

Proudly sponsored by THE STAR ENTERTAINMENT GROUP

# PRIDE IN PRACTICE

# 2021

**PRIDE  
IN PRACTICE**

THE AUSTRALIAN LGBTQ  
INCLUSION CONFERENCE  
ONLINE • 22 NOV – 24 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 of the various lands we come from. We honour and pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people participating in our conference.



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# WELCOME FROM THE TEAM

Organisations right across Australia, irrespective of their location, industry or size, have recognised that in 2021, it is their people that have made the difference in this very challenging year. The roller coaster of experiences through the pandemic, including lockdowns, border closures, virtual interactions and flexible working arrangements has put great pressure on our teams.

**For organisations to be resilient, their talent has to be resilient irrespective of what challenges they must face.**

Throughout the year, we have seen more and more organisations realise proactive, broad inclusive policies and practices for their LGBTQ community, do make a difference. We have also seen collaboration between organisations like never before to ensure inclusive work is substantive and sustainable.

Yet we also have seen strong evidence that the journey to achieve LGBTQ inclusion is not done. We have seen under the pressure of the pandemic and related economic

pressures, examples of disinvestment. We have also seen that workplace behaviours are not yet where they could be for LGBTQ employees to bring their whole self to their work environment.

The need to defend and progress this work, proactively and vigilantly with a disciplined governance remains an obligation for us all, for the sake of our teams and/or our organisations' wellbeing.

It is ACON's Pride Inclusion Programs' great privilege to bring together best practices from around Australia and the world; research-driven thought leadership and inspirational speakers at our annual Pride in Practice Conference. We want to make sure we take the LGBTQ inclusive conversation as far as possible so the 2021 conference will again be delivered virtually and with the richest content we have ever curated. We commend it to you.

**ACON'S PRIDE INCLUSION PROGRAMS TEAM**



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**For greater  
inclusion  
we need  
partners.  
None of  
us can do  
this work  
alone.**

**ACON's  
Pride Inclusion  
Programs offer  
a range of  
membership  
benefits to assist  
employers,  
sporting  
organisations  
and service  
providers with all  
aspects of LGBTQ  
inclusion.**

**Pride in Diversity** is the national not-for-profit employer support program for LGBTQ 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 LGBTQ workplace inclusion from which top employers for LGBTQ people are determined.

**Pride in Sport** is a national not-for-profit program specifically designed to assist sporting organisations with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTQ people across all sporting and recreation contexts.

**Pride in Health + Wellbeing** is our initiative providing support and specialised training to Health and Human Service providers in the development of LGBTQ inclusive service delivery.

For more information contact us at:

**02 9206 2139** or [pride@acon.org.au](mailto:pride@acon.org.au) or visit [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)



**pridein  
diversity**

**pridein  
sport**

**prideinhealth  
+wellbeing**

# WELCOME FROM OUR PLATINUM SPONSOR



**MATT BEKIER**  
**CEO & MANAGING DIRECTOR**  
**THE STAR ENTERTAINMENT**  
**GROUP**

At The Star, we strive to make everybody feel safe and welcome. It's why we're proud to again be the platinum sponsor of the 2021 Pride in Practice Conference.

We recognise the important work of the conference and its dedication to diversity and inclusion in the workplace, sports organisations and the health and human services sector.

We think it's critically important to listen to minority and marginalised communities, and to understand their lived experiences – inside and outside the workplace. Once an organisation has this perspective, it can tailor its business operations and remove any direct or indirect barriers that might exist. Our commitment extends to the communities in which we operate and the 18 million-plus guests that visit our properties each year.

I am extremely proud The Star achieved silver employer status in the **2021 Australian Workplace Equality Index (AWEI)** – the only hospitality group in Australia to be recognised at that level. It is a testament to the ongoing work our team-member led working group, Proud @ The Star, does to ensure we deliver an inclusive environment for all.

Unfortunately, the COVID-19 pandemic has contributed to inequalities for LGBTQI+ Australians. A **recent report** showed that LGBTQI+ diverse Australians are particularly vulnerable. Some have suffered extreme social isolation, others have an increased risk of family violence, and some have reported having to move back into their family homes and 'back in the closet' as a result of financial struggles.

Guided by the Pride in Practice Conference, we must maintain the momentum of recent years in creating open, inclusive and welcoming workplaces.

We sincerely hope this year's conference provides further impetus for organisations across Australia to continue driving diversity and inclusions measures.



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# PRIDE IN PARTNERSHIP

At The Star, we pride ourselves on our diverse and inclusive culture where everyone is welcome to be their true self. And our Platinum Partnership with the Pride In Practice Conference is testament to our commitment to encouraging all Australian businesses to embrace the human potential in all of us.

[starentertainmentgroup.com.au](http://starentertainmentgroup.com.au)

THE  STAR

ARE  
YOU  
IN?



# ABOUT OUR SPONSORS

## THE STAR ENTERTAINMENT GROUP

### PLATINUM SPONSOR

Being accepted is something many people take for granted. But to members of the LGBTQIA+ community, acceptance can still feel like a daily struggle, particularly in the workplace.

**At The Star, we strive to make everybody feel safe and welcome.**

It's why we're beyond proud to have been recognised as a silver employer in the 2021 Australian Workplace Equality Index (AWEI) – the only hospitality group in Australia to do so.

The Star Entertainment Group is an ASX 100 listed company that owns and operates The Star Sydney, The Star Gold Coast and Treasury Brisbane. The Star Entertainment Group has also acquired the Sheraton Grand Mirage on the Gold Coast in a joint venture and manages the Gold Coast Convention and Exhibition Centre on behalf of the Queensland Government.

We welcome over 18 million visitors a year (pre-COVID), have a portfolio of over 60 bars and restaurants, 7 hotels and employ 8,000-plus team members across Australia.

We have endless opportunities in every area you can possibly imagine. From the gaming floor to roles in IT, marketing and creative; our restaurants and bars to our luxurious hotels; from our prestigious resorts in Sydney and the Gold Coast, to the stunning development of Queens Wharf Brisbane.

Our greatest strengths are the diversity of our people. Our success of becoming Australia's leading integrated resort company is underpinned by our talented teams and the unique perspectives and experiences they bring - every day.

[www.starentertainmentgroup.com.au](http://www.starentertainmentgroup.com.au)



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# Be Proud Be Equal

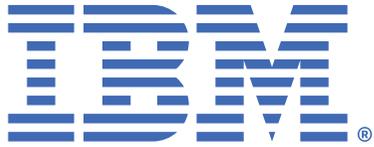
IBM is committed to providing a safe and welcoming environment to Lesbian, Gay, Bisexual, Transgender and non-binary individuals. Our success in creating an open and welcoming environment—regardless of sexual orientation, gender identity or gender expression—has allowed us to attract and retain valuable new talent.

IBM is proud to be a Pride in Diversity Foundation Member and gold sponsor of the 2021 Pride In Practice conference.

[beequal.com](https://beequal.com)



# ABOUT OUR SPONSORS



## GOLD SPONSOR

For more than 110 years, IBM has helped change the way the world works through technology, and a belief that innovation comes from seeking out and inspiring collaboration.

