EARLY BIRD REGISTRATION CLOSES 13 OCT

REGISTER HERE

THE AUSTRALIAN LGBTI INCLUSION CONFERENCE

DATE:
4 December to 6 December 2017

ADDRESS:
Sheraton Melbourne
27 Little Collins Street
Melbourne

PRIDE IN PRACTICE

The **Pride in Practice** Conference is the only national conference dedicated to LGBTI inclusion across workplaces, sporting organisations and the health and human services sector.

Join over 200 delegates to hear from industry experts on best practice; gain insight into the award winning initiatives of the 2017 Platinum and Gold Employers (based on the results of the 2017 AWEI) and have the opportunity to actively contribute to the Australian LGBTI inclusion landscape. Attendees can choose to tailor their conference experience by attending one, two or all three days of the program. The conference allows for increased networking over and above the three day program with opportunities to connect with industry peers.

The **Pride in Practice** Conference includes sessions that are ideal for all LGBTI employees and allies that are interested in creating a more inclusive workplace including:

- CEO & C-Suite leaders
- Senior business leaders
- HR & diversity professionals
- Recruitment professionals
- Employee Network members
- People managers

From inclusive to competent to world class. No matter your starting point join us for three days of learning, inspiration, guidance, laughter, networking and sharing. A national conference dedicated to LGBTI inclusion and making a difference in your world.

DAWN HOUGH, DIRECTOR
ACON'S PRIDE INCLUSION PROGRAMS

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PRIDE IN PRACTICE

● Workplace Inclusion ● Health + Wellbeing Inclusion ● Sport Inclusion

DAY 1	MONDAY 4 DECEMBER 2017			
8:00am – 9:00am	REGISTRATION – Tea and coffee			
9:00am – 9:15am	OPENING			
9:15am – 9:45am	Having Impact and Keeping Momentum, **ANZ** (Employer of the Year 2017) ●			
9:45am – 10:15am	Keynote: **TBC** ●			
10:15am – 10:45am	Sapphire Research Project – Presentation of Initial Findings, **PwC and PID** ●			
10:45am – 11:10am	MORNING TEA			
11:10am – 12:15pm	Concurrent 1A ●	Concurrent 1B ● ●	Concurrent 1C ●	Concurrent 1D ●
	Getting Started, **Pride in Diversity**	An update on the rights of transgender children under the Law, **Clayton Utz**	A brand promise with inclusion at its heart **National Australia Bank**	Home and AWEI: Engagement is the new Platinum! **UWA**
12:15pm – 1:15pm	Concurrent 2A ●	Concurrent 2B ●	Concurrent 2C ●	Concurrent 2D ● ●
	Engaging Executive Allies **Pride in Diversity**	Asexuality; What it is and what it isn;'t **Emily Gornalle**	Bisexuality Awareness, **TBC**	Raising the Bar, Raising Resillience – LGBTI Workplace Wellbeing, **Davidson Trahaire Corpsych**
1:15pm – 2:15pm	LUNCH			

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DAY 1 Continued	MONDAY 4 DECEMBER 2017			
2:15pm – 3:15pm	Concurrent 3A ●	Concurrent 3B ●	Concurrent 3C ●●	Concurrent 3D ●●
	Title TBC, **Department of Defence**	Community-Corporate Partnerships: Keys to Success, **Herbert Smith Freehills & Pinnacle Foundation**	Fostering with Pride, **Key Assets**	#betterwithakiss a celebration of equality at Medibank, **Medibank**
3:15pm – 3:45pm	AFTERNOON TEA			
3:45pm – 5:00pm	PANEL			
	Panel Discussion – The Great Debate: Out Women at Work and Wellbeing, **Pride in Diversity** ●			
5:00pm – 7:00pm	NETWORKING OPPORTUNITY – Cocktail Party			

