



# PRIDE IN PRACTICE

## 2022

**PP** PRIDE  
IN PRACTICE

THE AUSTRALIAN LGBTQ  
INCLUSION CONFERENCE  
MELB • 28 NOV – 30 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 Country across Australia and their continuing connection to lands, waters, skies and communities. We pay respect to Elders past, present and emerging, and extend this to all Aboriginal and Torres Strait Islander people attending our event.



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# WELCOME FROM THE TEAM



**DAWN EMSEN-HOUGH**  
**DIRECTOR**  
**ACON'S PRIDE INCLUSION**  
**PROGRAMS**

On behalf of ACON and our Pride Inclusion Programs team, I would like to extend a very warm welcome to our 14th National Conference on LGBTQ Inclusion.

This conference has been a flagship initiative of our Pride in Diversity program for many years and while the majority of sessions focus on LGBTQ workplace inclusion, we also celebrate the growth of our Pride in Sport and Pride in Health + Wellbeing programs by once again including a Sport Hub day that focuses on LGBTQ inclusion in Australian Sport and a growing number of sessions driven by our Pride in Health + Wellbeing team focusing on areas of LGBTQ health and inclusive service provision on Day 2.

We are particularly thrilled to be delivering this year's conference back in Melbourne and in person after several years of conducting the conference online as a result of COVID. We hope that these three days will provide you with ample opportunity to share your experiences, learn from others, ask questions, build your professional networks and of course take learnings back to your team.

This conference would not be possible without the generous support of our sponsors. Please join me this year in thanking BHP, Essential Media, Accenture, PwC, Dell Technologies, Ampol, Treasury Wine Estates, WISE Employment, Lendlease, RMIT University, Space&Co. and WSP as you engage with their employees over the three days. The support of these organisations is so critical to all that we do as is their passion for this important area of Diversity & Inclusion.

I would also like to thank those within the Pride Inclusion Programs Division who have contributed enormously to this program. Our Events Team, Program Designer, Administrative, Leadership and Ops Teams and all our Relationship and Senior Relationship Managers that work daily with our members.

The last couple of years have been difficult for many within our community so the opportunity to work with you to build a program that will educate, support, uplift and inspire makes us all very proud.

**Thank you for all that you do. We trust that you will enjoy your time with us.**



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# BHP

Inclusion and diversity are two of our most important resources for the future.

**Our purpose is to bring people and resources together to build a better world.**

Jasper is our LGBT+ ally employee inclusion group, with over 2000 members across BHP globally. Jasper helps strengthen our culture by providing counsel on ways to mitigate bias and ensure people are respected and valued irrespective of their sexual or gender identity.

Discover why inclusion and diversity are valuable resources at BHP.  
[bhp.com/lgbt](https://bhp.com/lgbt)

**Jasper**  
Our LGBT+ ally network



## ABOUT OUR SPONSORS

# BHP

### GOLD SPONSOR

Social value sits at the heart of BHP's purpose: to bring people and resources together to build a better world. It's about making a positive contribution to society – to our people, partners, economies, the environment, and local communities.

We want to provide a safe, inclusive and supportive workplace where everyone can bring their whole selves to work and be at their best, every day.

BHP firmly believe no one should feel pressured to hide their sexual or gender identity. Research has consistently shown that a significant number of LGBT+ people fear the ramifications of coming out including losing professional connections and reduced exposure to development or advancement opportunities. In 2017, our LGBT+ ally inclusion group 'Jasper' was formed, advocating for the inclusion of LGBT+ people at BHP, strengthening workplace culture through education and awareness, and supporting

progress on our inclusion and diversity strategy. These activities help us to mitigate bias, build an inclusive culture, and ensure that LGBT+ people are respected, valued and free from discrimination based on their sexual orientation or gender identity in the workplace.

Jasper is a unique mineral found in Australia and other countries that BHP operates. It is an opaque and fine-grained variety of quartz found in all colours. Like the cause Jasper supports, it is a stone of endurance, perseverance, tenacity and shields against negativity. It imparts the courage to speak out against injustice and is a powerful protection stone.

BHP is a proud LGBT+ ally and supporter of the Pride In Practice Conference. Read more about Inclusion and Diversity at [www.bhp.com/lgbt](http://www.bhp.com/lgbt)



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**Winning  
campaigns.**



**Essential.**  
ESSENTIALMEDIA.COM.AU



**Making  
organisations  
stronger.**

**Essential is a research, strategic communications and public affairs agency that specialises in campaigns that win policy and social change.**

Our social research-based methodology has a proven track record of shifting public opinion, influencing the media environment, changing government policy and making our clients stronger.



Essential understands that to move an audience, you must start by listening. We are committed to the progressive changes needed for a fair, inclusive, and sustainable Australia.



## ABOUT OUR SPONSORS

# Essential.

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### SILVER SPONSOR

Essential is a research, strategic communications and public affairs agency that specialises in campaigns that win policy and social change.

Our social research-based methodology has a proven track record of shifting public opinion, influencing the media environment, changing government policy and making our clients stronger.

Essential understands that to move an audience, you must start by listening. We are committed to the progressive changes needed for a fair, inclusive, and sustainable Australia.

Policy for inclusion and diversity is not just good for wellbeing, it's *critical for sound strategy*.

When voices and experiences are valued, they are harnessed for innovation and outcomes.

Peter Stahel  
Managing Director, Essential



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# AMPOL

## Powering our way of life

From our origins until today, we've always been inspired by the role we can play in people's lives – to keep them moving, to make journeys happen.

After all, we believe it is the individuality of everyone's journey that makes our business thrive.

Through embracing a diverse and inclusive workplace, individuals of varied backgrounds and perspectives are welcomed, encouraged and given the opportunity to contribute to not only achieve their full potential but also help us reach ours.

Powering us forward today and tomorrow.

Australia's own



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.



## ABOUT OUR SPONSORS



### BRONZE SPONSOR

Australians are always on the move and it's this innate momentum which Ampol has powered since 1936 and will continue far into the future.

At Ampol, our motivation and purpose of Powering better journeys, today and tomorrow, come from the people, businesses, industries and communities we engage with.

We're proud of our culture built on respect, acceptance, and celebration of our uniqueness. Creating an inclusive workplace allows different perspectives to be shared, which encourages innovation to flourish. By allowing our team members to bring their authentic selves to work, they feel a sense of belonging and purpose that benefits everyone.



### 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.

Diversity and Inclusion is in our DNA at Dell Technologies: 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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# PRIDE

IN HEALTH + WELLBEING  
AWARDS

SAVE THE DATE

**5 APRIL 2023**  
**SYDNEY**

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



TREASURY  
WINE ESTATES

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## We're a proud bunch

With over 2,500 employees in cities, farms and regional communities across the globe, diversity is part of our DNA.

We're committed to growing a culture where everyone is welcome to flourish, and proud as punch to be sponsoring this year's Pride in Practice Conference.

# ABOUT OUR SPONSORS



## TREASURY WINE ESTATES

### BRONZE SPONSOR

At TWE, we recognise that diversity can only be realised when we have an inclusive culture, and when our systems and ways of working enable and support inclusion. We believe our strength comes from our vast and varied backgrounds, ideas, cultures, ethnicities, talents, genders and voices. This inclusive approach not only enriches TWE culturally, it broadens our collective knowledge and capabilities by helping us understand and connect with our customers, consumers, communities and each other.

We raise a glass to Pride in Practice 2022 and are delighted to play a part in fostering a more inclusive world.



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INCLUSION CONFERENCE  
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INCLUSION  
PROGRAMS



## **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.au/LGBTIQ](https://accenture.com.au/LGBTIQ)



## ABOUT OUR SPONSORS



### NETWORKING EVENT 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, Technology and Operations services and Accenture Song – all powered by the world's largest network of Advanced Technology and Intelligent Operations centers.

Locally, we have over 7,000 people across offices in Melbourne, Sydney, Brisbane, Perth, Adelaide, Canberra, Auckland and Wellington who deliver on the promise of technology and human ingenuity every day. Our unwavering commitment to inclusion and diversity unleashes innovation and creates a culture where everyone feels they have equal opportunity, regardless of their sexual orientation, gender identity or expression.