Today, IBM is the global leader in business transformation through AI and open hybrid cloud, serving clients in more than 170 countries around the world. IBM is also one of the world's most prolific corporate research organisations, with 28 consecutive years of patent leadership. Above all, guided by principles for trust and transparency and support for a more inclusive society, IBM is committed to being a responsible technology innovator.

At IBM, diversity is a business imperative, core to our culture, and we strive to create a culture of conscious inclusion and allyship where every IBMer is an upstander – standing up for justice, fighting against bias, and supporting every colleague to be themselves at work.

While IBM has a rich heritage in diversity and inclusion, we too are still learning and growing. Our progress requires improvement for where we want to be, as we aim to be the gold standard in good tech, leading positive change in the world.

Join us as we drive systemic, sustainable improvement for people in every community.

[ibm.com/beequal](https://ibm.com/beequal)



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# PRIDE

IN HEALTH + WELLBEING  
AWARDS

BE A PART OF THE INAUGURAL LAUNCH

# 30 MARCH 2022

## SYDNEY

For sponsorship opportunities please contact  
Claire Allen – [callen@acon.org.au](mailto:callen@acon.org.au)

 Dell Technologies

## 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.

[DellTechnologies.com/DiversityReport](https://DellTechnologies.com/DiversityReport)

## ABOUT OUR SPONSORS



### BRONZE SPONSOR

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. *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.

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## **This is the power of pride**

It disrupts the status quo. It rallies people together. It unleashes new ways of thinking. At Accenture, we believe that a culture of equality drives innovation. And when we move forwards as equals, anything is possible.

[accenture.com/LGBT](https://www.accenture.com/LGBT)



## ABOUT OUR SPONSORS



### DIGITAL SPONSOR

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialised skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services — all powered by the world's largest network of Advanced Technology and Intelligent Operations centers. Our 569,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities. Locally, we have approx. 6,000 people across offices in Melbourne, Sydney, Brisbane, Perth, Adelaide, Canberra, Auckland and Wellington.

We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.



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



**At PwC, we're committed to supporting LGBTI leaders.**

We're proud that more than 100 of our people have participated in our LGBTI Authentic Leaders program. And the number keeps growing.

The program is not just an investment in these individuals - it's about making sure our LGBTI leaders at PwC are seen and heard.

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## ABOUT OUR SPONSORS



### CEO SUMMIT SPONSOR

PwC Australia is proud to once again be sponsoring the annual Pride in Practice conference, hosting the CEO Summit for its seventh year.

Pride in Practice brings together senior leaders from Australia's largest organisations, to recognise the crucial role they play in creating a culture of safety and inclusion, and to encourage them to keep pushing the dial on LGBTI inclusion.

Since 2015, we have hosted CEOs from a wide range of organisations who have shared their own experiences, learnings and ideas to achieve greater levels of inclusion. Our thanks to the CEOs who are joining the roundtable this year.

At PwC, we believe in creating an inclusive environment where you can feel comfortable and confident being yourself.

The kind of environment where you can be open and honest about who you are, and also thrive and inspire others.

**PwC Australia CEO, Tom Seymour**



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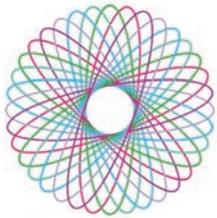
Thank you to our sponsors of the Pride in Practice virtual rooms, BHP and IP Australia, and our media partner, Equal Employment Opportunity Network.

# BHP



**Australian Government**

**IP Australia**



**eeon**  
diversity and innovation  
in the workplace



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## OUR 2021 PROGRAM

What a year it has been with so many challenges thrown at us. We not only persevered, but with the support of our members, we thrived.

Looking back at our 2020 Pride in Practice Conference, it was a brave decision we made to go fully virtual. From the positive feedback we received, it was wonderful to know that it was a huge success, and that we could effectively do it again this year. Of course, we also look forward to the day when we can see you all again in person!

This year we are extremely excited and delighted at the breadth of topics covered, and the creativity and engagement our members have put into their presentations. Working remotely has increased our knowledge of technology, and how best to use it to reach virtual audiences. Working closely with our AV supplier, we have now been able to incorporate Zoom into the Chime conference platform, allowing breakouts to be more interactive and social.

So, what can you expect to see over the three days? Intersectionality is at the forefront of many sessions

exploring how we apply a broader lens when it comes to diversity and inclusion; reaching employees who work in Regional, Rural and Remote areas is also a common thread through many of the presentations, looking at how we can use media, technology and creativity to increase engagement; leadership always plays a very important role in driving forward LGBTQ inclusion and we will see a number of best practice sessions from young leaders of the future to building support from Senior Executives, and we will hear from four CEOs who are leading the way for LGBTQ workplace Inclusion. We will also have many sessions on Allies, Trans and Gender Diverse people, LGBTQ networks and so much more.

Not to forget Pride in Diversity's "Insights from the AWEI and HWEI survey data" and tips on submitting your AWEI, HWEI and PSI, and plenary sessions including our Sapphire program, Bisexuality in the workplace, International Reach, and Aboriginal and Torres Strait Islander inclusion.

Our Pride in Health + Wellbeing program has several sessions on Tuesday, as well as representation across other

key sessions, focusing on LGBTQ inclusive service delivery. Hear from local and international service providers and experts within the sector from aged care, alcohol and other drug services, primary health care and CALD communities.

Sport Hub has a suite of sessions dedicated to advancing LGBTQ inclusion in sport. Encompassing the sharing of best practice examples, lived experience, and future projections, these sessions will run concurrently on Wednesday, ending with the critical importance of Executive Leadership in the LGBTQ inclusion space.

We could not do all of this without the support of our amazing sponsors and are particularly grateful for you standing by us in these difficult and every changing times.

We look forward to seeing you all in November, where we hope you engage, share, and learn, to enable you to further progress in your LGBTQ workplace inclusion journey!

**ELAINE CZULKOWSKI – CONFERENCE CURATOR  
ASSOCIATE DIRECTOR, OPERATIONS, EVENTS  
& PARTNERSHIPS, PRIDE INCLUSION PROGRAMS**

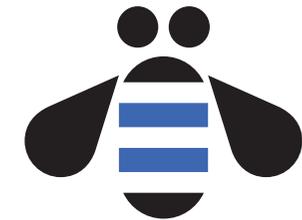


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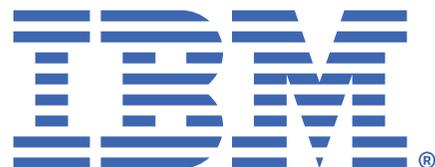
# Be Inclusive



We believe that progress is only possible when everyone is empowered to reach their full potential, not despite their differences, but because of them. For more than a century, IBM has championed diversity and equal rights for everyone.

IBM is proud to be a Pride in Diversity Foundation Member and gold sponsor of the 2021 Pride In Practice conference.

