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PRIDE IN PRACTICE

2024

 **PRIDE**
IN PRACTICE

THE AUSTRALIAN LGBTQ+
INCLUSION CONFERENCE
MELBOURNE • 26–27 NOV



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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 Owners and Custodians of the lands we are meeting on today and their continuing connection to lands, waters, skies and communities.

We pay respect to Elders past and present, and extend this to all Aboriginal and Torres Strait Islander people attending our event.



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WELCOME TO PRIDE IN PRACTICE



DAWN EMESEN-HOUGH

DIRECTOR

ACON'S PRIDE INCLUSION PROGRAMS

Pride in Diversity | Pride in Health & Wellbeing

Pride in Sport | Pride Training

Hello everyone!

On behalf of ACON and the Pride in Diversity team, we would like to welcome you to this year's annual Pride in Practice Conference. It's great to be back in Melbourne!

This year we have pivoted to a two-day conference, while providing a greater number of breakout sessions. To ensure maximum reach, our Full Conference and On-Demand ticket holders will have online access to all plenary and breakout sessions for up to three months post conference.

We have an exciting program of sessions that you can view and select from your conference app. We have changed things up a little this year; we will hear from both DLA Piper and The Star Entertainment Group who jointly won the Employer of the Year Award, and they will be joined by our Small Employer of the Year McCullough Robertson Lawyer for a panel discussion. We have also included a fireside chat with the CEO of the Year David Locke from Australian Financial Complaints Authority. And, as always, our CEO Summit

will take place on Day 1, bringing together CEOs from some of Australia's largest organisations to discuss their role and the impact of LGBTQ+ inclusion on their workplaces. We also have our networking event on Tuesday after the conference, so please stay around for that if you can.

I hope whatever time you can spend with us over these two days, you will leave with new ideas, new contacts, heightened energy, inspiration and passion for all that you do to make our workplaces safe and inclusive for all.

A heart felt thank you to this year's sponsors: Platinum Sponsor – The Star Entertainment Group, CEO Summit Sponsor – PwC, Silver Sponsor – Suncorp, Bronze Sponsor – Dell, Room Naming Rights Sponsor – Lendlease, and Coffee Carts Sponsors – The University of Sydney and Mars. This event would not be possible without your support.

Thank you also to our wonderful Events & Operations Team, Graphic Designer and Relationship Managers who work incredibly hard to make a difference in all our worlds.

Enjoy this year's event and if you haven't met all our team members, please do come and introduce yourself. We'd love to hear about what you are doing in your workplace.



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**LONG LIVE
FUN**

PUTTING OUR PASSION INTO PRACTICE.

We're committed to diversity, equity and inclusion at The Star. Our continuing platinum sponsorship of Pride in Practice 2024 is evident of our long-lasting support and advocacy for the LGBTQI+ Community.

We know that visibility and support for LGBTQI+ communities are vital in building a workplace and destination where everyone belongs. We are active champions of respectful, empowering cultures and spaces. Curating meaningful experiences for everyone is key to us fulfilling our purpose - "To Create Fun at Trusted Destinations".

Whether through our internal programs or the hospitality we offer to all our guests, The Star is dedicated to caring for our community and ensuring that inclusion is not just an aspiration, but a reality for all.

ABOUT OUR PLATINUM SPONSOR



The Star shines bright at Pride in Practice

At The Star, we proudly stand with the LGBTQI+ community and honour the unique backgrounds, experiences, and identities that enrich our world. Sponsoring the Pride in Practice Conference reflects our belief in a world where everyone can be their authentic selves, free from judgment and discrimination.

In 2024, The Star was recognised as Joint Employer of the Year at the 2024 LGBTQ+ Awards and achieved our second AWEI Gold Employer status! This prestigious recognition highlights our unwavering commitment to the LGBTQI+ community, embracing our guests and team members with pride. As the Platinum Sponsor of the Pride in Practice Conference, we are proud to celebrate diversity, inclusion, and progress.

Our Purpose: Create Fun at Trusted Destination

At The Star, we believe in the power of Creating Fun at Trusted Destination, where everyone feels welcome, valued and empowered to be themselves. Our commitment to LGBTQI+ inclusion is at the heart of this mission. We celebrate the diversity of our team members and guests, ensuring that our environment is not only vibrant and inclusive but also a fun, welcoming and safe place for everyone. By fostering a culture of respect and

empowerment, our team members are empowered to thrive, make meaningful connection and create unforgettable experiences for our guests.

Together, we are building a community where everyone can be their authentic selves and enjoy a truly inclusive and fun environment.

Our Values: Build Memorable Connections and Take Good Care

We understand the importance of creating spaces and workplaces where everyone feels welcome and valued. Our continuing platinum sponsorship of Pride in Practice 2024 is evident of our long-lasting support and advocacy for the LGBTQI+ Community.

The Star strives for diversity, equity, and inclusion. Proud@TheStar, our Employee Network Group, was established to ensure that The Star continues to be a welcoming and supportive workplace for our LGBTQI+ team members and guests. We take pride in recruiting, developing, and promoting our diverse team that contributes to our vision of a world-class, inclusive workplace.

Our partnership with Pride in Practice reflects our dedication to driving positive change, supporting equality, and ensuring that tomorrow's stars shine even brighter. Visit our booth to connect, engage, and learn more about The Star's unwavering commitment to diversity and inclusion.

The Star is proud to be part of this journey of love, acceptance, and progress. Please visit our table to connect, engage, and learn more about The Star's commitment to diversity and inclusion. We are looking forward to seeing everyone and sharing our knowledge.



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Pride in breaking down the barriers to affordable insurance for our most vulnerable customers

Anyone can experience financial vulnerability due to sudden and unfortunate changing circumstances – but for some, financial vulnerability and the associated stress is a vastly more common and pressing concern.

Individuals belonging to communities that have faced discrimination or marginalisation (like that of the LGBTIQ community) can be among the most vulnerable living in society.

Through our Financial Inclusion Plan, we are proud of our work in improving access to suitable and affordable insurance solutions that better support our customers whenever they may be experiencing financial vulnerability.

Visit suncorp.com.au for more or come and chat with one of our delegates.



PROUD SPONSOR OF THE 2024
Pride in Practice Conference, Melbourne

ABOUT OUR SILVER SPONSOR



Suncorp Group is an ASX-listed Trans-Tasman insurance company, headquartered in Brisbane. With a heritage dating back more than 100 years, Suncorp provides insurance products and services through some of Australia and New Zealand's most recognisable insurance brands.