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DAY 2	TUESDAY 5 DECEMBER 2017			
8:00am – 9:00am	REGISTRATION – Tea and coffee			
9:00am – 9:15am	OPENING			
9:15am – 9:45am	Academic Keynote, **Dr Paula Gerber, Monash University** ●			
9:45am – 10:15am	2017 AWEI Employee Survey Analysis, **Pride in Diversity** ●			
10:15am – 10:45am	Leading locally – engaging employees outside the CBD, **Commonwealth Bank of Australia** ●			
10:45am – 11:10am	MORNING TEA			
11:10am – 12:15pm	Concurrent 4A ●	Concurrent 4B ● ●	Concurrent 4C ●	Concurrent 4D ●
	Title TBC, **EY**	Developing an LGBTIQ inclusive policy approach for supporting vulnerable people **Dept. Social Services**	LGBTI Site Engagement campaign, **Lendlease**	International Reach for Diversity and Inclusion, **Baker McKenzie, Mercer, Microsoft**
12:15pm – 1:15pm	Concurrent 5A ●	Concurrent 5B ●	Concurrent 5C ●	Concurrent 5D ● ●
	Importance of visibile Gender Diverse & Non-Binary Role Models, **ANZ**	Engaging Allies in the New , **Accenture**	Respectful Workplace Campaign, **NSW Police Force**	Creating Safety – When public debate gets personal, **Uniting**
1:15pm – 2:15pm	LUNCH			

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DAY 2 Continued	TUESDAY 5 DECEMBER 2017
2:15pm – 3:15pm	PANEL
	Panel Discussion: CEO ●
3:15pm – 3:45pm	AFTERNOON TEA
3:45pm – 5:00pm	SPECIAL KEYNOTE EVENT – AUSTRALIAN LAUNCH ●
	United Nations has selected Pride in Diversity to be their partner for the Australian launch of the Paper **'Tackling Discrimination Against Lesbian, Gay, Bi, Trans, & Intersex People – Standards of Conduct for Business'** The Standards is the product of an extensive consultative process carried out over the past 12 months, including four regional consultations attended by more than 120 business and civil society representatives in Mumbai, Brussels, Kampala and New York. It sets out the steps that organisations should take in order to meet their responsibilities to respect the rights of LGBTI people with reference to practical examples from around the world. The Standards also offer companies guidance on how to contribute more broadly to positive social change by supporting LGBTI communities in the countries where they do business, including by acting in the public sphere. Other cities that United Nations will be launching the Corporate Standards include New York, London, Geneva, Mumbai and Hong Kong.
5:00pm – 7:00pm	UNITED NATIONS RECEPTION EVENT (Optional and open to all conference delegates and members of the public)

The UN Reception is proudly sponsored by Baker McKenzie.

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DAY 3	WEDNESDAY 6 DECEMBER 2017			
8:00am – 9:00am	REGISTRATION – Tea and coffee			
9:00am – 9:15am	OPENING			
9:05am – 9:45am	LGBTI health + wellbeing through inclusive policy and practice, **Dr Adam Bourne, La Trobe University** ●			
9:45am – 10:15am	Launch of PID 2017 Publication (LGBTI inclusive DFV workplace policies), **Norton Rose Fulbright and Accenture** ●			
10:15am – 10:45am	LGBTI Inclusion in Sport, **Australian Sports Commission** ●			
10:45am – 11:10am	MORNING TEA			
11:10am – 12:15pm	Concurrent 7A ●	Concurrent 7B ●	Concurrent 7C ●	Concurrent 7D ●
	Pride in Sport Panel, **Facilitated by Pride in Sport**	Mentoring Session (Title TBC) **RMIT University and Out For Australia**	How personal stories drove engagement and embedded cultural change, **EnergyAustralia**	Intersex Inclusion and Awareness, **TBC**
12:15pm – 1:15pm	Concurrent 8A ●	Concurrent 8B ●	Concurrent 8C ●	Concurrent 8D ●
	Transgender Inclusion in Sport, **Ricki Coughlin**	Networking for collective impact **Victorian Public Sector Pride Network**	Using Technology to Remove Bias against LGBTI Employees throughout the Employment Life Cycle, **SAP**	Proud at Woolworths Group: Our journey in creating an inclusive employee network, **Woolworths**
1:15pm – 2:15pm	LUNCH			