[beequal.com](https://beequal.com)



# CONFERENCE PROGRAM

Workplace Inclusion ●

DAY 1	MONDAY 22 NOVEMBER 2021			
8:55am – 9:00am	LOGIN			
9:00am – 9:15am	OPENING – Welcome to Country and Platinum Sponsor Address		BHP ROOM	
9:15am – 9:55am	From Zero to Employer of the Year in Two Submissions, <b>Capgemini (Employer of the Year 2021)</b>		BHP ROOM ●	
10:00am – 10:40am	The ABC: Reaching Australians, Telling Our Stories, <b>The ABC (Australian Broadcasting Corporation)</b>		BHP ROOM ●	
10:40am – 11:10am	BREAK FOR MORNING TEA			
11:10am – 11:50am	Mining the Sapphire Cohort: Exploring the Differences of Experience, <b>Pride in Diversity</b> ●			
11:55am – 12:30pm	Session 1A – BHP ROOM ●	Session 1B – IP AUSTRALIA ROOM ●	Session 1C ●	Session 1D ●
	Aussie Pride In Practice – How to Achieve Game-Changing Intersectionality? <b>Aussie Broadband</b>	Better Together: The Power of Executive Allies, <b>Woolworths Group &amp; Coles Group</b>	Beyond Pride: Expectations & Experiences of Future LGBTQ Leaders, <b>Clifford Chance</b>	Diverse Genders, Sexes and Sexualities Research Network: Inclusion in Action, <b>RMIT University</b>
12:30pm – 1:30pm	BREAK FOR LUNCH			
1:30pm – 2:05pm	Session 2A – BHP ROOM ●	Session 2B – IP AUSTRALIA ROOM ●	Session 2C ●	Session 2D ●
	2020 Out Top 50 LGBTQ Leaders, <b>Deloitte</b>	Strengthening Inclusion and Psychological Safety for LGBTQ+ Women, <b>Macquarie Bank</b>	Lived Experience of the LGBTIQ+ Accounting Professional: A Performative Inquiry, <b>University of Canberra</b>	The Absolut Pride Relay: Exporting Pride Australia Wide, <b>Initiative Media</b>
2:10pm – 3:00pm	CEO Panel, <b>Facilitated by Pride in Diversity</b>		BHP ROOM ●	
3:05pm – 3:40pm	Session 3A – BHP ROOM ●	Session 3B – IP AUSTRALIA ROOM ●	Session 3C ●	Session 3D ●
	Designing Inclusive Leadership Experience Through Agile & Design Thinking, <b>IBM</b>	Women in Leadership – Resource Sector Visibility, <b>Pride in Diversity</b>	Does Taking a Stance on Gender Affirmation Improve Team Experience? <b>Woolworths Group</b>	Turning Blue Collars Pink – Inclusion Outside of the Office Environment, <b>InterBuild</b>
3:40pm – 4:10pm	BREAK FOR AFTERNOON TEA			
4:10pm – 4:50pm	Further and Beyond: How LGBTQ Inclusion is Advancing in Our International Offices, <b>Facilitated by Pride in Diversity</b>		BHP ROOM ●	

# CONFERENCE PROGRAM

Sport Inclusion ● Health + Wellbeing Inclusion ● Workplace Inclusion ●

DAY 2	TUESDAY 23 NOVEMBER 2021			
8:55am – 9:00am	LOGIN			
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, <b>Michael Ebeid AM, Co Patron Pride in Health + Wellbeing</b>			BHP ROOM
9:15am – 9:55am	Insights from Current AWEI & HWEI Survey Data and Future Directions, <b>Pride in Diversity and Pride in Health + Wellbeing</b>			BHP ROOM ● ●
10:00am – 10:50am	PIHW Plenary TBA	BHP ROOM		●
10:50am – 11:20am	BREAK FOR MORNING TEA			
11:20am – 11:55am	Session 4A – BHP ROOM ● ● ●	Session 4B – IP AUSTRALIA ROOM ●	Session 4C ●	Session 4D ●
	How to Submit: A Guide on AWEI, HWEI and PSI Submission, <b>ACON'S Pride Inclusion Programs</b>	71 – 43 – 11 – 15 = 1 <b>NAB</b>	Piloting LGBTIQ Awareness Training Online, <b>NSW Police Force</b>	Driving Inclusion in Alcohol & Other Drug Treatment Services, <b>NADA (2021 Service Provider of the Year)</b>
12:00pm – 12:35pm	Session 5A – BHP ROOM ●	Session 5B – IP AUSTRALIA ROOM ●	Session 5C ●	Session 5D ●
	Modern Allyship in 2021 & Beyond, <b>KPMG Australia</b>	Beyond Workplace Inclusion: Developing Support Guidelines for Gender Diverse Communities, <b>Edith Cowan University</b>	'Talking The Talk': Understanding the Use and Impact of Trans-Affirming Language in the Workplace, <b>The University of Queensland</b>	Working With Lgbtq+ CALD Communities – Share Our Key Learnings, <b>Advance Diversity Services</b>
12:35pm – 1:30pm	BREAK FOR LUNCH			
1:35pm – 2:10pm	Session 6A – BHP ROOM ●	Session 6B – IP AUSTRALIA ROOM ●	Session 6C ●	Session 6D ●
	Leading Leaders: LGBTQ+ in the Entertainment Sector, <b>The Star Entertainment Group</b>	Working Positively: Creating Inclusive Workplaces for Those Living With HIV, <b>IBM</b>	Inc-loo-sion: Turning Research into Reality, <b>Stockland/Interbuild</b>	Development of a Transgender Guide for Primary Healthcare Professionals, <b>Healthy Male Ltd</b>
2:15pm – 2:50pm	Session 7A – BHP ROOM ●	Session 7B – IP AUSTRALIA ROOM ●	Session 7C ●	Session 7D ●
	Our Journey In Leadership and Allyship, <b>Microsoft</b>	Executive Leadership: Building and Maintaining an Inclusive Culture, <b>EnergyAustralia</b>	Embedding Trans Inclusion Through the End-To-End Employee Experience, <b>Coles group</b>	Amplifying Inclusive Language, Loudly and Proudly, <b>Uniting NSW/ACT</b>
2:50pm – 3:20pm	BREAK FOR AFTERNOON TEA			
3:20pm – 3:55pm	Sydney WorldPride 2023: Dream, Gather, Amplify, <b>Sydney WorldPride 2023</b>			BHP ROOM ●
4:00pm – 4:50pm	Reconciliation, Inclusion, Belonging: Driving Change for LGBTQ Aboriginal & Torres Strait Islander Workforces, <b>ACON's Pride Inclusion Programs</b>			BHP ROOM ●