Our ambition is to become the leading Trans-Tasman insurer, which is centred on delivering improved outcomes for our customers, communities and shareholders. Our plans are underpinned by key investment in technology and capabilities to drive innovation and enable our teams to deliver simpler, more valuable outcomes for our customers.

Our dedicated team of about 10,500 people live Suncorp's purpose of building futures and protecting what matters every day. Our cultural principles; caring for others, being courageous, and doing the right thing, guide our decision-making to ensure we provide valuable outcomes for our customers, our people, and our communities, every day.

At Suncorp, we build inclusion by providing an environment where everyone is able to be themselves and feel valued, involved and respected for their perspectives and contribution. That means a workforce that feels included, valued and connected regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

We recognise that each of our employees brings a unique experience of intersectional identities, including some which may have been historically marginalised or discriminated against. We therefore place great focus upon diversity, equity and inclusion initiatives, to ensure systems and processes are free from bias and ensure a more equitable experience for all staff, regardless of their diverse identities, experiences and requirements.



At PwC, we're committed to supporting LGBTIQ+ leaders.

We're proud that more than 150 of our people have participated in our LGBTIQ+ Authentic Leaders program. And the number keeps growing.

Our Authentic Leaders program is not just an investment in these individuals - it's about making sure our LGBTIQ+ leaders at PwC are seen and heard.

You can't be what you can't see...

ABOUT OUR CEO SUMMIT SPONSOR



At PwC Australia, we take a human-led, tech-powered approach, combining diverse perspectives, expertise and relationships with the right technology to solve problems and unlock opportunities.

We're part of a global network of firms spanning 152 countries with over 328,000 people and services that include digital transformation, management consulting, workforce transformation, deals advisory, energy transition, ESG and financial assurance, cybersecurity and digital trust.

In Australia, our team is over 8,000 strong, with deep expertise in the industries critical to our nation including energy, utilities and resources, financial services, healthcare, education and consumer markets.

We're committed to diversity, inclusion, wellbeing, and corporate sustainability, empowering our people through upskilling, flexible working, and pursuing their passions. We foster an inclusive culture that embraces differences, allowing us to live our values every day, be ourselves, and feel empowered to realise and discover our potential.

We know that when people from different backgrounds and points of view work together, they create the greatest value for our business, our clients, and society.



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LONGLIVE
FUN

CHAMPIONING DIVERSITY IS WHAT SETS US APART

Our people's diversity is our great strength. This is why we're committed to a workplace where everyone feels valued and respected. Founded on our values of Building Memorable Connections and Taking Good Care, we're continuing to create a space where differences are celebrated, team members learn, grow and connect, and our rainbow community truly thrives and has fun at The Star

Part of our commitment is Proud@TheStar - a fun, informative, vibrant platform for our LGBTQI+ team members and Allies. Founded in 2012, this group continues promoting equality and LGBTQI+ inclusion across The Star Brisbane, Gold Coast and Sydney, for our team members and guests alike.

We're proud to have been recognised as Joint Employer of the Year at the 2024 Australian LGBTQ Awards. This is proof that living our values can make all the difference.



DELLTechnologies

ABOUT OUR BRONZE SPONSOR

DELLTechnologies

Dell Technologies (NYSE:DELL) helps organisations and individuals build their digital future and transform how they work, live and play. The company provides customers with the industry's broadest and most innovative technology and services portfolio for the data era.

Opportunity for all.

When we work to facilitate a diverse, inclusive workforce, we unlock our creative spirit and create the tomorrow we wish to see. For everyone.

CONFERENCE PROGRAM

| DAY 1 | TUESDAY 26 NOVEMBER 2024 | | | |
|-------------------|--|--|--|---|
| 8:00am – 8:40am | REGISTRATION | | | |
| 8:40am – 9:00am | Welcome to Country and Smoking Ceremony | | | |
| 9:00am – 9:10am | Opening Address, Michael Woodhouse, CEO – ACON Lendlease Room | | | |
| 9:10am – 9:15am | Platinum Sponsor Address, The Star Entertainment Group Lendlease Room | | | |
| 9:15am – 9:55am | Session 1: Employers of the Year Panel , Hosted by Pride in Diversity Lendlease Room | | | |
| 10:00am – 10:40am | Session 2: How research drives inclusion, drives research, drives inclusion... ACON's Pride Inclusion Programs Lendlease Room | | | |
| 10:40am – 11:10am | BREAK FOR MORNING TEA | | | |
| 11:10am – 11:50am | Session 3A Lendlease Room | Session 3B ACON Room | Session 3C Pride Room | Session 3D Rainbow Room |
| | He said, She said, time to hear what They say? Pride in Diversity | Follow Every Rainbow – Fujifilm's Business Innovation's ERG journey, Fujifilm | More Than Today: Making LGBTQ+ Days Of Significance Last, nbn Co | Queering our public spaces: How Arup leverages research & Community, Arup |
| 11:55am – 12:30pm | Session 4A Lendlease Room | Session 4B ACON Room | Session 4C Pride Room | Session 4D Rainbow Room |
| | Massive End of Year Sale – All Privileges Must Go! Mars | How can we use persuasive narratives to drive cultural change? ACON's Pride Inclusion Programs | Out and Insured: Collaborating with LGBTIQ+ Community for Better Protection, InsurePride | Reenergising LGBTQ+ Employee Network: A Journey from Fatigue to Fabulous, EnergyAustralia |
| 12:30pm – 1:30pm | BREAK FOR LUNCH | | | |
| 12:45pm – 1:15pm | Lunch & Learn 1 Lendlease Room | Lunch & Learn 2 ACON Room | Lunch & Learn 3 Pride Room | Lunch & Learn 4 Rainbow Room |
| | Customer Vulnerability and Resilience Building, Suncorp | Sapphire Networking Event, Hosted by Pride in Diversity | A Disability Experience, Liberty Disability Services | What's Faith got to do With it? ABBI |

| DAY 1 CONT'D TUESDAY 26 NOVEMBER 2024 | | | | |
|---------------------------------------|--|---|--|---|
| 1:30pm – 2:05pm | Session 5A Lendlease Room | Session 5B ACON Room | Session 5C Pride Room | Session 5D Rainbow Room |
| | Pride Without Borders, Clifford Chance | Advancing LGBTIQ+ Inclusion: the Queensland Public Sector's State-Wide Approach, Queensland Public Sector LGBTIQ+ Steering Committee | Flushing bathroom challenges – empowering people to bathroom better, Capgemini | Finding the right word is easy... or is it? RMIT University |
| 2:10pm – 2:50pm | Session 6: CEO of the Year – Fireside Chat, Australian Financial Complaint's Authority (AFCA) and Pride in Diversity Lendlease Room | | | |
| 2:55pm – 3:30pm | Session 7A Lendlease Room | Session 7B ACON Room | Session 7C Pride Room | Session 7D Rainbow Room |
| | Queer First Nations women in a fancy corporate world, Lendlease | Due diligence in sport sponsorship, Pride in Sport | Trans and Gender Diverse Inclusion: A Police Story, Victoria Police | Building Rainbow Bridges Cross Culturally in APAC, Boeing |
| 3:30pm – 4:00pm | BREAK FOR AFTERNOON TEA | | | |
| 4:00pm – 4:50pm | Session 8: 'The Future of LGBTQ+ Inclusion' – Fireside Chat, ACON's Pride Inclusion Programs Lendlease Room | | | |
| 4:50pm – 5:00pm | Closing Remarks Lendlease Room | | | |
| 5:00pm – 7:00pm | NETWORKING EVENT Level 2 Medallion Club Terrace | | | |
| | | | | |