Visit us at [www.accenture.com.au](http://www.accenture.com.au)

Inclusion and diversity is critical for what we do and for who we want to be as a company. Accenture is a proud LGBTIQ+ ally and is committed to creating a culture of equality and belonging, regardless of sexual orientation, gender identity or expression.

Pete Burns  
CEO, Accenture Australia  
& New Zealand



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INCLUSION CONFERENCE  
MELB • 28 NOV – 30 NOV



PRIDE  
INCLUSION  
PROGRAMS



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

We're proud that more than 120 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 SPONSORS



## CEO SUMMIT SPONSOR

PwC's purpose is to build trust in society and solve important problems. We work with businesses, government and the community to deliver solutions and sustained outcomes that help Australia continue to thrive and grow.

We are a firm of more than 9,000 people who are committed to delivering quality in assurance, advisory and tax services to more than 5,000 clients across Australia. We are part of a global network of firms in 155 countries with over 327,000 people.

At PwC Australia we foster an inclusive culture which embraces differences – one that allows us to live our values every day, be ourselves and to feel empowered to realise and discover our potential. We know that when people from different backgrounds and different points of view work together they create the greatest value – for our business, our clients and society.

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.

Tom Seymour  
CEO, PwC Australia



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INCLUSION CONFERENCE  
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## OUR ROOM SPONSORS

A big thank you to our sponsors of the Pride in Practice Conference rooms – Lendlease, RMIT University, Space&Co. and Wise Employment.



**WISE** Employment  
empowerment through employment

## REFRESHMENT SPONSORS

We will be enjoying refreshments over the course of the conference thanks to Space&Co. who are sponsoring the barista coffee cart serving up coffees and assorted hot beverages and WSP who are sponsoring the smoothie cart serving a variety of smoothies and freshly squeezed juices.





# CONFERENCE PROGRAM

Workplace Inclusion ●

DAY 1	MONDAY 28 NOVEMBER 2022			
8:00am – 8:40am	REGISTRATION			
8:40am – 9:00am	<b>Welcome to Country and Smoking Ceremony</b>			Concourse
9:00am – 9:15am	<b>Opening Address</b> , Dawn Emsen-Hough, Director – ACON's Pride Inclusion Programs		Space&Co. Room	●
9:15am – 9:55am	Session 1: <b>The Mate Ship – An Operating Model for the 21st Century Firm</b> , Capgemini (Employer of the Year)		Space&Co. Room	●
10:00am – 10:40am	Session 2: <b>Fireside Chat with Jennifer Westacott AO, Pride in Diversity Patron</b> , Pride in Diversity		Space&Co. Room	●
10:40am – 11:10am	BREAK FOR MORNING TEA			
11:10am – 11:50am	Session 3: <b>LGBTQIA+ Inclusion as the ABC Turns 90</b> , ABC		Space&Co. Room	●
11:55am – 12:30pm	Session 4A – Space&Co. Rm ●	Session 4B – WISE Employment Rm ●	Session 4C – Lendlease Rm ●	Session 4D – RMIT University Room ●
	<b>Creating Inclusion in Retail Centres Through ACON's Welcome Here</b> , QIC	<b>Rainbow WISE: Inclusion in the Workplace</b> , WISE Employment	<b>Making Allies into Advocate Influencers</b> , Energy Australia	<b>Trans-affirming Workplaces and the Role of eLearning</b> , Pride in Diversity & Pride Training
12:30pm – 1:30pm	BREAK FOR LUNCH			
1:30pm – 2:05pm	Session 5A – Space&Co. Rm ●	Session 5B – WISE Employment Rm ●	Session 5C – Lendlease Rm ●	Session 5D – RMIT University Room ●
	<b>Challenges of Intersectionality Within the Construction Industry</b> , Lendlease	<b>Principle Based Strategy Developed Through Employee Engagement</b> , KPMG	<b>ARA &amp; InterRetail: LGBTQ+ Inclusion Position Statement</b> , Woolworths Group	<b>Not Just a Drop Down Box; Delivering Change for Non-binary Customers</b> , ANZ
2:10pm – 3:00pm	Session 6: <b>CEO Panel</b> , Hosted by Jeremy Fernandez, ABC		Space&Co. Room	●
3:05pm – 3:40pm	Session 7: <b>Effective Campaign Strategies – Advocating for LGBT+ and Indigenous Rights</b> , Clifford Chance		Space&Co. Room	●
3:40pm – 4:10pm	BREAK FOR AFTERNOON TEA			
4:10pm – 4:45pm	Session 8: <b>From Campus to Corporate: LGBTQ Future Leaders</b> , Pride in Diversity		Space&Co. Room	●
4:45pm – 5:00pm	<b>Closing Remarks</b> , Elisabeth Lane, Pride in Diversity		Space&Co. Room	
5:00pm – 7:00pm	<b>Networking Event</b> , Hosted by Accenture		Balcony	

## 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.

# CONFERENCE PROGRAM

Health + Wellbeing Inclusion ● Workplace Inclusion ●

DAY 2	TUESDAY 29 NOVEMBER 2022			
8:00am – 9:00am	REGISTRATION			
9:00am – 9:10am	<b>Opening Address</b> , Todd Fernando, Victorian Commissioner for LGBTIQ+ Communities		Space&Co. Room	
9:10am – 9:45am	Session 9: <b>Reviewing Gender Equity Solutions Intersectionally; How to Develop Sapphire Leaders</b> , Pride in Diversity		Space&Co. Room ●	
9:50am – 10:25am	Session 10: <b>How to Set Up An Ally Network</b> , Pride in Health + Wellbeing		Space&Co. Room ●●	
10:30am – 11:05am	Session 11: <b>Trans-lucence Experiences and Observations on Trans-affirming Care</b> , Dr Clara Tuck Meng Soo		Space&Co. Room ●	
11:05am – 11:35am	BREAK FOR MORNING TEA			
11:35am – 12:15pm	Session 12A – Space&Co. Rm ●●	Session 12B – WISE Employment Rm ●	Session 12C – Lendlease Room ●	Session 12D – RMIT University Rm ●●
	<b>Exploring Neurodiversity in the LGBTIQIA+ Community</b> , QBE	<b>An Unlikely Ally – Navigating Through Barriers and Bias</b> , BHP / Exact Contracting	<b>Bringing NAB's Systems Into the 21st Century</b> , NAB	<b>Flourishing Rainbows: Finding LGBTIQIA+ Support &amp; Connection in Regional Australia</b> , Flourish Australia
12:20pm – 12:50pm	Session 13A – Space&Co. Rm ●	Session 13B – WISE Employment Rm ●	Session 13C – Lendlease Room ●●	Session 13D – RMIT University Rm ●
	<b>What Do LGBTIQIA+ Graduates Look for When Entering the Workforce?</b> RMIT University	<b>Painting Parramatta With Pride: The Value of Genuine Partnerships</b> , Woolworths Group	<b>Developments in Legal Protections for the Rights of Intersex People</b> , Clayton Utz	<b>The Gender Sphere</b> , NSW Health – Campbelltown Hospital
12:50pm – 1:50pm	BREAK FOR LUNCH			
1:50pm – 2:20pm	Session 14A – Space&Co. Rm ●●	Session 14B – WISE Employment Rm ●●	Session 14C – Lendlease Room ●●	Session 14D – RMIT University Rm ●
	<b>Supporting the Wellbeing of Our LGBTIQ+ community</b> , PwC	<b>Co-designing an Inclusive Experience for Transgender and Gender Diverse Employees</b> , Uniting NSW.ACT	<b>What Workplaces Can Do to Help End Domestic &amp; Family Violence</b> , LGBTQ Domestic Violence Awareness Foundation	<b>Development of the Australian Physiotherapy Associations' National LGBTIQIA+ Advisory Panel</b> , The University of Queensland & Australian Physiotherapy Association
2:25pm – 2:55pm	Session 15A – Space&Co. Rm ●	Session 15B – WISE Employment Rm ●	Session 15C – Lendlease Room ●	Session 15D – RMIT University Rm ●
	<b>Leadership in Rural Pride: Supporting LGBTIQ+ Inclusion in Gippsland</b> , Aussie Broadband	<b>Loud &amp; Proud – Partnership with Pride Foundation Australia</b> , Endeavour Group	<b>What the ATO's Employee Network Did to Increase Active Allyship</b> , ATO	<b>Healthcare Through the Cracks: The Secret Codes of Invisible Queerness</b> , Emerson Health
3:00pm – 3:40pm	Session 16: <b>Being Seen: A Spotlight on Bi+ Inclusion in the Workplace</b> , Pride in Diversity and Pride in Health + Wellbeing		Space&Co. Room ●●	
3:40pm – 4:10pm	BREAK FOR AFTERNOON TEA			
4:10pm – 4:50pm	Session 17: <b>Multicultural and Multifaith LGBTIQIA+ Navigating Intersectionality in Health Settings</b> , AGMC + Deakin University		Space&Co. Room ●	
4:50pm – 5:00pm	<b>Closing Remarks</b> , Alyce Schotte, Pride in Diversity		Space&Co. Room	