# CONFERENCE PROGRAM

Health + Wellbeing Inclusion ● Workplace Inclusion ●

DAY 3	WEDNESDAY 24 NOVEMBER 2021		
8:55am – 9:00am	LOGIN		
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, <b>Dr Justin Koonin, President, ACON</b>		BHP ROOM
9:15am – 9:55am	Stand Bi! Making Waves for Bi+ Inclusion in the Workplace, <b>Pride in Diversity, EY, QBE and Vodafone</b>		BHP ROOM ●
10:00am – 10:50am	TBA	BHP ROOM	●
10:50am – 11:20am	BREAK FOR MORNING TEA		
11:20am – 12:00pm	Religious Discrimination Bill - An Update on Commonwealth and NSW Developments, <b>Clayton Utz</b>		BHP ROOM ●
12:05pm – 12:40pm	Session 8A – BHP ROOM ●	Session 8B – IP AUSTRALIA ROOM ●	Session 8C ●
	Non Binary Experiences in the Workplace: Two Stories, <b>BHP</b>	Returns of Equality: Enabling Success for LGBT+ in the Workplace, <b>IBM</b>	Building Workforce Inclusion through Allyship, <b>Settlement Services International</b>
12:40pm – 1:40pm	BREAK FOR LUNCH		
1:40pm – 2:15pm	Session 9A – BHP ROOM ●	Session 9B – IP AUSTRALIA ROOM ●	Session 9C ●
	Data... What is it Good for? Extracting More From The AWEI, <b>KPMG Australia</b>	The Path to Growing Allies, <b>Scentre Group</b>	Power of Community, Leveraging Talent Across Your Sector, <b>University of Sydney</b>
2:20pm – 3:10pm	Interretail: Importance of Creating an Inclusive Retail Network Across Australia, <b>Woolworths Group, Coles Group, Vodafone/TPG Telecom, Ampol</b>		BHP ROOM ●
3:10pm – 3:40pm	BREAK FOR AFTERNOON TEA		
3:40pm – 4:40pm	Our Rainbow Country: A Corporate and Community Partnership Giving Voice to Regional Australia, <b>Pride in Diversity, BHP, and Joy 94.9FM</b>		BHP ROOM ● ●
4:40pm – 5:00pm	Closing Conference Remarks BHP ROOM		

## Program Disclaimer:

ACON's Pride Inclusion Programs (APIP) believes that the information contained in this publication is correct at the time of publishing. However, APIP 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 APIP and are intended to provide general information only that should not be relied on instead of other legal, medical, financial or professional advice.

# SESSION SYNOPSIS

## FROM ZERO TO EMPLOYER OF THE YEAR IN TWO SUBMISSIONS

### Capgemini (Employer of the Year 2021)

Capgemini Australia set an ambitious goal in 2018. To be Employer of the year in 5 years. They did it in 3 years and two AWEI submissions. This session brings the Capgemini LGBTQ network lead, executive sponsor, head of Diversity and Inclusion and the Pride in diversity relationship manager together to discuss the top 10 insights on how you can accelerate transformation and change within your organisation.

## THE ABC: REACHING AUSTRALIANS, TELLING OUR STORIES

### The ABC (Australian Broadcasting Corporation)

More than two-thirds of Australians watch, read, or listen to the ABC every week.

Being inclusive is core business at the ABC. Telling the stories of LGBTQIA+ Australians is central to adding to the tapestry of Australian life. These stories are told on every platform, with nuance, respect, sensitivity, and rigour – you'll hear and see some of those stories. You'll also meet some of those leading the charge for equity, diversity, and inclusion across the network.

## MINING THE SAPPHIRE COHORT: EXPLORING THE DIFFERENCES OF EXPERIENCE

### Pride in Diversity

Each year we see in the AWEI employee survey that LGBTQ people who are or may be perceived as women are out at work at lower rates than LGBTQ men. But the picture isn't that simple! When we break the Sapphire cohort down by identities, we can see that experiences across different sexualities and genders are wildly dissimilar.

This year, we will be hearing from those that are often the least visible in the workplace, discussing how experiences can differ and what workplaces should be considering when designing and implementing LGBTQ inclusion initiatives.

### Session 1A

## AUSSIE PRIDE IN PRACTICE – HOW TO ACHIEVE GAME-CHANGING INTERSECTIONALITY?

### Aussie Broadband

Aussie Broadband is committed to building an inclusive environment both within and outside of the organisation. This stems from two of our values – no bullsh\*t and be good to people. Intersectionality is by no means a new idea but it is a concept and approach to diversity and inclusion that workplaces continue to grapple with. This panel will discuss how do we look at intersectionality and move beyond awareness and into real action?

### Session 1B

## BETTER TOGETHER: THE POWER OF EXECUTIVE ALLIES

### Woolworths Group & Coles Group

When looking at building a culture of LGBTQ+ Inclusion in an organisation, the sponsorship and support of Senior Executives is critical. In the spirit of being Better Together, join Guy Brent, Executive Sponsor for Proud at Woolworths Group, and Genevieve Hawkins, Executive Sponsor for Pride at Coles, in an intimate conversation on why they are personally passionate about LGBTQ+ Inclusion, and the importance of Executive Leadership in driving change in the workplace.

### Session 1C

## BEYOND PRIDE: EXPECTATIONS & EXPERIENCES OF FUTURE LGBTQ LEADERS

### Clifford Chance

A group of young LGBTQ legal professionals at Clifford Chance will discuss their diversity and inclusion expectations at the early stage of their careers. Through sharing some of their own experiences and insights, they will provide viewers with a better understanding of the changing expectations of young people in professional spaces and some practical tips on how to implement and demonstrate acceptance and allyship.



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# SESSION SYNOPSIS

## Session 1D

### **DIVERSE GENDERS, SEXES AND SEXUALITIES RESEARCH NETWORK: INCLUSION IN ACTION**

#### **RMIT University**

This panel will offer an overview of the DGSS Research Network. Founded by research students and academics at RMIT in 2020, the now national network seeks to engage researchers who work with LGBTIQ+ communities, and staff members who do not, but who identify as part of DGSS communities and who may be isolated in their discipline area. Participants who attend this session will leave with an understanding of the benefits of developing grass roots groups in relation to diverse populations within higher education and how to apply to other industries or workplaces.

## Session 2A

### **2020 OUT TOP 50 LGBTQ LEADERS**

#### **Deloitte**

The Outstanding 50 LGBTI+ Leaders Report shares stories from individuals who show how passion, resilience, visibility, courage – and above all, leading as your true self – can drive a successful career. We will hear from 2020 report leader, Father Stuart Soley, an LGBTI+ leader of faith. Stuart is the Parish Priest for Saint Mark's Anglican Church Fitzroy; whose role is to guide and care for the spiritual and

community life of his parish. We will hear about Stuart's journey, his experience being part of the Out50 report and the power of storytelling in effecting real change.

## Session 2B

### **STRENGTHENING INCLUSION AND PSYCHOLOGICAL SAFETY FOR LGBTQ+ WOMEN**

#### **Macquarie Bank**

Macquarie is focused on creating a diverse and inclusive environment that brings to life our purpose: To empower people to innovate and invest for a better future. Key to delivering on this purpose, is ensuring our people feel empowered to bring their whole selves to work. In 2020, Macquarie identified an opportunity to support our LGBTQ+ women to bring their whole self to work. In this session, we'll share how we used Human Centred Design to identify our opportunity and develop our approach, the three initiatives delivered, the overall impact of our work and what we learnt.

