

CONFERENCE THEMES



**PRIDE IN
PRACTICE**

2025

**9P PRIDE
IN PRACTICE**

**THE AUSTRALIAN LGBTQ+
INCLUSION CONFERENCE**
MELBOURNE • 25–26 NOV



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| ADVANCING DEI IN THE CURRENT CLIMATE | How is your organisation responding to the global challenges of anti-DEI campaigns? What developments and initiatives are you implementing with regard to strategies, language, structures, funding and partnerships etc? Now more than ever we need to hear from you!

| 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 emerging identities.

| 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, QTPOC.

| 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.

| FIRST NATIONS LGBTQ+ VOICES | Stories and/or guidance from Aboriginal and Torres Strait Islander LGBTQ+ people on how organisations can provide better support recruitment, to training, retention and creating career paths.



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| MARKETING & SPONSORSHIP | How organisations can leverage their position and support partners, stakeholders, and community organisations to enable ongoing work and programs for LGBTQ+ inclusion.

- 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, & international locations.

- How to bring awareness to and engage staff in regional and remote parts of Australia where diversity may be underrepresented or does not have access to technology during their working day?
- 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 of Gender Affirmation Policies.



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| RESILIENCE | How to support employees and build resilience during difficult times, particularly with social media, press and negative commentary.

| 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 underrepresented genders in leadership roles and networks. Role Models – what does it mean to be a role model? Why? How?

(Underrepresented 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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