# CONFERENCE PROGRAM

Sport Inclusion ● Health + Wellbeing Inclusion ● Workplace Inclusion ●

DAY 3	WEDNESDAY 30 NOVEMBER 2022		
8:00am – 9:00am	REGISTRATION		
9:00am – 9:15am	<b>Opening Address</b> , Dr Justin Koonin, ACON President Space&Co. Room		
9:15am – 9:55am	Session 18: <b>'Didn't Cut the Mustard': Trans People's Employment Experiences</b> , Curtin University Space&Co. Room ●		
10:00am – 10:40am	Session 19: <b>Inclusion, Intersectionality, Belonging: Driving Change for LGBTQ Aboriginal &amp; Torres Strait Islander Employees</b> , UTS Jumbunna Institute Space&Co. Room ●		
10:40am – 11:10am	BREAK FOR MORNING TEA		
11:10am – 11:50pm	Session 20: <b>Drag Me to Brunch at the Star, Darling!</b> The Star Entertainment Group Space&Co. Room ●		
11:55am – 12:30pm	Session 21A – Space&Co. Room ●	Session 21B – WISE Employment Room ●	Session 21C – Lendlease Room ●
	<b>LeadingOut – A Talent Program for LGBTQI+ Leaders</b> , Coles	<b>Engaging Allies in a Post COVID Workplace</b> , Scentre Group	<b>Fly With Pride at Virgin Australia</b> , Virgin Australia
12:30pm – 1:30pm	BREAK FOR LUNCH		
12:45pm – 1:15pm	LUNCH N LEARN: <b>Rainbow History Class</b> , Presented By TikTok Space&Co. Room ● ● ●		
1:30pm – 2:05pm	Session 22A – Space&Co. Room ●	Session 22B – WISE Employment Room ●	Session 22C – Lendlease Room ●
	<b>The Power of Allyship: 2022 Ally of the Year Award Winner</b> , Pride in Diversity	<b>Around the World in 15 FWEIs: A Global LGBTI+ Strategy</b> , Fujitsu	<b>Building a Global Culture of Safety for LGBTQ+ Employees</b> , KPMG
2:10pm – 2:45pm	Session 23A – Space&Co. Room ●	Session 23B – WISE Employment Room ●	Session 23C – Lendlease Room ●
	<b>Building the Ampol Brand Using Inclusion as a Key Ingredient</b> , Ampol	<b>The Need for Fundamental Inclusive Change in Technology for Gender Diverse Peoples</b> , Capgemini	<b>Insights from a Platinum Project Submission</b> , Clayton Utz
2:50pm – 3:30pm	Session 24: <b>International Reach: How To Support and Inspire LGBTQ Inclusive Practice Globally</b> , Pride in Diversity Space&Co. Room ●		
3:30pm – 4:00pm	BREAK FOR AFTERNOON TEA		
4:00pm – 4:50pm	Session 25: <b>"Past Continuous" – Film Screening + Q&amp;A</b> , Lakeshore Productions Space&Co. Room ●		
4:50pm – 5:00pm	<b>Closing Remarks</b> , Ellie Watts and Andrew Georgiou, Pride in Diversity Space&Co. Room		

# SESSION SYNOPSIS

## DAY 1

### Session 1

#### **THE MATE SHIP – AN OPERATING MODEL FOR THE 21ST CENTURY FIRM**

##### **Capgemini (Employer of the Year)**

All aboard the 'mate ship'! Value work, the contributions employees make to their company culture (educational lunchrooms, running employee resource groups, organising events for days of significance) too often becomes the responsibility of those recently invited to the table; often it is expected to happen on top of 'day job' work, or it can become an impediment to career progression. Firms must pivot to an operating model that recognises 'value work' and sees global challenges as business opportunities. Mateship is an Australian concept of social cohesion that labels people as 'mates' when they contribute to the common good. This session discusses a mateship model which recognises value work with titles, seniority and pay.

### Session 2

#### **FIRESIDE CHAT WITH PRIDE IN DIVERSITY PATRON JENNIFER WESTACOTT AO**

##### **Facilitated by Pride in Diversity**

In this session, Dawn Emsen-Hough, Director of ACON's Pride Inclusion Programs will talk more with Pride in Diversity Co Patron, Jennifer Westacott about the apology she made on behalf of herself and fellow Co Patron Alan Joyce to the trans and gender diverse community at the Awards luncheon this year, in addition to her thoughts on the importance of speaking to social issues, strides made in workplace diversity and the impact of people still feeling the need to mask their sexuality and/or identity at work.

### Session 3

#### **LGBTQIA+ INCLUSION AS THE ABC TURNS 90**

##### **ABC**

In the style of "You Can't Ask That", ABC staff will relate stories about the changing face of the public broadcaster. The staff (both well-known and behind the scenes) cover a range of intersectionalities, including cultural backgrounds, gender, and age.

### Session 4A

#### **CREATING INCLUSION IN RETAIL CENTRES THROUGH ACON'S WELCOME HERE PROJECT**

##### **QIC**

QIC's QPride committee has driven LGBTQ+ inclusion within the business since 2019, and has created a strong inclusion program for LGBTQ+ employees. In 2022, QPride worked with their Real Estate division to launch ACON's Welcome Here project throughout 25 Australian shopping centre assets in an effort to promote LGBTQ+ inclusion in the communities that they are a part of. In this panel session, moderated by Pride in Diversity's Ellie Watts, you will hear from QPride committee members and QIC senior leaders about the launch of the project and their journey to create further inclusion within the shopping centres they manage.

### Session 4B

#### **RAINBOW WISE: INCLUSION IN THE WORKPLACE WISE EMPLOYMENT**

The Rainbow WISE employment program for the LGBTQIA+ community caters to the LGBTQIA+ community who also identify with having a disability and provides tailored employment assistance. Rainbow WISE is developing meaningful change, where diversity is respected, sought after and understood in the broader community, rather



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



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PROGRAMS**

# SESSION SYNOPSIS

than being seen as a barrier to personal growth and success. The session comprises of storytelling and good news stories of successful candidates, exploring their experiences of our services and within their workspaces.

## Session 4C

### **MAKING ALLIES INTO ADVOCATE INFLUENCERS**

#### **EnergyAustralia**

To make real change we need Advocates, not just Allies. Join members of the Prism Ally Squad as they share their strategy for building an Ally network and turning Allies into a community of Advocate influencers. Explore Ally to Advocate tools and training, and the Snowflake model bringing about self-sustaining and meaningful change to the lived experience our LGBTIQ+ employees.