## Session 2C

### **LIVED EXPERIENCE OF THE LGBTQ+ ACCOUNTING PROFESSIONAL: A PERFORMATIVE INQUIRY**

#### **University of Canberra**

Join Dr Barbara Voss for this session about intersectionality and professional identities. Barbara will present details of a research project conducted to investigate the professional

identities of LGBTIQ+ staff working in 'the Big 4' professional services firms in Australia. In a series of interviews, the experiences of employees with multiple intersecting identities were explored, to understand how people's 'professional identities' are impacted by the discrimination they may experience based on individual elements of their personal identities. The project has the potential to help organisations better understand the lived experience of LGBTIQ+ workers. Understanding intersectionality also includes revisiting our past.

## Session 2D

### **THE ABSOLUT PRIDE RELAY: EXPORTING PRIDE AUSTRALIA WIDE**

#### **Initiative Media**

In the lead-up to Mardi Gras Absolut exported pride from glitzy Sydney to traditional country towns by taking a pride torch on a relay across the nation, transforming small towns into mini-Mardi Gras'. Mardi Gras allows the marginalised to be seen, to march together and carry the torch of their community, something small towns do not get to experience.

Olivia Warren, Managing Director of Mediabrands Creative Studio will take the audience through the insight, strategy, execution, and results of this campaign.



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# SESSION SYNOPSIS

## CEO PANEL

### Facilitated by Pride in Diversity

Change is delivered from the top of an organisation yet executed throughout. Pride in Diversity is honoured to bring together four of the most inspiring Chief Executive Officers in Australia today. Each has led their organisations to operational excellence, and all recognise the role that inclusion plays in achieving that. These four CEOs have articulated the business case for LGBTQ workplace inclusion, and each have adroitly brought along key stakeholders, including diverse staff, boards, shareholders, and other interested parties on this journey. The annual CEO panel, facilitated by the incomparable Jeremy Fernandez (ABC), is one of the highlights of the conference every year. Don't miss it!

## Session 3A

### DESIGNING INCLUSIVE LEADERSHIP EXPERIENCE THROUGH AGILE & DESIGN THINKING

#### IBM

Agile and Design Thinking have often been used as frameworks to manage technical projects and provide solutions to complex problems. Unbeknownst to many, together, these form a powerful tool that designs one's leadership experience to be user-centric revolving around key values of respect, empathy, courage, trust, and openness which if paired with agile practices make for an inclusive leadership journey.

## Session 3B

### WOMEN IN LEADERSHIP – RESOURCE SECTOR VISIBILITY

#### Facilitated by Pride in Diversity

Executive, Network and thought leaders building and sharing their work in ensuring that gender equity and equality intersect with developing growth in learning and opportunities. A curated panel from the resource sector that is working hard to elevate the conversation and rate of change.

## Session 3C

### DOES TAKING A STANCE ON GENDER AFFIRMATION IMPROVE TEAM EXPERIENCE?

#### Woolworths Group

In 2021, Woolworths Group made an important update to their existing Gender Affirmation policy to include paid leave supporting gender affirmation journeys. This update is a significant milestone in supporting over 650 Woolworths Group team members who identify as transgender or gender diverse and has played a key role in further progressing the culture of LGBTQ+ inclusion across the organisation. Join Nick and Nic, the Co-Chairs of Proud at Woolworths Group, as they speak with two transgender team members, Laura and Ned, about their experiences and gender affirmation journey while working at Woolies.

## Session 3D

### TURNING BLUE COLLARS PINK – INCLUSION OUTSIDE OF THE OFFICE ENVIRONMENT

#### InterBuild

Great progress is being made in LGBTQ+ inclusion in corporate office environments – but that doesn't always filter into the experience of people working outside of CBD's, in remote and regional locations or in trade based roles. Our panellists will share some of the challenges promoting inclusion outside of city offices and case studies on what they are doing to address this.

### FURTHER AND BEYOND: HOW LGBTQ INCLUSION IS ADVANCING IN OUR INTERNATIONAL OFFICES

#### Facilitated by Pride in Diversity

Travel beyond the Australian waters to hear specific case studies and examples from our PID members who are furthering LGBTQ inclusion to their overseas offices.



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# SESSION SYNOPSIS

## INSIGHTS FROM CURRENT AWEI & HWEI SURVEY DATA AND FUTURE DIRECTIONS

### ACON's Pride Inclusion Programs and Pride in Health + Wellbeing

The annual AWEI Employee Survey & HWEI Employee and Service User Surveys provide extraordinary insights into the state of LGBTQ inclusion across Australia, with the AWEI Survey being one of the largest pulse surveys of its kind in the world, and the HWEI surveys provide a complete 360 review of services from the perspective of the employees and the service users. ACON's Pride Inclusion Programs' Index Project Manager, Will Reilly, and Pride in Health + Wellbeing National Program Manager, Claire Allen, will highlight key observations and trends from the 2021 Surveys, which collectively had 45,000 participants from 200 organisations.

### PIHW PLENARY TBA

### PIHW

### Session 4A

#### IN CONVERSATION: FIRST NATIONS AND INDIGENOUS VOICES

##### BHP

An Indigenous Australian gay man and a First Nations Canadian from LGBT+ advisory group OutSaskatoon have an intimate conversation about the importance of culture, heritage, and allies to Indigenous causes as well as the role intersectionality plays in informing identity. We will hear about Australian Aboriginal queerness and the concepts of Brotherboys, Sistergirls and Two Spirit.

### Session 4B

#### 71 – 43 – 11 – 15 = 1

##### NAB

There are too many countries in the world where our LGBTI communities have limited human rights and/or criminalised. At the AWEI lunch this year, the NAB team were horrified to learn that an Iranian man was beheaded that same week for coming out to his family – so we have started thinking about how we, as citizens of this lucky country, can be allies for our broader global community. With WorldPride coming to Sydney in 2023, we believe this needs to be a bigger focus for Australia and an opportunity to lead in advocating for LGBTI Human rights globally.

### Session 4C

#### PILOTING LGBTIQ AWARENESS TRAINING ONLINE NSW Police Force

A blended program of online and face to face learning was piloted this year as part of the NSW Police Force GLLO (LGBTIQ Liaison Officer) Program. A panel of course designers, pilot participants and executive leaders will discuss the new blended program, highlighting key benefits, risks, and future plans for bringing LGBTIQ awareness to officers in regional, rural, remote NSW as well as metropolitan centres.

### Session 4D

#### DRIVING INCLUSION IN ALCOHOL & OTHER DRUG TREATMENT SERVICES

##### NADA – Network of Alcohol and Other Drug Agencies (2021 Service Provider of the Year)

Like many health services, alcohol, and other drugs (AOD) treatment services are delivered in ways that impact on the safety and inclusion of LGBTIQ people. Nor do they routinely collect data on sexuality and gender diversity to understand service utilisation and outcomes. The NSW peak body for non-government AOD services represents over 100 NGOs. This presentation aims to showcase how a peak body: leads by example in providing an inclusive service; builds capacity of treatment services; and advocates to government for inclusive services.