Program Disclaimer: ACON's Pride Inclusion Programs believes that the information contained in this publication is correct at the time of publishing. However, ACON's Pride Inclusion Programs reserves the right to vary any of the speakers, topics or times referred to in this program without further notice. Any conference or public forum referred to in this program may involve the presentation of information by speakers or other persons (Presentations). The views expressed in any Presentations are not necessarily the views of ACON's Pride Inclusion Programs 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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| DAY 2 | WEDNESDAY 27 NOVEMBER 2024 | | | |
|-------------------|--|---|---|---|
| 8:00am – 8:30am | REGISTRATION | | | |
| 8:30am – 8:45am | Opening Address, Dr Justin Koonin, ACON President Lendlease Room | | | |
| 8:45am – 9:15am | Session 9: Inclusion Under Attack: Strength and Resilience from a Global Leader, Nancy Kelley, Former Stonewall UK CEO Lendlease Room | | | |
| 9:20am – 9:55am | Session 10: Pride in Neurodivergence: Unveiling Neurodivergent LGBTQ+ Experiences in the Workplace, Pride in Diversity Lendlease Room | | | |
| 10:00am – 10:40am | Session 11A Lendlease Room | Session 11B ACON Room | Session 11C Pride Room | Session 11D Rainbow Room |
| | See Hear Believe: Ending LGBTIQ+ Domestic and Family Violence QBE Insurance | Pride Starts With Yes! Optus | The road to GOLD in two years! Custom Fleet | Digitising the Australian Workplace Equality Index (AWEI), Fujitsu |
| 10:40am – 11:10am | BREAK FOR MORNING TEA | | | |
| 11:10am – 11:50am | Session 12A Lendlease Room | Session 12B ACON Room | Session 12C Pride Room | Session 12D Rainbow Room |
| | Gender affirmation, a journey of continuous learning, Coles Group | Harm maximisation: The impacts of anti-LGBTQ+ movements in Australia, Pride in Health + Wellbeing | The Evolution of a Pride Network, KPMG Australia | Thinking nationally, acting locally – spreading Pride through nature, Commonwealth Department of Climate Change Energy, Environment & Water |
| 11:55am – 12:30pm | Session 13A Lendlease Room | Session 13B ACON Room | Session 13C Pride Room | Session 13D Rainbow Room |
| | Harnessing Data to progress against AWEI and LGBTQA+ Benchmark Goals EnergyAustralia | ‘Begging, stealing, borrowing’ to having a seat at the table, Western Health | Intersectionality INconversation, Corrs Chambers Westgarth | Looking Up from Rainbow Shoes, Compass Group and The Rainbow Shoelace Project |
| 12:30pm – 1:30pm | BREAK FOR LUNCH | | | |
| 12:45pm – 1:15pm | Lunch & Learn 5 Lendlease Room | Lunch & Learn 6 ACON Room | Lunch & Learn 7 Pride Room | Lunch & Learn 8 Rainbow Room |
| | Thinking Inside the Square: Shaping Collaborative Inclusion, Australian Retirement Trust and Brisbane City Council | Mid-career breaks; my year of activism, activity and inactivity, IAG | Mentoring Matters: Empowering LGBTQ+ Young People for a Thriving Workplace, Out for Australia | Technology & AI, Intersection & Inclusion: Finding the Missing Pieces, Inclusive Design Collective IDCo |

| DAY 2 CONT'D | | WEDNESDAY 27 NOVEMBER 2024 | | |
|-----------------|---|--|---|--|
| 1:30pm – 2:05pm | Session 14A Lendlease Room | Session 14B ACON Room | Session 14C Pride Room | Session 14D Rainbow Room |
| | LGBT-Q and A's on Data Collection in Inclusion Interventions, EY | Transforming Lives – Employing Trans and Gender Diverse People, Trans Employment Program Australia | A conversation on courageous LGBTIQA+ leadership. A licence to advocate, DEGLIS | The High Cost of Doing Less, Strategic Shift Consulting |
| 2:10pm – 2:50pm | Session 15A Lendlease Room | Session 15B ACON Room | Session 15C Pride Room | Session 15D Rainbow Room |
| | Padam Padon't: Quiet Kylie at your queer event. Neuro-Sparkly inclusion, University of Sydney | Fly-in Fly-Out and Proud: Breaking Ground, BHP | Enhancing the experience of transgender employees throughout the employee lifecycle, Deloitte | Pride Partnerships: Expanding Horizons, Creating Change, Hays |
| 2:55pm – 3:30pm | Session 16A Lendlease Room | Session 16B ACON Room | Session 16C Pride Room | Session 16D Rainbow Room |
| | Diversity through Adversity, The Star Entertainment Group | River City Renaissance: The Rise of Queer Inclusion in Brisbane, Pride in Diversity | Building a Global ERG: The Capgemini OUTfront Story, Capgemini | Empowering Families: DLA Piper's Trailblazing Gender Affirmation Policy, DLA Piper |
| 3:30pm – 4:00pm | BREAK FOR AFTERNOON TEA | | | |
| 4:00pm – 4:50pm | Session 17: Representation, Regional Reach and other R words, ABC Lendlease Room | | | |
| 4:50pm – 5:00pm | Closing Remarks Lendlease Room | | | |

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SESSION SYNOPSIS

DAY 1

Session 1

EMPLOYERS OF THE YEAR PANEL

Pride in Diversity

Join our Index team leaders as they discuss the accomplishments, achievements, and LGBTQ+ inclusion work highlighted in the AWEI Submissions. We'll hear from our most recent winners, including Small Employer of the Year and the two organisations who tied for Employer of the Year at the 2024 Australian LGBTQ+ Inclusion Awards.