## Session 4D

### **TRANS-AFFIRMING WORKPLACES AND THE ROLE OF ELEARNING**

#### **Facilitated by Pride in Diversity and Pride Training**

ACON's Pride in Diversity and Pride Training divisions have developed a 4 module 'Trans-affirming workplaces' eLearning course which may be used by employer organisations to deliver cost-effective, self-paced education to their employees. This session will help attendees understand

how eLearning can be used as part of an overall education strategy to drive an inclusive culture for LGBTQ employees, plus take attendees through the different modules, and advise on options for organisations to access the content, embed within employee training plans, use within their LMSs or via Pride Training, and track employee usage.

## Session 5A

### **CHALLENGES OF INTERSECTIONALITY WITHIN THE CONSTRUCTION INDUSTRY**

#### **Lendlease**

Is the Australian construction industry in transition? This panel discussion will be focused on the compounding effects of intersectionality in a historical male dominant industry. How support differs between individuals and organisations to create a safer more inclusive workplace for people within these communities. This session will facilitate the sharing of experiences and provoke thinking within other organisations regardless of size in measures and interventions they can consider creating a safer and more inclusive workplace.

## Session 5B

### **A PRINCIPLES BASED STRATEGY DEVELOPED THROUGH EMPLOYEE ENGAGEMENT**

#### **KPMG**

For its three yearly strategy refresh, Pride@KPMG undertook a principles led strategy refresh that included conducting internal and external cohort engagement interviews with employees to identify themes that would guide the Pride@KPMG's strategic vision, principles and objectives. This was delivered through an ethos of collaboration and transparency to reach a strategy that was built by employees for employees. This session will highlight each step of the process that was undertaken to develop the strategy and benefits that can be realised by conducting engagements with employees sharing intersectional perspectives.

## Session 5C

### **ARA & INTERRETAIL: LGBTQ+ INCLUSION POSITION STATEMENT**

#### **Woolworths Group**

Over 1.3 million Australians are employed in the retail sector which touches all communities and all demographics. This provides both an opportunity to set a commitment to LGBTQ+ inclusion to support the country's largest workforce. Join the ARA and InterRetail who will share more



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



**PRIDE  
INCLUSION  
PROGRAMS**

# SESSION SYNOPSIS

about the LGBTQ+ Inclusion Position Statement, what it means for their sector and practical advice on embedding best practice and starting your own inclusion journey.

## Session 5D

### **NOT JUST A DROP-DOWN BOX: DELIVERING CHANGE FOR NON-BINARY CUSTOMERS**

#### **ANZ**

Terminology can have a profound impact on a person's identity, self-worth, and inherent dignity. Despite non-binary being a legally recognised gender across Australia, people who don't identify as exclusively men or women often find they are not represented in basic services such as utilities or banking. Join ANZ Pride leads as they take you through how their Pride network convinced an organisation to update 40-year-old complex systems to include non-binary gender and gender neutral title options for customers. Because inclusion isn't just a drop down box – we need to deliver tangible change for non-binary customers.

## Session 6

### **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 some 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 accomplished CEOs have articulated the business case for LGBTQ workplace inclusion, and each has 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!

## Session 7

### **EFFECTIVE CAMPAIGN STRATEGIES – ADVOCATING FOR LGBT+ AND INDIGENOUS RIGHTS**

#### **Clifford Chance**

Has it really been 5 years? This session celebrates and reflects on the lessons learnt from the Australian plebiscite on Marriage Equality and contemplates what one minority rights campaign can learn from another. The session will discuss effective campaign strategies for future national debates on

LGBT+ and other minority rights, including the expected Australian referendum on an Indigenous Voice to Parliament. This session also includes an opportunity to listen to LGBTQ First Nations voices on how corporates and individuals can better support First Nations peoples in their campaign.

## Session 8

### **FROM CAMPUS TO CORPORATE: LGBTQ FUTURE LEADERS**

#### **Facilitated by Pride in Diversity**

In this session "From Campus to Corporate" we'll be focusing on graduate and intern programs – which are the main avenue organisations take to drive early talent / future leaders into organisations. Our guests will talk about how important it is for an inclusive and supportive journey starting "From Campus", throughout the recruitment process, and how making sure the right processes are in place to ensure that LGBTQ+ identifying youth can see that being who they are will not be a barrier to their career and future leadership aspirations.



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# SESSION HIGHLIGHT

## DAY 2

### Session 9

#### REVIEWING GENDER EQUITY SOLUTIONS INTERSECTIONALLY; HOW TO DEVELOP SAPPHIRE LEADERS

##### Facilitated by Pride in Diversity

For many LGBTQ people who are or may be perceived as women, gender continues to be highlighted as the main barrier when it comes to career progression and workplace safety. Often the LGBTQ networks do not have a focus on these areas, and gender equity networks, which do, don't feel inclusive for LGBTQ women and other gender diverse folk.

This year, Jess Mayers and Nicki Elkin will be speaking to Professor Trish Mundy about how organisations can take an LGBTQ lens to their gender equity work, and what initiatives leadership teams can initiate to develop their Sapphire team members to be leaders of tomorrow.

Professor Trish Mundy's principal research interests include issues of gender justice and the advancement of women within the legal profession; legal ethics and professional responsibility; rural and regional legal practice and access to law and justice. She has also undertaken research on 'best practices' for the advancement of women within the legal profession.



#### JESS MAYERS Senior Relationship Manager, Pride in Diversity and Convenor, Sapphire

Jess acts as a trusted advisor in matters ranging from policy review, communication, strategy and planning.

She works with senior executives, HR professionals and employee led networks to further inclusion in the workforce, and effect organisational change.

Growing up in a regional area with no LGBTQ representation and frequent casual homophobia, Jess knows how it feels to be the odd one out and pressured to stay hidden. She is passionate about helping her members to create workplaces where others can feel confident to be the visible role models they wish they'd had.

In her work over the past three years as a co convenor of Sapphire, Jess has helped to use this platform to raise awareness around the additional barriers LGBTQ people who are or may be perceived as women face in the workplace and increase the visibility of this cohort.

She takes over as lead of Sapphire at an exciting time within Pride Inclusion Programs, as the team expands and

the capacity for more research into this area grows. Jess is excited to further develop the focus of Sapphire and amplify the conversation around the career barriers faced by LGBTQ people who are or may be perceived as women, and what it is organisations need to be doing to truly break them down and increase the presence and visibility of this group in leadership teams.

#### SAPPHIRE

Sapphire is an initiative of Pride in Diversity and was developed to generate greater awareness of the unique challenges faced by Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) people who identify or may be perceived as women in the workplace. This includes cisgender women, transgender women, and non-binary people who may be perceived as female or feminine (regardless of their gender identities) and therefore may face many of the same challenges.

For more information about the initiative or to become a Sapphire member, visit:

[www.prideinclusionprograms.com.au/  
inclusion-programs/sapphire-initiative/](http://www.prideinclusionprograms.com.au/inclusion-programs/sapphire-initiative/)

# SESSION SYNOPSIS

## DAY 2

### Session 10

#### HOW TO SET UP AN ALLY NETWORK

##### Facilitated by Pride in Health + Wellbeing

Join us for the launch of Pride in Health + Wellbeing ALLY resources. Our resources include a guide on how to be an ally and establish an ally network within your organisation. We review how allies can support service users and staff, and how to make the network sustainable, visible and useful across your organisation. Hear from Pride in Health + Wellbeing Co Patron Prof Kerry Phelp AM outlining why, as a member of the LGBTQ community, practising GP and former Australian Medical Association (AMA) president, she believes having a visible ally network is so vital for inclusive care.

### Session 11

#### TRANS-LUCENCE EXPERIENCES AND OBSERVATIONS ON TRANS-AFFIRMING CARE

##### Dr Clara Tuck Meng Soo

Going on her transgender journey had been a transformative and learning experience for Dr Clara Tuck Meng Soo and her talk today will describe some of the lessons she has learnt on the way. Including her thoughts about the interface between gender identity and gender role for her,

how race and culture play a role in the affirmation process for someone who is LGBTIQ+ and how her affirmation has led her to learn a lot more about herself. Her time in the public eye has also led to thoughts about leadership and visibility. She will discuss some of the current issues that have played out in the media about the transgender community and touch on some of the insights that have come to her about being a woman, including some lessons for other care providers to be more trans inclusive.