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# SESSION SYNOPSIS

## Session 5A

### MODERN ALLYSHIP IN 2021 & BEYOND

#### KPMG Australia

Allyship remains a core enabler of advancing LGBTQ+ inclusion in our workplaces and communities. After the positive outcome from the marriage equality postal survey, many allies are looking for direction on how they can next support the LGBTQ+ community to be their full selves. This session will provide both straight and LGBTQ+ allies a lens into what the modern ally looks like in 2021 and beyond, gaining insights from KPMG peoples' experiences of bringing effective, active allyship to life within our firm both nationally and globally.

## Session 5B

### BEYOND WORKPLACE INCLUSION: DEVELOPING SUPPORT GUIDELINES FOR GENDER DIVERSE COMMUNITIES

#### Edith Cowan University

When we talk about equity, diversity, and inclusion, trans, gender diverse and non binary (TGDNB) communities are often ignored, through fear of controversy or contention. This means that TGDNB people expect discrimination because acceptance is and never has been a guarantee. This can result in poor mental health and wellbeing outcomes, isolation and disengagement from friends, family, and society. ECU has created guidelines to support TGDNB

people to affirm their gender within our institution's policies, practices and procedures and we want to encourage other organisations to do the same.

## Session 5C

### 'TALKING THE TALK': UNDERSTANDING THE USE AND IMPACT OF TRANS-AFFIRMING LANGUAGE IN THE WORKPLACE

#### The University of Queensland

As the benefits of workplace inclusion become progressively recognised, employers are making greater efforts to cultivate inclusive organisational environments where employees from diverse backgrounds can thrive. Yet research has often neglected issues of sexual orientation and gender diversity. We contribute to redressing this knowledge gap by examining processes of workplace inclusion for trans\* employees, focusing on an under-researched area: the role of language.

## Session 5D

### WORKING WITH LGBTIQ+ CALD COMMUNITIES – SHARE OUR KEY LEARNINGS

#### Advance Diversity Services

Winner of the 2021 HWEI Gold Employer, in this session Advance Diversity Services share key learnings, so that participants can take away functional and practical tips to use to work with CALD LGBTI people.

## HOW TO SUBMIT: A GUIDE ON AWEI, HWEI AND PSI SUBMISSION

### ACON's Pride Inclusion Programs

Submitting an Index in 2022? Join this session to learn some tips on how to provide a comprehensive submission pack. We will guide you through several key areas including how to efficiently collect, organise and provide your evidence; and complete your forms. We'll also touch on what happens during the benchmarking process, to help you better gauge and present your best submission possible!

## Session 6A

### LEADING LEADERS: LGBTQ+ IN THE ENTERTAINMENT SECTOR

#### The Star Entertainment Group

Join The Star Entertainment Group 'round table' with leaders across the entertainment, media, sport, music industry, sharing their insights on the importance of leadership to drive inclusion. With special surprise guests! This session will include a 'live Q&A' with leaders from The Star Entertainment Group to discuss best practice on removing principal barriers such as financials, knowledge and understanding, and mobilising executive team and general managers. Get insights and practical advice on how to lead change from within – starting at the top.



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# SESSION SYNOPSIS

## Session 6B

### **WORKING POSITIVELY: CREATING INCLUSIVE WORKPLACES FOR THOSE LIVING WITH HIV**

#### **IBM**

Almost 40 million people currently live with HIV, but fear and basic misinformation persist. Despite medical advances, the stigma associated with HIV means that individuals still risk social exclusion, career damage or even job loss in sharing their status. By learning from those living with HIV and/or AIDS however, employers can create supportive organisational cultures that improve recruitment, retention, and productivity of a more diverse workforce. In this session, we will address some incorrect assumptions surrounding HIV and AIDS and share insights from the Working Positively campaign underway to end stigma and bias in workplaces.

## Session 6C

### **INC-LOO-SION: TURNING RESEARCH INTO REALITY**

#### **Stockland/ Interbuild**

Interest is growing in making all gender bathrooms more available in public buildings in Australia, but we need to turn that interest into action. InterBuild (the LGBTQ+ network for Property & Construction) has been building the business case for inclusive amenities, but many barriers remain. This session will highlight local examples where

all gender bathrooms were installed, key considerations and challenges faced. It will also outline the next phase to achieve progress and what action you can take to help.

## Session 6D

### **DEVELOPMENT OF A TRANSGENDER GUIDE FOR PRIMARY HEALTHCARE PROFESSIONALS**

#### **Healthy Male Ltd**

Healthy Male provides evidence-based information on male health. Our aim is to make information available to all, regardless of gender, age, sexual orientation, religion, ethnicity or education. In response to health professionals' need for evidence-based guidance about the provision of healthcare to transgender people, Healthy Male led the production of an evidence-based Transgender Healthcare Clinical Summary Guide. Contributions from health professionals and consumers were managed in an efficient and effective way to ensure consensus during production of the guide, providing a template for development of similar resources.

## Session 7A

### **OUR JOURNEY IN LEADERSHIP AND ALLYSHIP**

#### **Microsoft**

Allyship and leadership in the workplace is a journey and not a destination, the important part is to take learnings when

you stumble and celebrate your successes. We share some highlights, challenges, and learnings in our journey so far.

## Session 7B

### **EXECUTIVE LEADERSHIP: BUILDING AND MAINTAINING AN INCLUSIVE CULTURE**

#### **EnergyAustralia**

Executive leadership has been the foundation of a safe and inclusive culture at EnergyAustralia. Join members of our executive leadership team as they share ways to build an inclusive workplace culture, the importance of the executive ally network and how they've learnt and grown with their employee community.

## Session 7C

### **EMBEDDING TRANS INCLUSION THROUGH THE END-TO-END EMPLOYEE EXPERIENCE**

#### **Coles Group**

The ability to improve trans inclusion requires an end-to-end analysis of the employee experience. Understand how Coles approached improving trans inclusion, the need to engage widely and strategically using storytelling to change culture and engagement. Hear first-hand from team members about their experiences (including how to get a selfie from the CEO!) and how building confidence and capability within an organisation can transform by-standers to visible advocates.



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# SESSION SYNOPSIS

Session 7D

## **AMPLIFYING INCLUSIVE LANGUAGE, LOUDLY AND PROUDLY**

### **Uniting NSW/ACT**

We all know that inclusion thrives when we amplify and leverage the lived experience of our own people, but how do we do it? What are the practical ways for networks to contribute to culture change? Hear about a key initiative delivered by Uniting's PRIDE network that achieved this. Their development of the Why Pronouns Matter video and related toolkit demonstrates the power of networks. At Uniting, it's been effective in building up employees' confidence in using inclusive pronouns. More than this, it's initiated critical discussion, awareness and fostered LGBTIQ+ inclusion.

## **SYDNEY WORLD PRIDE 2023: DREAM, GATHER, AMPLIFY**

### **Dan Clarke and Ben Graetz**

The Creative Directors of Sydney WorldPride are excited to reveal more about the events happening in February and March 2023. Festival Creative Director, Dan Clarke and Festival Creative Director – First Nations, Ben Graetz will chat about their work so far, their creative vision, and the developing calendar of Sydney WorldPride festival events.