This panel will showcase their dedication to fostering inclusive workplaces and the impactful initiatives they have implemented.

Session 2

HOW RESEARCH DRIVES INCLUSION, DRIVES RESEARCH, DRIVES INCLUSION...

ACON's Pride Inclusion Programs

For 14 years, hundreds of Australian organisations have been using the AWEI to drive their LGBTQ+ inclusion activities and measure their impacts. But did you know the AWEI is also being used to foster workplace diversity and inclusion in other ways?

This session will deliver a 'behind the scenes' look at how PID uses the AWEI to conduct research that unearths emerging social issues and supports the development of new programs and initiatives. Get some sneak peaks into D&I research work being done by the PID team, as well as recent developments in Australia and globally.

Session 3A

HE SAID, SHE SAID, TIME TO HEAR WHAT THEY SAY?

Pride in Diversity

Creating safety for gender non-conforming staff begins with understanding their workplace experiences. Our insightful session will delve into the challenges and barriers faced by those outside the gender binary.

By leveraging lived experiences and leading practice professionals' insights, we will highlight the imperative to actively establish visibility and safety measures to support a diversity of gender expression. Attendees will examine how workplaces have reinforced the gender binary through norms, systems, dress codes, and internal and external representations of the workforce.

The session will discuss practical pathways to foster inclusive environments for gender-diverse individuals, ensuring everyone can thrive authentically and safely.

Session 3B

FOLLOW EVERY RAINBOW – FUJIFILM'S BUSINESS INNOVATION'S ERG JOURNEY

Fujifilm

Let's start at the very beginning...

A key part of your ERG's success is furthering its outreach to the business – how to get non-allies to come on your journey. Marvel Stadium will be alive and filled with the sound of advice and stories from Fujifilm's Pride ERG's progress, including:

- My Favourite Things – the best things about being part of the ERG
- I Have Confidence – what we did well
- A Lonely Goatherd – how to bring non-allies on your journey
- How Do You Solve a Problem – some of the challenges we've faced.

Session 3C

MORE THAN TODAY: MAKING LGBTQ+ DAYS OF SIGNIFICANCE LAST

nbn Co

LGBTQ+ days of significance can be sidelined or overshadowed by other events and campaigns, reducing long-term impact and visibility. How can we make



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these days opportunities to raise deeper awareness, foster inclusion, and promote action throughout the year? Our interactive workshop will gather insights on weaving intersectionality and diversity within the LGBTQ+ community and extending its influence beyond a day. This session will equip you with actionable strategies for sustaining LGBTQ+ days of significance. Together, attendees will develop concepts for integrated intersectionality across different advocacy areas, linking LGBTQ+ concerns with wider social justice matters, and disseminating narratives from LGBTQ+ perspectives.

Session 3D

QUEERING OUR PUBLIC SPACES: HOW ARUP LEVERAGES RESEARCH & COMMUNITY

Arup

Australia lacks research on how to make public spaces safe, welcoming and inclusive for members of the LGBTQ+ community. Inclusivity is critical for providing secure access to public spaces, which underpin many aspects of health and wellbeing. Arup draws on the latest research into lived experiences of LGBTQIA+ individuals in public spaces and addresses a critical data gap by asking; what are the key characteristics that contribute to queering public space? How do we protect what remains of queer memory in our cities? And how do we move beyond the gayborhood towards creating public spaces for all?

Session 4A

MASSIVE END OF YEAR SALE – ALL PRIVILEGES MUST GO!

Mars

Join Mars for an engaging, interactive discussion where all privileges have been lost and each team must work together to buy back those they couldn't live without.

This exercise is an excerpt from Mars' flagship 'Creating a Sense of Belonging – Allyship Workshop', a program that Mars sees as a crucial tool in fostering a working environment where everyone feels valued, included and as if they belong.

Of course no-one can live without chocolate, so Mars treats will be provided to help get the discussion going.

Session 4B

HOW CAN WE USE PERSUASIVE NARRATIVES TO DRIVE CULTURAL CHANGE?

ACON's Pride Inclusion Programs

What are narratives and why do they matter?

Narratives are coherent and meaningful frameworks that help people make sense of the world and their role in it. They can shape how people think, feel, and act, influencing their beliefs, attitudes, and behaviours. Narratives can also create a shared identity and a sense of belonging, fostering

trust, collaboration, and engagement. Come to this session to learn how to use a narrative approach to increase the impact of your inclusion training, presentations, business cases, etc., by increasing buy-in and support.

Session 4C

OUT AND INSURED: COLLABORATING WITH LGBTQIA+ COMMUNITY FOR BETTER PROTECTION

InsurePride

Discover the transformative power of collaboration between the corporate sector and the LGBTQIA+ community in this insightful panel discussion.

Our panel will commence and conclude with video from community members reading statements of their experiences with insurance products. Through their experience in championing the world-first Worth the Risk report research, our experts will explore the challenges faced by LGBTQIA+ individuals, sharing their personal stories and highlighting systemic issues.

This session emphasises the importance of working together to create inclusive policies, empowering attendees with the knowledge to advocate for meaningful change that can be replicated in any organisation, across any sector.



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Session 4D

REENERGISING LGBTQA+ EMPLOYEE NETWORK: A JOURNEY FROM FATIGUE TO FABULOUS

EnergyAustralia

After a challenging period of fatigue, our LGBTQA+ employee network embarked on a transformative journey to reignite its passion and productivity. Through strategic initiatives, inclusive leadership, and community-building activities, we revitalised our network, fostering a renewed sense of purpose and engagement.

Session 5A

PRIDE WITHOUT BORDERS

Clifford Chance

Pride Art is Clifford Chance's annual Global initiative to demonstrate our commitment to diversity and inclusion, and our support for the LGBTQ+ community. The exhibitions are curated by our Arcus network and allies, and showcase the talents and perspectives of artists from different backgrounds, cultures, and identities. This year's theme, 'Pride Without Borders', is a statement of solidarity and a beacon of inclusivity. The LGBTQ+ community and wider trends around equality in minority populations continues to evolve. Irrespective of individual or collective challenges and successes, we share a common stream that illuminates the path forward.

Session 5B

ADVANCING LGBTIQ+ INCLUSION: THE QUEENSLAND PUBLIC SECTOR'S STATE-WIDE APPROACH

Queensland Public Sector LGBTIQ+ Steering Committee

Explore the Queensland Public Sector's approach to LGBTIQ+ inclusion in this engaging presentation by the Chair of the Queensland Public Sector LGBTIQ+ Steering Committee. Discover how the committee tackles the challenges of implementing inclusive practices across Queensland's vast geography and diverse agencies at different stages of progress. Learn about their strategic partnership with the Public Sector Commission and the Office of the Special Commissioner, Equity and Diversity, and gain insights into successful initiatives, best practices, and strategies for fostering an inclusive workplace culture. This session promises valuable takeaways for advancing LGBTIQ+ inclusion in any complex environment.