### Session 12A

#### EXPLORING NEURODIVERSITY IN THE LGBTQIA+ COMMUNITY

##### QBE

The growing identification of neurodivergent people in the LGBTQ+ community makes it an important topic for our society to explore. With the reasons for this not well understood, we'll explore the lived experiences and what we need to be aware of to support our friends, family and colleagues. During this event, our panel will unpack some of the challenges and societal pressures faced by people who identify as neurodivergent in the LGBTQ+ community. We'll investigate the impact on wellbeing, the importance of raising awareness, the power of active allies as well as share practical actions to be more inclusive and increase our understanding.

### Session 12B

#### AN UNLIKELY ALLY – NAVIGATING THROUGH BARRIERS AND BIAS

##### BHP + Exact Contracting

All pathways to become an ally are different. This session shares the many stories and experiences of a proud and active LGBT+ ally that broke free from the ingrained learnings of harmful stereotypes, exclusion and identity, to embrace intersectionality, inclusion and actively seeking to reduce LGBT+ related bias.

### Session 12C

#### BRINGING NAB'S SYSTEMS INTO THE 21ST CENTURY NAB

Like most large corporations, NAB has struggled to keep pace with society's changing needs. Until 2021, it was impossible for a non-binary person to have their gender reflected in NAB's systems. Our back-end technology viewed society much the same as it did in 1980 when the system was first established. Introducing inclusive gender markers and salutations at NAB took 2 years, over 400 employees across 50 teams, and we are yet to finalise this journey. We believe that other organisations can leverage our learnings to make services and experiences equitable to those with transgender and gender diverse (TGD) identities.



# SESSION SYNOPSIS

## Session 12D

### **FLOURISHING RAINBOWS: FINDING LGBTIQ+ SUPPORT AND CONNECTION IN REGIONAL AUSTRALIA**

#### **Flourish Australia**

Britt Winstanley recounts her creation of Flourishing Rainbows. "I remember looking around the mental health sub-acute unit and thinking how alone I felt. I thought, there is no one in here like me; no one else identifies as LGBTIQ+. I began to look outside, into the community. I couldn't find any services or support for LGBTIQ+ people who have a lived experience of mental health issues. That day, I decided I would obtain qualifications in mental health and set about creating a safe space for others who identify as LGBTIQ+ and experience psychosocial disability."

## Session 13A

### **WHAT DO LGBTIQ+ GRADUATES LOOK FOR WHEN ENTERING THE WORKFORCE?**

#### **RMIT University**

International research shows that many LGBTIQ+ graduates go back into the closet when they start their first job. How can we buck that trend through recruitment and onboarding that is overtly welcoming of LGBTIQ+ talent? Hear from a panel of LGBTIQ+ Students and Graduates on what matters to them when considering an employer

and transitioning from university to the workforce. The panel will speak to best practice approaches from a lived experience perspective and provide an opportunity to ask questions about the experience of LGBTIQ+ graduates when leaving university and entering the workforce.

## Session 13B

### **PAINTING PARRAMATTA WITH PRIDE: THE VALUE OF GENUINE PARTNERSHIPS**

#### **Woolworths Group**

In 2021 Woolworths Group began the journey of planning and then bringing to life their AWEI Platinum Project, Painting Parramatta with Pride. The project is an opportunity to shift the dial on LGBTQ+ Inclusion in the Parramatta LGA and increase the amount of safe spaces for LGBTQ+ communities. In order to bring this work to life genuine local community engagement and relationships beyond the organisation would be critical. Join us as we discuss how we identified meaningful external partnerships, built trust with these partners including local government, and share with you learnings and recommendations.

## Session 13C

### **DEVELOPMENTS IN LEGAL PROTECTIONS FOR THE RIGHTS OF INTERSEX PEOPLE**

#### **Clayton Utz**

This session will be a conversation exploring and analysing the protection of the human rights of intersex people in Australia by the legal system, both in terms of current and proposed protections and any further changes to the legal system which could strengthen protections. The importance and potential impact of the proposed Sex Characteristics (Restricted Medical Treatment) Bill 2022 in the Australian Capital Territory will be discussed. Attendees should come out of the session with a greater understanding of the legal landscape for protection of the rights of intersex people as they currently stand and any future potential changes.

## Session 13D

### **THE GENDER SPHERE**

#### **NSW Health – Campbelltown Hospital**

'The Gender Sphere' is a supportive, inclusive and resourceful atmosphere for diverse consumers accessing our services. The project is the first of its kind within the South Western Sydney Local Health District and aims to overcome the existing and entrenched barriers within



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



**PRIDE  
INCLUSION  
PROGRAMS**

# SESSION SYNOPSIS

NSW Health via Gender Affirmative Practice. The session will explore the consumer-led Gender Sphere screening tool and innovative Consumer Resource Package. We will reflect on the therapeutic outcomes achieved through quantitative and qualitative data, take a deeper dive into a patient case study, hear from our trauma-informed nursing staff and bring theory into real-time practice.

## Session 14A

### **SUPPORTING THE WELLBEING OF OUR LGBTIQ+ COMMUNITY**

#### **PwC**

The Shine Network (PwC's LGBTIQ+ employee network) and firmwide Diversity Inclusion & Wellbeing (DI&W) team have worked together to continue to test and enhance the organisational support we provide to the LGBTIQ+ community at PwC. We partnered with SuperFriend – Industry Funds' Mental Health Initiative, to complete research into the wellbeing of the LGBTIQ+ community at PwC – through an internal survey in late 2021. Hear how we turned our responses into action.

## Session 14B

### **CO-DESIGNING AN INCLUSIVE EXPERIENCE FOR TRANSGENDER AND GENDER DIVERSE EMPLOYEES**

#### **Uniting NSW.ACT**

We know inclusion thrives when we leverage our people's lived experience, but how do we do that? What are practical ways employee networks can accelerate culture change? Hear how Uniting's PRIDE Network are sharing their lived experience to co-create and improve Transgender and Gender Diverse recruitment and gender affirmation policies, processes and experiences. We are identifying glitches, co-designing and testing solutions to bring to life our commitment in creating safe and inclusive spaces, services and experiences so our people and clients can thrive and feel proud of who they are.

## Session 14C

### **WHAT WORKPLACES CAN DO TO END DOMESTIC & FAMILY VIOLENCE**

#### **LGBTQ Domestic Violence Awareness Foundation**

Recent research indicates that only 1.7% of LGBTIQ people who were experiencing Domestic or Family Violence had disclosed the violence or abuse to their employer. This session aims to raise awareness of Domestic and Family Violence in LGBTIQ communities and the critically important role that

workplaces play in ensuring that all victims and survivors have access to equal, safe and inclusive support. Hear the story of Police Officer and Domestic Violence survivor Ben Bjarnesen and learn more about what workplaces can do to ensure their LGBTIQ employees can be appropriately supported when they experience violence or abuse.

## Session 14D

### **DEVELOPMENT OF THE AUSTRALIAN PHYSIOTHERAPY ASSOCIATIONS' NATIONAL LGBTQIA+ ADVISORY PANEL**

#### **The University of Queensland & Australian Physiotherapy Association**

The Australian Physiotherapy Association (APA) is the peak body representing the interests of Australian physiotherapists and their patients. In March 2021, a pitch was made to the National Advisory Council for the development of an LGTBQIA+ Advisory Panel to increase awareness, inclusivity and advocacy for LGTBQIA+ communities within the APA and physiotherapy broadly. Dr Megan Ross from The University of Queensland, and inaugural Chair of the APA's LGTBQIA+ Advisory Panel will detail how her research was used to inform the original pitch, describe the process of developing the formal advisory panel and outline its objectives and accomplishments to date.