## **RECONCILIATION, INCLUSION, BELONGING: DRIVING CHANGE FOR LGBTIQ ABORIGINAL & TORRES STRAIT ISLANDER WORKFORCES**

### **ACON's Pride Inclusion Programs**

Hear first-hand from Aboriginal and Torres Strait Islander LGBTIQ+ people, talking about their experiences in helping workplaces understand the importance of reconciliation, and through employer education, raising workplace standards for LGBTIQ+ First Nations peoples.

## **STAND BI! MAKING WAVES FOR BI+ INCLUSION IN THE WORKPLACE**

### **Pride in Diversity, EY, QBE and Vodafone**

Bi+ people make up the largest part of the LGBTQ community, however, are significantly less likely to be out at work, are likely to be less productive and engaged and are less likely to feel mentally well at work than gay/lesbian employees. In March 2021, EY utilised their innovative Wavespace Experience and brought clients together in a Trans-Tasman first initiative that explored how to enhance a sense of belonging for bi+ people within organisations to facilitate high-performance engagement and productivity. Join EY and Pride in Diversity for an empowering and inspiring panel discussion that will highlight this leading practice initiative and the ongoing impact that's been had on bi+ employees.

## **RELIGIOUS DISCRIMINATION BILL – AN UPDATE ON COMMONWEALTH AND NSW DEVELOPMENTS**

### **Clayton Utz**

In 2019 we delivered a seminar to the conference on the Commonwealth's Religious Discrimination Bill and its impact on the LGBTIQ+ community. The bill was drafted in the shadow of the Israel Folau case which was topical and polarising. Before the end of the year, the Commonwealth Government is expected to introduce the Bill which could have significant impacts on LGBTIQ+ inclusion in workplaces, educational and service settings. This session discusses potential implications of this legislation for employers nationally, explores the current NSW religious discrimination proposal by One Nation NSW leader Mark Latham, and the outstanding commitments to review and repeal carve outs that allow faith-based organisations to discriminate against LGBTIQ+ people.



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# SESSION SYNOPSIS

## Session 8A

### **NON BINARY EXPERIENCES IN THE WORKPLACE: TWO STORIES**

#### **BHP**

This panel session will feature the stories of two people from different organisations, sharing their unique experiences of being non binary the workplace. The panel will be moderated by BHP Jasper global lead Elisabeth Knowles. The panel discussion will range from the systemic and social challenges they have faced being gender diverse in the workplace, the 'power of non binary', the role of mentors, and recommendations for allies and workplaces to be more inclusive to NB folk.

## Session 8B

### **RETURNS OF EQUALITY: ENABLING SUCCESS FOR LGBT+ IN THE WORKPLACE**

#### **IBM**

A Ted-talk type session talking about a real story of success of how inclusive workplaces can contribute to the success of LGBT+ people in the workplace and outside. Learn practical tips to stop bearing the Cost of the Closet through allyship and maximise the returns of LGBT+ inclusion.

## Session 8C

### **BUILDING WORKFORCE INCLUSION THROUGH ALLYSHIP**

#### **Settlement Services International**

SSI's Local Area Coordination team deliberately built LGBTQ workforce inclusion through allyship. From personal story-telling and 'going rainbow', to team-led training on pronouns, to auditing forms and building community. Our Allies across our diverse workforce empathise because they understand the struggles that minority groups can face. They are passionate about being part of a team making positive change through a person-centred, strength-based approach. Collectively, we increase awareness of and inclusion for our intersectional identities, helping us to better take care of each other and the communities we support.

## Session 9A

### **DATA...WHAT IS IT GOOD FOR? EXTRACTING MORE FROM AWEI**

#### **KPMG Australia**

AWEI survey responses are a treasure trove of insights, containing the thoughts of employees of AWEI-reporting organisations regarding various aspects of LGBTQ+ diversity and inclusion. These opinions can be analysed to extract insights for data-informed actions within these organisations.

In this session we will share some practical examples of how KPMG has been unlocking the value of AWEI survey responses over the last three survey periods. As the survey responses are in the same format and structure for every AWEI-reporting organisation, these examples can be applied in your organisation today to start extracting insights for data-informed actions.

## Session 9B

### **THE PATH TO GROWING ALLIES**

#### **Scentre Group**

With over 15% of their full time work force identifying as proud Allies, Scentre Groups LGBTI+ network, Left, Right & Scentre, has built an engaged and passionate group of people that help support their strategy; creating a workforce that can bring their whole selves to work. This session sets out to provide clear and easy steps that can be taken to supercharge your progress in growing and engaging your Ally network.



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# SESSION SYNOPSIS

Session 9C

## **POWER OF COMMUNITY, LEVERAGING TALENT ACROSS YOUR SECTOR**

### **University of Sydney**

Why reinvent the wheel when some many others have paved the way? Usually, it's because you don't have access to all the epic things being done in other companies, organisations, or institutions. Higher Education Pride Practitioners Australia (HEAPPs) was created to address this very issue. Attend this session to find out how we created our Network, how learn from each other to contribute to the greater good and how we work together to address systemic issues.

## **INTERRETAIL: IMPORTANCE OF CREATING AN INCLUSIVE RETAIL NETWORK ACROSS AUSTRALIA**

### **Woolworths Group, Coles Group, Vodafone/TPG Telecom, Ampol**

Over 1M Australians are employed in the retail sector which touches all communities and all demographics. This provides both an ambitious opportunity to create a network of support for workplace inclusion, within that, its own challenge of how to connect with people spread far and wide across all internal departments, not just within one company, but throughout multiple retail chains. Join the country's largest retailers to discover why they have united to embrace this challenge in forming InterRetail. Their mission; To be a visible network of retail employees who inspire and drive positive social change for our LGBTQ+ communities.

## **OUR RAINBOW COUNTRY: A CORPORATE AND COMMUNITY PARTNERSHIP GIVING VOICE TO REGIONAL AUSTRALIA**

### **Pride in Diversity, BHP, and Joy 94.9FM**

LGBTQ people in rural, regional and remote areas can be at higher risk of social isolation and loneliness which may result in mental health impacts. This interactive session will showcase unique ways that corporate and community organisations can partner to give voice to regional Australia. It will demonstrate how one project, JOY Our Rainbow Country through collaboration with BHP utilised alternative forms of engagement (through the airways) to support connectedness in the LGBTQ+ community and provide sustainable solutions.