Session 5C

FLUSHING BATHROOM CHALLENGES – EMPOWERING PEOPLE TO BATHROOM BETTER

Capgemini

All humans deserve to feel comfortable when using the bathroom and should not be made to feel uncomfortable

or discriminated against because of a sign on the door that assigns them to select one gender or another.

As we tackled the challenge of not enough bathrooms, and devised a new approach through signage, we implemented a change management framework to bring our people on the journey. We will share this framework, and learnings from our own experience at Capgemini, to address what can be an awkward topic for any office

Session 5D

FINDING THE RIGHT WORD IS EASY... OR IS IT?

RMIT University

LGBTIQ+ individuals from culturally and linguistically diverse (CALD) backgrounds often face heightened vulnerability due to displacement and language barriers. They frequently rely on interpreters and translators when accessing public services, but not all languages have a developed lexicon, creating challenges for language professionals. This presentation covers a project that collaborates with LGBTIQ+ CALD community members to develop a multilingual glossary and website. This resource aims to empower these individuals by providing a respectful and inclusive voice in their own languages.



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Session 6

CEO OF THE YEAR – FIRESIDE CHAT

Australian Financial Complaint's Authority (AFCA) and Pride in Diversity

Join us for a dynamic Q&A session with CEO of the Year David Locke, a passionate advocate for LGBTQ+ inclusion. David drives inclusion and a sense of belonging for all employees and has consistently championed the LGBTQI+ community. His leadership combined with personal experience and commitment to fostering an inclusive environment have enriched AFCA's culture and advanced its vision of creating a more equitable society.

Discover the role that C-Suite leaders play in LGBTQ+ inclusion and how David's efforts are making a meaningful impact and driving positive change..

Session 7A

QUEER FIRST NATIONS WOMEN IN A FANCY CORPORATE WORLD

Lendlease

Join Adelaide and Cath, two queer First Nations women for a yarn about how they found their fit and their Mob at Lendlease – an Investment, Construction and Development company. Hear about their lived experience and how they navigated their way through a corporate world where there is still little to no representation of queer First Nations women.

Session 7B

DUE DILIGENCE IN SPORT SPONSORSHIP

Pride in Sport

Professional athletes are billboards for corporate Australia. While brands seek to partner with success and grow an identity synonymous with courage, community and victory, working with professional codes also exposes sponsors to the risk of becoming attached to homophobia, hate speech, discrimination and abuse.

For ally organisations and LGBTQ+ champions, partnerships can be strengthened and risk reduced through collaboration with Pride in Sport. Protect your brand with insights from the Pride in Sport team as they examine the research and explore case studies of leading practice (and situations to avoid).

Session 7C

TRANS AND GENDER DIVERSE INCLUSION: A POLICE STORY

Victoria Police

Victoria Police's commitment to inclusion has a long history, with our first formal transgender employment policy released in 2004. Since then, our inclusion journey has been marked by successes and missteps; both of which have been transformational. This session will describe Victoria Police's milestones in becoming an inclusive

organisation for trans and gender-diverse employees, including how we identified and implemented changes. This work extends to the communities that we are here to protect and serve. In 2024 we are proud to highlight our inclusion achievements as well as highlight some of the work still ahead of us.

Session 7D

BUILDING RAINBOW BRIDGES CROSS CULTURALLY IN APAC

Boeing

The creation of an Employee Resource Group (ERG) does not come without its challenges. From building a business case, cultivating active participation, and formalising a budget, the initial phases of creation can be a whirlwind. However, once the ERG is in a stable place, where does it go from there? In this session, speakers will talk about how we built the bridges to geographically expanded our ERG to the APAC region. While global practices provide a helpful foundation in shaping inclusive strategies in the workplace, they need to be localised to the various conditions of the different countries in Asia.



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Session 8

THE FUTURE OF LGBTQ+ INCLUSION – FIRESIDE CHAT

ACON's Pride Inclusion Programs

Join Director, Dawn Emsen-Hough and Associate Director, Quality, Training & Research, Nicki Elkin, as they discuss current trends in LGBTQ+ inclusion and what that means for us.

What is the recommended direction for those new in this space? What are the next steps for those who are at Gold? What are the pros and cons of silos vs. umbrella strategies? How do we use the best bits of both approaches? What are the impacts of anti-'wokeism', anti-DEI movements? These questions and more will be discussed, along with time for Q&A.

DAY 2

Session 9

INCLUSION UNDER ATTACK: STRENGTH AND RESILIENCE FROM A GLOBAL LEADER

Nancy Kelley, Former CEO Stonewall UK

Learn from one of the foremost international leaders in LGBTQ+ inclusion about winning strategies to counter attacks on LGBTQ+ human rights in the workplace. UK civil society leader and human rights advocate, Nancy Kelley was formerly the high profile CEO of UK's respected LGBTQ+ inclusion organisation Stonewall.

In that role Nancy leaned in to counter a major hate campaign mounted by anti-LGBTQ+ activists. The UK fight led by Stonewall stands as one of the most challenging campaigns mounted globally to attack our human rights and our community. She will be in a conversation with ACON's Pride Inclusion Program's Director, Dawn Emsen-Hough. Nancy is now the Executive Editor of Diva Magazine, part of global media corporate Diva Media Group.

Session 10

PRIDE IN NEURODIVERGENCE: UNVEILING NEURODIVERGENT LGBTQ+ EXPERIENCES IN THE WORKPLACE

Pride in Diversity

This session will delve into the unique intersection of LGBTQ+ and neurodivergence in workplace environments, revealing insights from the comprehensive 'Pride in Neurodivergence' publication.

Attendees will gain an understanding of the challenges faced by these individuals, particularly around stigma, mental health, and workplace inclusion. Backed by robust data and real-life experiences, the session will offer actionable strategies for creating inclusive workplaces that recognise and celebrate neurodivergent LGBTQ+ employees. Participants will walk away with practical tools and a deeper appreciation of intersectionality in diversity, equity, and inclusion (DEI) efforts.