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



**PRIDE  
INCLUSION  
PROGRAMS**

# SESSION SYNOPSIS

## Session 15A

### **LEADERSHIP IN RURAL PRIDE: SUPPORTING LGBTIQ+ INCLUSION IN GIPPSLAND**

#### **Aussie Broadband**

This engaging panel event will celebrate and investigate the power of leadership and community engagement as we reflect on the significant role Aussie Broadband has played in supporting LGBTIQ+ communities in rural Gippsland. Leaders in the Aussie Broadband Pride Network will share insights into their challenges and successes in supporting the development and ongoing success of the Gippsland Pride Network. This session will discuss the role an organisation (and large-scale employer) can play in rural communities, in how they can influence broader inclusion across the region, and act as leaders and advocates for the LGBTIQ+ community.

## Session 15B

### **LOUD & PROUD – PARTNERSHIP LEVERAGING AUSTRALIA'S LARGEST DRINKS RETAILER**

#### **Endeavour Group**

This year, Endeavour Group (Dan Murphy's, BWS & ALH Hotels) partnered with Pride Foundation Australia to create our 'Loud & Proud' range of drinks to be sold across our entire retail network. Total profits from sales are directed

to Pride Foundation Australia to fund Drug and Alcohol support for LGBTIQ+ people. This session will explore how the program was created and delivered in just two months and has raised in excess of \$320,000 in donations to date through mobilising key stakeholders and removing barriers that typically exist in a large organisation.

## Session 15C

### **WHAT THE ATO'S EMPLOYEE NETWORK DID TO INCREASE ACTIVE ALLYSHIP**

#### **Australian Taxation Office**

This session, presented by Andrea Ross from the ATO's ATOMIC employee network includes: discovery and mitigation of reasons people are not active allies, specifically where people don't have an appreciation of why, how or the time investment. Andrea describes the "being an active ally" project, what was delivered, how engagement and investment in time from senior leaders, HR/Workplace diversity area was gained and the insights in clearing perceived blockers. Attendees will gain an understanding of the perceived blockers passive allies have, and how to mitigate those. Along with how and what the ATOMIC network delivered in breaking down perceptions.

## Session 15D

### **HEALTHCARE THROUGH THE CRACKS: THE SECRET CODES OF INVISIBLE QUEERNESS**

#### **Emerson Health**

In this session, Sidney will present their lived experience as an Invisible Queer and healthcare provider across Defence, paramedicine, surgical Devices, and healthcare consulting. They will also facilitate participants through developing tools and signals that they can use in their personal and professional spaces to encourage LGBTIQ+ safety and openness and use to engage in safe, person-centred and trauma-informed communication.

## Session 16

### **BEING SEEN: A SPOTLIGHT ON BI+ INCLUSION IN THE WORKPLACE**

#### **Facilitated by Pride in Diversity and Pride in Health + Wellbeing**

The publication "Being Seen: A Spotlight on Bi+ Inclusion" was launched by Pride in Diversity and Pride in Health & Wellbeing this year on Bisexual Visibility Day and is the first guide of its kind to represent the experience of Bi+ employees in Australia. In this session, you will hear from Pride in Diversity's Ellie Watts, Pride in Health & Wellbeing's Penny McKay and guest speakers as they shine a light



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



**PRIDE  
INCLUSION  
PROGRAMS**

# SESSION SYNOPSIS

on Bi+ specific challenges in the workplace, discuss key recommendations from the publication and elevate Bi+ visibility, experiences, and knowledge.

## Session 17

### **MULTICULTURAL AND MULTIFAITH LGBTIQ+ NAVIGATING INTERSECTIONALITY IN HEALTH SETTINGS**

#### **Deakin University and AGMC**

A panel of researchers and research participants will speak from lived experience and address the findings and recommendations from our Victorian DPC-funded AGMC report "Navigating Intersectionality". With a focus on health and wellbeing of MCMF LGBTIQ+, we will discuss: the intersectional factors affecting the health of MCMF LGBTIQ+, what health service providers can do to create systemic sites of safety and 'inclusion with specificity', what are some improvements and where is work still required, how do shifting MCMF LGBTIQ+ populations require shifting strategies such as healthcare for established communities and newly arrived communities.

## DAY 3

### Session 18

#### **'DIDN'T CUT THE MUSTARD': TRANS PEOPLE'S EMPLOYMENT EXPERIENCES**

##### **Curtin University School of Population Health**

It can be difficult for trans people to secure employment, become fully valued in the workplace, stay employed, and advance in their chosen careers. We look at research Curtin has conducted recently in collaboration with Pride in Diversity. We provide an overview of our findings, and then focus on our interviews. We share what trans people told us about their experiences of recruitment and in employment, and how to bring down barriers. We look forward to discussion.

### Session 19

#### **INCLUSION, INTERSECTIONALITY, BELONGING: DRIVING CHANGE FOR LGBTQ ABORIGINAL & TORRES STRAIT ISLANDER EMPLOYEES**

##### **UTS Jumbunna Institute**

Hear first-hand from Aboriginal and Torres Strait Islander LGBTQ+ people about Indigenous-lead research that records experiences in helping workplaces understand the importance of LGBTIQ intersectionality for First Nations people, and through employer education, raising workplace standards for LGBTQ+ First Nations peoples.

### Session 20

#### **DRAG ME TO BRUNCH AT THE STAR, DARLING!**

##### **The Star Entertainment Group**

Our session will kick off with a rainbow and glitter-filled sizzle reel showcasing the very best of The Star Entertainment Group's incredible partnerships in marketing, sponsorship, and pride events! Sashay your way into this interactive panel discussion covering all the floss and goss on The Star's most successful campaigns and gain valuable industry insights on how The Star put its diversity and inclusive values into action through a colourful, loud and proud marketing, sponsorship and event strategy.

### Session 21A

#### **LEADINGOUT, A TALENT PROGRAM FOR LGBTIQ+ LEADERS**

##### **Coles**

Developing LGBTIQ+ talent in workplaces requires a balance of creating safe spaces for self-discovery, blending day to day role requirements with that of being an advocate and needing to keep abreast of wider community issues. In a panel discussion, hear about Coles' approach to the rollout of LeadingOut, our LGBTIQ+ talent program. Co-designed by Coles and The Equality Project, LeadingOut in an in-house, fit for purpose talent program that blends



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



**PRIDE  
INCLUSION  
PROGRAMS**

# SESSION SYNOPSIS

leadership, self-discovery, advocacy, and mentoring. Hear from team members from Coles and The Equality Project who will share their experience of being part of this program.

## Session 21B

### ENGAGING ALLIES IN A POST COVID WORKPLACE

#### Scentre Group

With over 15% of their full-time workforce identifying as LGBTI+ allies, Scentre Group's inclusion network, Left, Right & Scentre, has built an engaged and passionate group of people who are critical in supporting their strategy; creating a workforce that can bring their whole selves to work and an environment where talent can thrive. This session sets out to provide a range of strategies used to engage their allies and also some of the learnings around engaging an ally network that has a large number of new employees that joined during COVID.

## Session 21C

### FLY WITH PRIDE AT VIRGIN AUSTRALIA

#### Virgin Australia

Join Virgin Australia Cabin Manager Daniel Floyd who will share their experience working with Virgin Australia as a cabin manager by day and a well-known Sydney drag performer at night. Daniel is part of the Pride Network at

Virgin Australia, helping to coordinate the annual Virgin Australia Pride Flight events.

## Session 22A

### THE POWER OF ALLYSHIP: 2022 ALLY OF THE YEAR AWARD WINNER

#### Facilitated by Pride in Diversity

Director, Dawn Emsen-Hough will host a fireside chat with the 2022 Ally of the Year Award Recipient Janani D'Silva about her innovative and often cheeky ways to promote LGBTQ allyship within her organisation. Janani will share her story, and provide some unique tips on what allies can do to make a difference.

## Session 22B

### THE NEED FOR FUNDAMENTAL INCLUSIVE CHANGE IN TECHNOLOGY FOR GENDER DIVERSE PEOPLES

#### Capgemini

Our society is primarily created for those that fit within the gender binary, and the world of workplaces is rarely different. Our workplace systems are not inclusive; the people developing these systems are rarely think beyond immediate functional needs, and fail to consider the needs of the people behind the systems. While change can be seen more frequently (the lovely inclusions of she/they, he/they as options when filling in forms), the implementation of it is non-standardised

and arbitrary. When you peek under the curtain the dreaded 'other' gender marker is all too apparent. This session discusses the fundamental shifts in technology that needs to happen, and how workplaces can drive this.

