

CONFERENCE THEMES

PRIDE IN PRACTICE

2022

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**THE AUSTRALIAN LGBTQ INCLUSION CONFERENCE
MELB • 28 NOV – 30 NOV**



PRIDE INCLUSION PROGRAMS

CONFERENCE THEMES

| **ALLIES** | The important role that Allies play in building, and then maintaining momentum in LGBTQ Inclusion.

| **AWARENESS** | Identifying and bringing awareness to all diverse genders and sexualities, particularly under-represented identities. Innovative ways of taking the conversation forward to rural, remote and offshore locations

(Under-represented identities can include but is not limited to Bisexual, Pansexual, Asexual, Demisexual, Aromantic, and Non-Binary people)

| **INTERSECTIONALITY** | Exploring best practice examples of LGBTQ inclusion work that aligns and/or connects with other focus areas within an organisation's D&I strategy. This can include but is not limited to First Nations, Multicultural, All Ability, People of Faith, Youth, Seniors, Neurodiverse, QTIPOC.

| **LEADERSHIP** | The importance of Executive Leadership in driving inclusion. What are Senior Leaders doing within organisations to ensure LGBTQ employees feel safe and supported, especially during uncertain times. **Emerging leaders:** how do you build a pipeline of emerging leaders to ensure sustainability of LGBTQ networks, and the continuation of inclusion practices within organisations?

| **LGBTQ FIRST NATIONS VOICES** | Stories and/or guidance from Aboriginal and Torres Strait Islander LGBTQ people on how organisations can better support them.



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| MARKETING & SPONSORSHIP | How organisations can leverage their position and support partners, stakeholders, and community organisations. How to align your values and provide genuine community engagement.

| REGIONAL & INTERNATIONAL REACH | Taking LGBTQ conversations to all parts of the organisation in regional, remote, and international locations.

- How to bring awareness to and engage staff in regional and remote parts of Australia where diversity may be underrepresented?
- In countries where being LGBTQ is illegal, how can we safely promote LGBTQ Workplace Inclusion and provide support to team members in our international offices?
- State of Play in International Jurisdictions.

| TRANS & GENDER DIVERSE | Recruitment, Gender Affirmation Policies and Procedures, and the breakdown of traditionally gendered spaces.

- What are organisations doing to be inclusive of Trans & Gender Diverse People in terms of facilities such as bathrooms, change rooms etc.
- What changes have you made to your recruitment process to make it more accessible for Trans & Gender Diverse People?
- Leading practice: Positive stories from Gender Affirmation Policies.
- Traditionally gendered services: How to make space for Trans & Gender Diverse people in a binary model of care



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| VALUE | Reaffirming the organisational value of inclusion for both public and private sector employers. Sharing of case studies that address the importance of LGBTQ Inclusion including agile, creative, and innovative examples of work that keeps LGBTQ inclusion at the forefront.

| VISIBILITY | Effecting cultural change to increase the visibility and presence of under-represented genders in leadership roles and networks.
Role Models – what does it mean to be a Role Model? Why? How?

(Under-represented genders can include but is not limited to LGBTQ women, non-binary people, gender queer people, and other gender non-conforming identities)

[These themes are suggestions only. We also welcome abstracts on other topics related to LGBTQ inclusion]



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