Session 11A

SEE HEAR BELIEVE: ENDING LGBTQ+ DOMESTIC AND FAMILY VIOLENCE

QBE Insurance

Did you know over 60% of LGBTQ+ people have experienced domestic, family and intimate partner violence with access to support services often limited. Join us to



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hear from the LGBTQ Domestic Violence Awareness Foundation, and the incredible results being achieved through their world first online program, 'See Hear Believe', a free offering for Front Line Responders to build LGBTQ capability and awareness to identify and respond to Domestic and Family Violence and their plans to partner with QBE Insurance to bring this best practice program to all workplaces.

Session 11B

PRIDE STARTS WITH YES!

Optus

At Optus, everyone is encouraged to express themselves and bring their true selves to work. With a vibrant employee network dedicated to LGBTQIA+ inclusion and passionate allies, it was important to use our brand to celebrate our people and amplify our commitment to diversity and inclusion during one of the most important moments in time for the Australian LGBTQIA+ community.

We'll discuss learnings from our partnership with Sydney Gay and Lesbian Mardi Gras and Sydney World Pride – sharing key insights and initiatives that can be applied to supercharge your brands support of the LGBTQIA+ community across Australia.

Session 11C

THE ROAD TO GOLD IN TWO YEARS!

Custom Fleet

Many small organisations across Australia find it difficult to know where to start their LGBTQ inclusion journey. Time, money, expertise, and resources are common barriers to the initial stages of progress. Join this interactive Q&A session to hear from Custom Fleet's business and Pride leaders on how they have actively worked with the AWEI criteria and the Pride in Diversity team to focus their LGBTQ inclusion efforts to achieve AWEI Gold status in just 2 years!

Session 11D

DIGITISING THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

Fujitsu

Have you ever completed the AWEI? It's a leading Index in workplace LGBTQ+ inclusion. Due to the sheer size of the metrics and variety of participants, the Foundation and Advanced Submissions are managed manually and the process to collate, mark and benchmark labour intensive. As a digital transformation company proudly holding Gold Tier status within the AWEI, Fujitsu saw an opportunity to combine technology transformation and pride inclusion by helping Pride in Diversity to digitise the AWEI building an online, easy to use system to improve user experience.

Session 12A

GENDER AFFIRMATION, A JOURNEY OF CONTINUOUS LEARNING

Coles Group

Maxx Morris' gender affirmation journey at Coles has been filled with highs and lows. Finding the courage of announcing his gender affirmation on Trans Day of Visibility, Maxx is now an out and proud leader.

During his affirmation Maxx experienced those who were welcoming and accepting of and others who weren't. But what he didn't realise was how many others were around him were going through similar things.

Through the power of story-telling Maxx will share his experiences of his gender affirmation. From policies to practice and the ongoing journey of self-care, advocacy to inspiring and educating others.



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Session 12B

HARM MAXIMISATION: THE IMPACTS OF ANTI-LGBTQ+ MOVEMENTS IN AUSTRALIA

Pride in Health + Wellbeing

In response to LGBTQ+ human rights progress, we have witnessed significant backlash from anti-DEI, anti-'gender ideology', and religious right movements, who pose a significant challenge to not just advancing human rights protection, but also to retaining the gains already made. This backlash has included attacking LGBTQ+ days of significance within Australian workplaces, opposing gender affirming care for trans and gender diverse people, and opposition to protecting LGBTQ+ staff and students in faith-based schools, as well as within health care and workplace settings. This session will unpack current anti-LGBTQ+ movements, and their impact on LGBTQ+ health and inclusion.

Session 12C

THE EVOLUTION OF A PRIDE NETWORK

KPMG Australia

So, you've launched your Pride network, expanded across multiple Australian offices and have strong employee engagement. How do you prevent stagnation and proactively meet the needs of your community, allies and wider organisation? Join Pride@KPMG as they guide

audiences through their five-year journey to evolve and bring consistency to leadership without compromising the space for creativity and local initiatives.

Change is inevitable, to remain flexible and evolve Pride@KPMG has established some key governance processes and policies to empower leaders and to ensure continual transparent activities across national and local levels that feels both meaningful and impactful.

Session 12D

THINKING NATIONALLY, ACTING LOCALLY – SPREADING PRIDE THROUGH NATURE

Commonwealth Department of Climate Change Energy, Environment & Water

The Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW) has over 5,000 staff spread over a huge geographical footprint. From Canberra to Perth, to the Great Barrier Reef, Norfolk Island and Mawson Station in Antarctica, our staff work everywhere. But how do you build a staff-led Pride Network that can truly engage everyone? Join this session to hear about DCCEEW's newly established Pride Network and its efforts to reach its most remote staff – through events, digital connectivity, and innovative approaches which combine Pride with nature, biodiversity and science to engage, inform and include.

Session 13A

HARNESSING DATA TO PROGRESS AGAINST AWEI AND LGBTQ+ BENCHMARK GOALS

EnergyAustralia

Discover how our employees leverage data to meet the Australian Workplace Equality Index (AWEI) and LGBTQ+ benchmarks. This in-person presentation will showcase our data-driven approach to setting and achieving diversity goals, tracking progress, and measuring success.

Session 13B

'BEGGING, STEALING, BORROWING' TO HAVING A SEAT AT THE TABLE

Western Health

Large organisations often struggle to create meaningful cultural change to provide LGBTQ+ responsiveness, health equity, affirming practice and workplace cultural safety. Drawing on our experience as a multi-site hospital with a catchment community size of 1,000,000 people, we will outline how we are building LGBTQ+ inclusion, particularly our successes in gaining traction and much needed funding. The audience will gain valuable insights into potential barriers we've faced, our key lessons learned, & our recommendations for using available tools and partnership with LGBTQ+ Community Controlled Organisations such as ACON, on the journey towards better workplace and service inclusion.



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Session 13C

/INTERSECTIONALITY /NCONVERSATION

Corrs Chambers Westgarth

Although workplaces have made great strides in LGBTQ+ inclusion, the compounded challenges faced by people at the intersection of the LGBTQ+ community and other underrepresented groups are not always considered in inclusion strategy.

This panel explores the experiences of LGBTQ+ identifying individuals who also belong to other underrepresented groups, canvasses their perspectives on unique challenges posed by intersectional identities including those of culture, religion and disability, and considers steps workplaces can take to better support all LGBTQ+ employees. The conversation will bring together panellists engaged across multiple diversity and inclusion networks within the firm including pride, women, cultural diversity and abilities.

Session 13D

LOOKING UP FROM RAINBOW SHOES

Compass Group and The Rainbow Shoelace Project

Many people have heard and maybe even interacted with The Rainbow Shoelace Project and the impact it is having on a national and even international level. There are many demands on the time and energy of its founder and spokesperson to be present and meet key stakeholders to discuss and promote this vital visibility work.