## Session 22C

### BUILDING A GLOBAL CULTURE OF SAFETY FOR LGBTQ+ EMPLOYEES

#### KPMG

Whilst some countries are leaping forward when it comes to LGBTQ+ rights inclusion, other countries are being left behind and still battling to decriminalise homosexuality let alone have safe discussions in workplaces. For global organisations this can pose a challenge as to how to bring the entire organisation on the journey of Pride. Pride@KPMG has been tackling this challenge using a 5-stage maturity model which they are excited to share with you today.



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



PRIDE  
INCLUSION  
PROGRAMS

# LUNCH N LEARN SESSION

Lunchtime Session – 12:45pm

## RAINBOW HISTORY CLASS

Presented by TikTok

TikTok sensation Rainbow History Class is a home for queer and trans stories from history that inspire, validate, bring gratitude, make you laugh and even help you win an argument. Their channels are an entertaining and fun space for LGBTIQ+ people and their allies to learn and discuss the lesser known history of our community.

Regular teacher Rudy Jean Rigg and writer and researcher Hannah McElhinney will leave the internet behind and bring our history to life in a session of celebratory storytelling. Homework Optional!



**RUDY JEAN RIGG**

**They/them**

**Co writer and creator of  
Rainbow History Class**

Rainbow History Class 'teacher' and host Rudy Jean Rigg was a finalist at the 2022 British LGBT awards in recognition of their influence in educating people all over the world. Rudy is also an official Rainbow Champion of Sydney WorldPride 2023.



**HANNAH MCELHINNEY**

**She/her**

**Co writer and creator of  
Rainbow History Class**

As well as appearing alongside Rudy on the RHC channel, writer, researcher and career

creative Hannah McElhinney is currently writing the Rainbow History Class book and is co founder of Snack Drawer, a creative agency based in Melbourne.



# SESSION SYNOPSIS

## Session 23A

### **BUILDING THE AMPOL BRAND USING INCLUSION AS A KEY INGREDIENT**

#### **Ampol Australia**

Ampol, Australia's leading transport energy distributor and retailer, has recently undergone a transformation, bringing an iconic brand back to life, with the brand strongly supported by our commitment to making a difference in local communities. Hear from Ampol's Chief Brand Officer, and the Leaders of the Ampol Rainbow Alliance on how the company has used its brand and purpose, aligned with its values to connect with employees, customers, and the community – with a diversity and inclusion focus.

## Session 23B

### **AROUND THE WORLD IN 15 FWEIS: A GLOBAL LGBTI+ STRATEGY**

#### **Fujitsu**

Fujitsu launched their Global Steering Committee for LGBTI+ Inclusion as part of their global commitment to the UN Standards of Conduct for Business Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex People. But how do we approach LGBTI+ inclusion on a global scale in a meaningful way that is challenging

but also contextualised to different legal and cultural constraints? This session shares the Fujitsu approach and lessons learned along the way.

## Session 23C

### **INSIGHTS FROM A PLATINUM PROJECT SUBMISSION**

#### **Clayton Utz**

How do you fully support your LGBTIQ employees who are working remotely? Given the increase in remote and 'hybrid' working how can organisations support LGBTIQ employees to be able to thrive at work? These are some of the questions we asked when planning our 2022 Platinum Project, an online toolkit to support LGBTIQ inclusion. The toolkit provides resources in areas including mental health, coming out, career progression, inclusive leadership and support for our transgender and gender diverse colleagues. We will give an overview of the toolkit and the process that it took to create from the planning stage to launch.

## Session 24

### **INTERNATIONAL REACH: HOW TO SUPPORT AND INSPIRE LGBTQ INCLUSIVE PRACTICE GLOBALLY**

#### **Facilitated by Pride in Diversity**

As part of the initiative, 'International Reach', Pride in Diversity and guests will talk to how Australian-based companies can extend their LGBTQ inclusion practice to their international offices. Key areas of focus will include employee travel safety considerations for LGBTQ employees and navigating local laws within international offices.

## Session 25

### **"Past Continuous" Documentary Screening + Q&A Lakeshore Productions**

This documentary film charts the story of Oscar Shub and Ilan Buchman, the first same-sex couple to be married under Australian legislation in a religious ceremony. It has been viewed and critically acclaimed by corporates and professional firms and used to educate staff and clients in diversity and inclusion. It encourages support for equality and conveys a message for safety in the workplace for all. The documentary premiered at the Tel Aviv festival in November 2021 and had its Australian premiere at the Sydney Mardi Gras festival in February 2022.



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



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# BHP

**Inclusion and diversity are two of our most important resources for the future.**

**Our purpose is to bring people and resources together to build a better world.**

Jasper is our LGBT+ ally employee inclusion group, with over 2000 members across BHP globally. Jasper helps strengthen our culture by providing counsel on ways to mitigate bias and ensure people are respected and valued irrespective of their sexual or gender identity.



Discover why inclusion and diversity are valuable resources at BHP.  
[bhp.com/lgbt](https://bhp.com/lgbt)

**Jasper**  
Our LGBT+ ally network



# CONFERENCE PROGRAM SPORT HUB



1 DAY	WEDNESDAY 30 NOVEMBER 2022	JOIN US IN THE RMIT UNIVERSITY ROOM
8:00am – 9:00am	REGISTRATION	
9:00am – 9:15am	OPENING – <b>Acknowledgement of Country and Welcome</b> , Beau Newell, National Program Manager, Pride in Sport	
9:15am – 9:55am	SESSION 1 – <b>Celebrating Difference</b> , Kieren Perkins OAM, CEO Australian Sports Commission	
10:00am – 10:40am	SESSION 2 – <b>Trans Advantage: What's the Proof?</b> Dr Ada Cheung, Endocrinologist	
10:40am – 11:10am	BREAK FOR MORNING TEA	
11:10am – 11:55am	SESSION 3 – <b>Transforming the Narrative</b> , Dr Ada Cheung, Ricki Coughlan, Emily Fox, Rudy Jean Rigg and Pharrell Shaymar	
12:00pm – 12:30pm	SESSION 4 – <b>Managing Marketing and Communications for Your Pride Sporting Events</b> , Cass Willcocks, Pride Cup Media & Marketing Coordinator	
12:30pm – 1:30pm	BREAK FOR LUNCH	
12:45pm – 1:15pm	LUNCH N LEARN: <b>Rainbow History Class</b> , Presented By TikTok      Space&Co. Room	
1:30pm – 2:00pm	SESSION 5 – <b>The Power of Allyship</b> , Cassie Lindsey, 2022 LGBTQ Ally of the Year Award Winner	
2:05pm – 2:45pm	SESSION 6 – <b>Fight Back Project</b> , Georgia Verry and Penny McKay, Fight Back Project	
2:50pm – 3:30pm	SESSION 7 – <b>Thrive With Pride</b> , Heath Thorpe (Gymnastics), Gracie Elvin (Cycling) and Jayde de Bondt, Australian Institute of Sport	
3:30pm – 4:00pm	BREAK FOR AFTERNOON TEA	
4:00pm – 4:50pm	SESSION 8 – <b>Warm Welcome: What Works in Community Engagement?</b> , Ian Gearey, Australian Dragon Boat Federation, Michael Johnston, Hockey Australia, Shaun McEachin, Squash Australia, Chris Schleusener, Gymnastics Australia, and Ben Cork, Project Officer, Pride in Sport	
4:50pm – 5:00pm	CLOSING – <b>Thanks and Sport Hub Conclusion</b> , Beau Newell, National Program Manager, Pride in Sport	



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# SPORT HUB HIGHLIGHT

## SESSION 1

### CELEBRATING DIFFERENCE

**Kieren Perkins OAM**  
CEO, Australian Sports Commission

**For our keynote address, Kieren Perkins shares his vision and discusses the importance of LGBTQ inclusion in the Australian sporting landscape.**

Learn about the Australian Sports Commission Corporate Plan 2021-2025 and how fairness and inclusivity were considered in the process. How can National and State Sporting bodies ensure LGBTQ participants at all levels and abilities feel included and respected? How do we create a safe, inviting and enjoyable experience for all?