For ways to listen to JOY see: <https://joy.org.au/listenlive/>



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# CONFERENCE PROGRAM SPORT HUB



1 DAY	WEDNESDAY 24 NOVEMBER 2021
8:55am – 9:00am	LOGIN
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, <b>Beau Newell, National Program Manager, Pride in Sport</b>
9:15am – 9:55am	Transforming Sport in Australia: The Importance of Trans Consultations, <b>Pride in Sport</b>
10:00am – 10:50am	Building Successful Partnerships, <b>Tennis Australia</b>
10:50am – 11:20am	BREAK FOR MORNING TEA
11:20am – 12:00pm	Partnerships Matter: Hockey Victoria Pride Cup Round, <b>Pride Cup</b>
12:05pm – 12:40pm	The Importance of Visibility: Super Netball's First Ever Pride Match, <b>Netball Queensland, Queensland Firebirds &amp; Pride in Sport</b>
12:40pm – 1:40pm	BREAK FOR LUNCH
1:40pm – 2:15pm	Religious Discrimination in Sport: What Sports Need to Know, <b>Equality Australia</b>
2:20pm – 3:10pm	How an Unlikely Group of Allies are Changing the Game, <b>Macquarie University</b>
3:10pm – 3:40pm	BREAK FOR AFTERNOON TEA
3:40pm – 4:40pm	Lead By Example: Going the Extra Mile on LGBTQ Leadership in Sport, <b>Pride in Sport</b>
4:40pm – 5:00pm	Closing Remarks



## SPORT HUB

A dedicated program for  
LGBTQ inclusion in Australian sport



# SPORT HUB SESSION SYNOPSIS

## TRANSFORMING SPORT IN AUSTRALIA: THE IMPORTANCE OF TRANS CONSULTATIONS

### Pride in Sport

The 'when', 'why' and 'how' of trans and gender diverse consultations respective to governance and initiative development carried out by sporting organisations. An insight into the critical practice of consulting with the trans and gender diverse community to ensure a meaningful and considered approach to the planning, development, and rollout of trans related governance and projects in sport.

## THE IMPORTANCE OF VISIBILITY: SUPER NETBALL'S FIRST EVER PRIDE MATCH

### Netball Queensland, Queensland Firebirds and Pride in Sport

A rare insight into the planning and execution of Super Netball's first ever Pride Match. This session shares the insights and learnings on how Netball Queensland and the Queensland Firebirds delivered their Pride Match at the elite level, earlier this year. An interactive session that encourages questions from conference ticket holders, this session will also feature a fireside chat with prominent Firebirds players and staff.

## BUILDING SUCCESSFUL PARTNERSHIPS

### Tennis Australia

Discussion of the benefits of partnership between LGBTQ+ community sports organisations and Sport Governing bodies using the example of Melbourne based LGBTQ + tennis club VicTennis and Tennis Australia.

## HOW AN UNLIKELY GROUP OF ALLIES ARE CHANGING THE GAME

### Macquarie University

It's been a huge collaboration of both allies and our Sport team at Campus Life to design, deliver and maintain key programs and initiatives within our LGBTQ+ inclusion work. We focus on visibility, education, and engagement to drive our inclusion work and create a safe space for everyone who engages in our programs.

Ultimately the work we do is for our student community and to give young LGBTQ+ people a home to be themselves. This has reverberated throughout the University and it's impacts has been incredible. The session will be led by our students who will talk about their experiences of how it feels to be at a University who prioritises LGBTQ+ inclusion, what they hope to see in the future, and why it's important to them as Allies to see this work happening.

## RELIGIOUS DISCRIMINATION IN SPORT: WHAT SPORTS NEED TO KNOW

### Equality Australia

A critical session that outlines the current state of play in understanding the ambit and scope of the Religious Discrimination Bills and their implications for LGBTQ inclusion in sport. This session will provide scope the to the current debate of Religious Discrimination in sport, as well as how the current Bills would, if passed, apply in sporting organisations in Australia.

## LEAD BY EXAMPLE: GOING THE EXTRA MILE ON LGBTQ LEADERSHIP IN SPORT

### Pride in Sport

The pinnacle session for Sport Hub, this leadership discussion will address the importance of CEO and Senior Leadership buy-in and accountability when trying to achieve true LGBTQ inclusion in sport. Exploring the challenges and triumphs, this session will feature Brooke De Landre (General Manager – Sport Division, Sport Australia), Nick Hockley (CEO, Cricket Australia) and others. [Further details to come...]

# SPORT HUB HIGHLIGHT

## PARTNERSHIPS MATTER: HOCKEY VICTORIA PRIDE CUP ROUND

### Pride Cup

Now in its third year, Hockey Victoria and Pride Cup have partnered once again to run the Hockey Victoria Pride Cup round. Community clubs from around Australia are celebrating LGBTQ inclusion and showing their commitment to ensuring diversity is a centrepiece of their clubs.

However, the work is not just about celebration – Pride Cup and Hockey Victoria have been working on this relationship for years in order to make sure community clubs see the value of running an event over this time frame.

Clubs themselves are tasked with the planning and development of their Pride Cups, and utilise the support of their state body and Pride Cup. This approach ensures that clubs themselves are the leaders of their own events and create space that invites inclusion. The model is gaining support every year, and not even covid could keep clubs from running their events and being engaged in the Pride Cup round.

In addition, Pride Cup uses a communities of practice model (in the Pride Cup 101) to increase engagement year on year and share the wins and learnings of the previous hosts and players.



### JAMES LOLICATO Pride Cup Australia, CEO

James is the CEO of Pride Cup Australia. James was named Australian Community Leader of the Year by the Australian Institute of Managers and

Leaders and is an OFA 30 under 30 winner, as well as a young achiever nominee for the past three years.

James is incredibly passionate about the work he does at Pride Cup, overseeing the growth of Pride Cup to more than 270 community clubs around Australia.



### MICHAELA COOK Hockey Victoria Club Development Manager

Michaela Cook is an experienced inclusion manager with a demonstrated history of working in the sports industry. Michaela

is passionate about providing healthy, inclusive, fun and engaging opportunities for the wider community. Skilled in Event Planning, Customer Service, Coaching, Sports, and Community Engagement.

Pride Cup partnerships are the perfect opportunity to diversify your membership, and celebrate the wonderful contributions your LGBTQ members provide your sport, on and off the field.

**Michaela Cook,  
Hockey Victoria**



AUSTRALIAN LGBTQ  
INCLUSION  
AWARDS

SAVE THE DATE  
**27 MAY 2022**  
SYDNEY

For sponsorship opportunities please contact  
Elaine Czulkowski – [eczulkowski@acon.org.au](mailto:eczulkowski@acon.org.au)

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

SAVE THE DATE  
**27 APRIL 2022**  
MELBOURNE

For sponsorship opportunities please contact  
Beau Newell – [beau@prideinsport.com.au](mailto:beau@prideinsport.com.au)



## PRIDE IN PRACTICE

[thestarcareers.com](https://thestarcareers.com)

At The Star, we're proud to be recognised as Silver Employer in the 2021 Australian Workplace Equity Index, the highest accolade for any hospitality group in Australia. So if you're passionate about diversity and inclusion and keen to work for Australia's leading entertainment company, check out the range of roles and career opportunities currently on offer. And find pride in your place at The Star.

THE  STAR





ACON's Pride Inclusion Programs would like to express our appreciation to all our sponsors for making this a successful event.

**THANK YOU!**

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THE  STAR ENTERTAINMENT GROUP

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CLIFFORD  
CHANCE

 **DELL** Technologies

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 **accenture**

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**BHP**



Australian Government  
IP Australia



**eeon**  
diversity and innovation  
in the workplace

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

**pridein**  
**diversity**

**pridein**  
**sport**

**prideinhealth**  
**+wellbeing**