Session 14A

LGBT-Q AND A'S ON DATA COLLECTION IN INCLUSION INTERVENTIONS

EY

Data drives progress and plays an important role in shaping LGBTQ+ inclusion interventions. This session is not a success story, but a story about our journey in data collection and analysis. This journey hasn't finished yet. We will explore the challenges of anonymous data collection and self-identification tools, as well as ways to collect intersectional demographics data. Join us to discuss the ways to address these challenges.

Session 14B

TRANSFORMING LIVES – EMPLOYING TRANS & GENDER DIVERSE PEOPLE

Trans Employment Program Australia

Discover how employing trans and gender diverse individuals can transform lives and strengthen your organisation. This session explores the significant impact of employment on mental health, economic stability, and life expectancy for these communities. Learn actionable strategies to create diverse workplaces, drive meaningful change, and enhance your organisation's productivity and success through collaboration with community organisations.

Session 14C

A CONVERSATION ON COURAGEOUS LGBTIQA+ LEADERSHIP – A LICENCE TO ADVOCATE!

DEFGLIS

It takes more than a leader to be an ally, it takes a courageous leader, one or some that are willing to support you even when you are not in the room. A leader that will lead with pronouns, when no one else does, a leader that is open about their sex, sexuality or gender.

The challenge faced by LGBTIQA+ employees and our leaders is that we struggle to get into the room and once we are 'invited in' we need to not give it up.



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Session 14D

THE HIGH COST OF DOING LESS

Strategic Shift Consulting

This interactive workshop explores the real costs of under-investing in diversity and inclusion (D&I). Participants will learn how insufficient action impacts employee retention, productivity, and organisational culture. We will discuss the financial and reputational risks of doing less in D&I, how to integrate D&I into good governance and risk management, and the importance of building a culture that fosters sustainable change. The session will provide strategies to engage leaders in meaningful conversations about the value of continued action in D&I, and how it positively contributes to organisation profits.

Session 15A

PADAM PADON'T: QUIET KYLIE AT YOUR QUEER EVENT. NEURO-SPARKLY INCLUSION

University of Sydney

So your queer events are accessible, right? What about for neurodivergent queers? The Neuro-Sparkly community deserve inclusive spaces to celebrate, create community and progress inclusion.

University of Sydney will take you through practical ways to create inclusive events for your networks, employees and

customers. In this session you will learn exciting ways to create sensorily friendly queer events, and to create space at your sensorily challenging ones (without turning down Kylie). Hosted by a neuro-sparkly Senior Diversity and Inclusion Consultant and Professional Event Host, Andi Egan.

Session 15B

FLY-IN FLY-OUT AND PROUD: BREAKING GROUND BHP

Taking safe and fit-for-purpose approaches to increasing LGBTQ inclusion in regional, remote and international locations. How do we overcome biases and assumptions that may delay bringing awareness, engagement and connection opportunities for LGBTQ workers in these locations?

This panel session is lived experience from three workers who have experienced a mix of fly-in fly-out work and international work travel revealing their insights on how to overcome your biases and assumptions about these locations, turn your pain into your power, convert this power into your contribution to inclusion while maintaining your safety and engage leadership to become executive sponsors for inclusion.

Session 15C

ENHANCING THE EXPERIENCE OF TRANSGENDER EMPLOYEES THROUGHOUT THE EMPLOYEE LIFECYCLE

Deloitte

As their AWEI Platinum Project, Deloitte designed a project focused on the experience of transgender (binary and non-binary, gender diverse and questioning) employees throughout the employee lifecycle.

This presentation will share Deloitte's platinum project journey, findings, and their best practice recommendations on how to make trans employees feel safer and more included.

Session 15D

PRIDE PARTNERSHIPS: EXPANDING HORIZONS, CREATING CHANGE

Hays

This engaging panel discussion hosted by Hays, explores how Pride Employee Resource Groups can drive social impact and broader LGBTQ+ inclusion through fostering meaningful partnerships with external organisations.



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Session 16A

DIVERSITY THROUGH ADVERSITY

The Star Entertainment Group

Controversies in corporate Australia are not an unusual occurrence and The Star has seen its fair share, but Proud@TheStar focused on what mattered – our people. By harnessing our strengths, we led our organisation to a remarkable achievement at the 2024 LGBTQI+ Inclusion Awards where we secured four awards, including the prestigious joint Employer of the Year award!

Curious about how we made LGBTQI+ inclusion central to our purpose and leveraged the incredible energy of our team? Let's explore the key factors underpinning our success and learn how to navigate your organisation's employee network groups through Challenges.

Session 16B

RIVER CITY RENAISSANCE: THE RISE OF QUEER INCLUSION IN BRISBANE

Pride in Diversity

In recent years, Brisbane has emerged as a beacon of queer inclusion, driven significantly by progressive workplace initiatives that have extended into broader community acceptance. Overcoming stereotypes that have portrayed it as a 'backward country town', Brisbane has become a

leading example of queer inclusivity in Australia. Presented by Pride in Diversity, our panel features a diverse group of Brisbane leaders from various sectors, including government, business, higher education, and not-for-profit.

They will share their insights, experiences, and strategies that have contributed to Brisbane's remarkable progress in fostering an inclusive environment for queer individuals in the workplace and beyond.

Session 16C

BUILDING A GLOBAL ERG: THE CAPGEMINI OUTFRONT STORY

Capgemini

We get it – global companies have global diversity & inclusion teams. We get it, they all have remits to expand and scale. How does that work when it comes to expanding and scaling employee resource groups for LGBT* related communities and allies? Using Capgemini's OUTfront Global program from 2017 – 2022, this session will explore the models Capgemini implemented to do a global roll-out of an ERG.

Session 16D

EMPOWERING FAMILIES: DLA PIPER'S TRAILBLAZING GENDER AFFIRMATION POLICY

DLA Piper

DLA Piper Australia is revolutionising workplace inclusivity by extending its Gender Affirmation Policy beyond the individual to embrace the families that support them. In this session, discover how this groundbreaking approach is reshaping the corporate landscape by offering flexible working arrangements, special leave, and compassionate adjustments that prioritise the well-being of all. Learn how your organisation can adopt similar strategies to foster a truly inclusive culture that champions both courage & compassion.

Session 17

REPRESENTATION, REGIONAL REACH AND OTHER R WORDS

ABC

Spoiler alert, the other R word to be featured is radio. It's time for a good ol' fashioned radio quiz and caller three is on the line. With a potential audience reach of almost 99% of the Australian population, the ABC has daily conversations with all Australians.

How do we ensure our staff reflect that diversity on and off the air? Join us for a discussion about experience. From all corners of the country.