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DAY 3 Continued	WEDNESDAY 6 DECEMBER 2017			
2:15pm – 3:15pm	Concurrent 9A ●	Concurrent 9B ●	Concurrent 9C ●	Concurrent 9D ●
	Navigating Organisation Transformation via LGBTI Inclusion, **Dell**	Role Models & LGBTI Inclusion, **Deloitte**	Exploring challenges faced by culturally diverse LGBTI people, **Pride in Diversity**	Queer Collectives– LGBTI inclusion in Higher Education, **Various**
3:15pm – 3:45pm	AFTERNOON TEA			
3:45pm – 4:45pm	PANEL			
	LGBTI Inclusion in Regional / Rural Australia, **Facilitated by Pride in Diversity** ●			
5:00pm	CLOSING			

Program Disclaimer:

Pride in Diversity (PID) believes that the information contained in this publication is correct at the time of printing. However, PID 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). The views expressed in any Presentations are not necessarily the views of PID and are intended to provide general information only that should not be relied on instead of other legal, medical, financial or professional advice.

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AUSTRALIAN LAUNCH

'Tackling Discrimination Against Lesbian, Gay, Bi, Trans, & Intersex People – Standards Of Conduct For Business'

CORPORATE STANDARDS PAPER, UNITED NATIONS 2017

EXCERPT: The past decade has seen important progress in many parts of the world for millions of LGBTI people who have benefited from a raft of legal reforms and, in some cases, shifts in social attitudes. But such progress has been partial and uneven, with major advances in some countries and for some communities offset by lack of progress, or even reversals, in others. Seventy-three countries still criminalise consensual same-sex relationships, very few countries legally recognise the identity of trans people and only a handful protect the rights of intersex people.

In most countries, protection against discrimination based on sexual orientation and gender identity is inadequate at most. Even in countries that have made significant strides, LGBTI people face high hurdles, with studies suggesting that they are more likely than the general population to be bullied at school, treated unfairly at work, and denied access to basic services.

Companies have a responsibility to respect international human rights standards, to make sure they respect everyone's human rights, including the rights of LGBTI people. This applies regardless of the company size, structure, sector, or location. Companies also have important opportunities to foster diversity and promote a culture of respect and equality both in the workplace and in the communities where they and their business partners operate. Many firms have found that actively tackling discrimination and promoting diversity and inclusion also brings economic benefits — helping tap new talent, improving decisions and building loyalty with customers and investors alike.

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CONFERENCE TICKETS

TICKET TYPE	MEMBERS EARLY BIRD	NON MEMBERS EARLY BIRD	MEMBERS FULL PRICE	NON MEMBERS FULL PRICE
1 Day Pass	$370	$520	$395	$550
3 Day Individual Pass*	$990	$1,420	$1,050	$1,485
3 Day Group Pass**	$1,050	$1,485	$1,100	$1,565
3 Day Corporate Table of 8	$7,540	$10,400	$8,040	$11,000

- All prices exclude GST.
- Registrations close 5pm AEST on **Friday 24 November.**
- * 3 Day Individual Pass is for use by one person only over three days.
- ** 3 Day Group pass is for the use of up to three delegates per organisation (one delegate only per day).
- All early bird registrations must be paid for in full by **Friday 13th October**. If payment is not received by this date, the cost will revert to regular pricing.
- Conference presenters who wish to attend other sessions are entitled to **$185 discount** off the total price of their ticket. Should there be multiple speakers in your session, this offer will be extended to a maximum of one person per organisation.