Post COVID, results from AusPlay and the Community Perceptions Monitor surveys show people turned to recreational physical activity instead of organised sport. Motivation for participation in sport shifted toward mental and physical health, compared to fun and enjoyment. It remains an ongoing challenge to encourage participants and, just as importantly, volunteers, to return to community sport.

This has created an opportunity for sport to innovate and draw people back to sport in a way that meets their needs, helps them connect and increases their physical and mental wellbeing.



### KEIREN PERKINS OAM

Keiren Perkins OAM is regarded as one of the world's greatest distance swimmers having won four Olympic medals.

Following his retirement from swimming in 2000, Keiren

transferred his knowledge and experience to build a successful career across the consulting and banking sectors, including 10 years at NAB before taking on the Chief Executive Officer role at Australia's Unity's retail banking unit in 2021.

Having seen sport from all angles over four decades, Keiren is passionate about the whole sports sector, from grassroots to high performance. He was President of Swimming Australia until he took on the role of Chief Executive Officer of the Australian Sports Commission in March 2022. His focus in this new role is to make Australian stronger through sport and build sustainable winning systems for Australian athletes.

We have a responsibility to build greater diversity to deliver greater results for sport and Australia. Sports needs to be more open and inclusive and by engaging more communities, we are welcoming diversity of thought, innovation and true representation.

Keiren Perkins OAM,  
CEO, Australian Sports  
Commission

# SPORT HUB SESSION SYNOPSIS

## SESSION 2

### TRANS ADVANTAGE – WHAT’S THE PROOF?

#### Dr Ada Cheung, Endocrinologist

Transgender people face high rates of social exclusion, discrimination and violence across their lifespan, from bullying in school to family rejection, employment and healthcare discrimination, harassment and violence. Sport is no exception to this as reflected by the exceedingly low rates of trans participation in sport and exercise.

In recent years, there has been significant ‘debate’ about transgender people in sport, with increasing numbers of sporting bodies at both an elite and community level, developing, or looking to develop, policies around trans participation. Like with many other public ‘debates’, it is often difficult to separate the science from the opinions.

Drawing on her extensive clinical experience as an endocrinologist and a researcher in trans health, Dr Cheung will present the latest science on the impact of gender-affirming hormones on physical performance. She will provide an overview of the major body changes experienced when a person starts gender-affirming hormone therapy, before shifting focus to the research.

She will discuss findings on a range of measures related to physical performance, including changes in muscle mass and strength in trans people, as well as the impact

of gender-affirming hormone therapy on bone density, on bone density, haemoglobin, and athletic performance.

Dr Cheung will also reflect on gaps in the research and discuss the implications of the science on trans participation in sport and sporting policies. She will also participate in a panel discussion with a diverse group of trans athletes to explore the lived experience of gender-affirming hormones and the importance of physical activity in the following session.

## SESSION 3

### TRANSFORMING THE NARRATIVE

#### Dr Ada Cheung, Ricki Coughlan, Emily Fox, Rudy Jean Rigg and Pharrell Shaymar

Misinformation, stereotypes, and fear, all have a significant impact. By hearing the latest research, current trends and the lived experience of some amazing athletes, this session will give sports the context and perspective to understand media coverage of trans athletes from new angles.

Facilitated by Dr Ada Cheung, and featuring the host of TikTok’s Rainbow History Class and TransAthletica, is content creator and LGBTQIA+ advocate Rudy Jean Rigg along with one of Australian sport’s first out transgender athletes, Ricki Coughlan. They’ll be joined by Emily Fox from Proud 2 Play and ‘The Pad Technician’ professional boxing coach, Pharrell Shaymar.

## SESSION 4

### MANAGING MARKETING AND COMMUNICATIONS FOR YOUR PRIDE SPORTING EVENTS

#### Cass Willcocks, Pride Cup, Marketing & Media Coordinator

Pride Games and Pride-themed activations have seen more prominence in 2022 than ever before, however, the reaction in social and traditional media isn’t always constructive.

So, how do we manage our communications effectively? Pride Cup believes it is important to highlight the community need for these events, while also managing negative sentiment and protecting your playing groups and the wider community at home from discrimination.

Cassie Wilcocks will showcase key Pride Cup case studies from throughout 2022, including the Adelaide United Pride Game and UK Government Pride Cup Cricket tour, to analyse key results and community response from these initiatives. This session seeks to build the confidence of sporting administrators to manage online discrimination, while also showcasing the personal stories of athletes to create a supportive event for the community.

# SPORT HUB SESSION SYNOPSIS

## SESSION 5

### THE POWER OF ALLYSHIP

**Cassie Lindsey, 2022 LGBTQ Ally of the Year Award Winner**

Pride in Sport Relationship Manager Tom Winter will host a fireside chat with the 2022 LGBTQ Ally of the Year Award Recipient Cassie Lindsey about her advocacy and passion in elevating LGBTQ+ voices within Geelong Cats and the broader sports community over many years. Allyship is an essential part of furthering LGBTQ inclusion and encouraging participation in Australian sport. Cassie will share her story and provide some unique insights into what Allies can do to really make a difference.

## SESSION 6

### FIGHT BACK PROJECT

**Georgia Verry and Penny McKay, Fight Back Project**

Join us for a 40-minute capacity-building workshop exploring the creation of safe, inclusive movement spaces to reduce systemic barriers to LGBTQ+ wellbeing.

This session will draw on intersectional, lived experiences of global participants in the program, including LGBTQ+ and culturally and linguistically diverse communities, and how these differ through a person-centred, human-rights

focused lens. Learn how trauma-informed kickboxing can contest gender norms through embodied movement practices and if you like, participate in a live kickboxing demonstration with us

## Session 7

### THRIVE WITH PRIDE

**Heath Thorpe (Gymnastics), Gracie Elvin (Cycling) and Jayde de Bondt, Australian Institute of Sport**

Thrive with Pride was designed to encourage respectful, educated, and inclusive communication between AIS athletes as leaders and our Australian sporting communities. Building trust, fostering change, and providing a safe and inclusive place for all athletes at all levels, to thrive in sport is a fundamental human right.

This program provides an opportunity for athletes and coaches to connect, learn, and respectfully engage Australian sporting communities in fostering safe and inclusive environments for athletes to thrive in sport. During this panel session facilitated by Pride in Sport Relationship Manager, Tom Winter, you'll hear from Jayde de Bondt, Community Engagement Lead at AIS, LGBTQ+ athletes and Thrive with Pride ambassadors about this ground-breaking initiative.

## Session 8

### WARM WELCOME: WHAT WORKS IN COMMUNITY ENGAGEMENT?

**Ian Gearey, Australian Dragon Boat Federation  
Michael Johnston, Hockey Australia  
Shaun McEachin, Squash Australia  
Chris Schleusener, Gymnastics Australia  
Ben Cork, Project Officer, Pride in Sport**

The Pride in Sport Collective brought together 12 national sporting organisations in an ambitious and holistic project covering education, resource development, policy and strategy review and community engagement.

In this session, focusing on growing participation among LGBTQ athletes, we hear from Hockey Australia, Gymnastics Australia, the Australian Dragon Boat Federation and Squash Australia, and investigate what worked, what didn't, and what strategies we can carry forward into 2023. From the local level to national campaigns, these sports have learned lessons we can all leverage.

It will be facilitated by Pride in Sport Project Officer, Ben Cork. Ben has been involved in Gymnastics for over thirty years as an athlete, coach and administrator. He is currently a gymnsport Chairperson for Oceania Gymnastics Union and a Commission Member for the International Gymnastics Federation.

**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** or visit  
**www.prideinclusionprograms.com.au**



**pridein  
diversity**

**pridein  
sport**

**prideinhealth  
+wellbeing**



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

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PRIDE  
INCLUSION  
PROGRAMS

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.