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LUNCH AND LEARN SESSIONS

DAY 1

Lunch and Learn 1

30 mins (12:45pm-1:15pm) Lendlease Room

CUSTOMER VULNERABILITY AND RESILIENCE BUILDING

Suncorp

Suncorp is committed to growing our business inclusively and serving the whole community regardless of location, background, sexuality, gender identity, language, age, or income. We believe this is fundamental to addressing financial inclusion and equality. Through the Suncorp Financial Inclusion Action Plan (FIAP), we seek to improve access to suitable and affordable products and services and build our capability to better support customers experiencing vulnerability. We will cover our journey in this space, and then conduct group activities with participants to get them thinking about their own vulnerable customer groups, using design thinking to ideate potential solutions.

Lunch and Learn 2

30 mins (12:45pm-1:15pm) ACON Room

SAPPHIRE NETWORKING EVENT

Hosted by Pride in Diversity

Grab your lunch and join the Sapphire team for a networking event exclusively for LGBTQ+ people who



are or may be perceived as women and so have similar experiences in the workplace. The event will offer attendees a welcoming and supportive space to connect, build meaningful relationships, and expand professional and social networks.

Lunch and Learn 3

30 mins (12:45pm-1:15pm) Pride Room

A DISABILITY EXPERIENCE

Liberty Disability Services

LDS showcases intersectionality through a workshop designed to broaden your mindset on disability and LGBTQIASB+, with an instructed activity giving a hint of experience with disability. Including speaker led

discussions about the activity experiences, emotions, and hurdles. Our goal: Broaden your mindset on disability and the different experiences and to continue to be thoughtful after the experience. It's just a snippet of what one may live with.

NB: Discussions may be sensitive topics, please consider your wellbeing prior to attending. We understand, people's experience with disability is individual; the activity is not designed to showcase all experiences, just some.

Lunch and Learn 4

30 mins (12:45pm-1:15pm) Rainbow Room

WHAT'S FAITH GOT TO DO WITH IT?

ABBI

We often discuss LGBTQ+ intersectionality, but LGBTQ+ people of faith and those from faith backgrounds are frequently overlooked, despite their distinct needs. Many assume being religious and LGBTQ+ are incompatible.

For some LGBTQ+ individuals, however, faith is an integral part of their identity, connected with family and/or culture. Others may have distanced themselves from their faith, yet it continues to influence their lives, both positively and negatively. Understanding the challenges and needs of LGBTQ+ people of faith, allies and colleagues can create a safe space where these individuals feel affirmed.

This support enables them to live authentically and thrive.

LUNCH AND LEARN SESSIONS

DAY 2

Lunch and Learn 5

30 mins (12:45pm-1:15pm) Lendlease Room

THINKING INSIDE THE SQUARE: SHAPING COLLABORATIVE INCLUSION

Australian Retirement Trust & Brisbane City Council

An interactive panel and presentation presented in partnership by Pride@ART and River City Pride. Australian Retirement Trust and Brisbane City Council are the only tenants within the Brisbane Square building and, over the last 18 months, have been on a journey of collaboration through their respective LGBTQ+ inclusion groups, Pride@ART and River City Pride. We wish to share with you how we have partnered for success by leveraging our respective strengths and resources and challenge you in how you consider the workplace for engagement, collaboration, culture, inclusion and belonging.

Lunch and Learn 6

30 mins (12:45pm-1:15pm) ACON Room

MID-CAREER BREAKS; MY YEAR OF ACTIVISM, ACTIVITY AND INACTIVITY

IAG

Taking a 'gap year' later in life can seem impossible. Join Jessica Bouyamourn for a vicarious journey through how



she took a year away from corporate life to follow a fulfilling and affirming path. The talk will explore how taking a contract at an LGBTQ+SB Aboriginal Community Controlled Organisation was enlightening, inspirational and held unique challenges.

Then how the proceeding months of her mid-career break opened up the possibility of living more fully, while nurturing the intersections of queer representation, community, sustainability and animal welfare.

Ultimately, what this means for building a fulfilling career, nay life, into the future.

Lunch and Learn 7

30 mins (12:45pm-1:15pm) Pride Room

MENTORING MATTERS: EMPOWERING LGBTQ+ YOUNG PEOPLE FOR A THRIVING WORKPLACE

Out for Australia

Investing in mentoring programs for young LGBTQ+ individuals is more than just a good deed—it's a strategic move that can significantly enhance your organisation's performance, employee satisfaction, and retention.

Our latest research at Out For Australia highlights the transformative impact of mentoring on young LGBTQ+ professionals, showing how these programs help foster a more inclusive, supportive workplace.

Lunch and Learn 8

30 mins (12:45pm-1:15pm) Rainbow Room

TECHNOLOGY & AI, INTERSECTION & INCLUSION: FINDING THE MISSING PIECES

Inclusive Design Collective IDCo

There's a lot of hype about technology and AI at present, especially in the workplace. Conversations pivot from doom and gloom to how AI will be our saviour. But what does AI in the workplace really mean when we think about inclusion? Let alone intersectionality? How can it help us and what are the watch outs we need to be aware of?



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HOW CHAMPIONING LGBTQ+ INCLUSION MAKES US SHINE EVEN BRIGHTER

We're excited to once again be the Platinum Sponsor of the 2024 Pride in Practice Conference. This partnership reflects our commitment to LGBTQ+ inclusion and opportunity in the workplace.

The Star is proud of the vibrant, inclusive and welcoming environment we've created together, where everyone can thrive. Our values of Building Memorable Connections and Taking Good Care drive us to continuously set the standard for inclusivity. We are dedicated to creating a workplace where every team member feels respected, valued, and empowered to be themselves, making a real difference in our communities and in the unforgettable experiences they create for our guests

We're honoured to be recognised at this year's LGBTQ Inclusion Awards as: 2024 Gold Employer; 2024 Joint Employer of the Year; 2024 Executive Leader of the Year; 2024 Joint Network Leader of the Year; Finalist for the 2024 Trans and Gender-Diverse Inclusion Award.

We are delighted to help acknowledge other employers who know one of their great powers is to empower others to be their true selves.



PRIDE INCLUSION PROGRAMS

ACON's Pride Inclusion Programs is a social initiative of ACON.

The four programs — Pride in Diversity, Pride in Sport, Pride in Health +Wellbeing, and Pride Training — help to make the places where LGBTQ+ community members live, work and play more inclusive of LGBTQ+ people. This is achieved by working with a range of organisations to help ensure that LGBTQ+ people feel welcome and supported.

To find out more visit: www.prideinclusionprograms.com.au