversity maturity. We are proud to be sponsoring Pride in Practice in 2019!



ipaustralia.gov.au



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

pridein
diversity

pridein
sport

prideinhealth
+wellbeing

