



Lend Lease

Gold Sponsor since 2011

2014 PRIDE IN PRACTICE LGBTI WORKPLACE CONFERENCE 1-2 DECEMBER 2014

THE ONLY AUSTRALIAN CONFERENCE DEDICATED TO
LGBTI WORKPLACE INCLUSION

PRODUCED BY AUSTRALIA'S NATIONAL EMPLOYER SUPPORT PROGRAM FOR LGBTI INCLUSION
AND DEVELOPERS OF THE AUSTRALIAN WORKPLACE EQUALITY INDEX

TICKET PRICES

Non-Members

Community/Charity/NFP

Members

PRICE

\$895 + GST

\$695 + GST

\$595 + GST

THE MERCURE SYDNEY

818-820 George St

Haymarket,

NSW 2000

CONFERENCE HIGHLIGHTS:

- International Speaker: Community Business Hong Kong provides insight into LGBTI Workplace Inclusion in Hong Kong and Greater China
- Australian Human Rights Commissioner, Tim Wilson speaks on recent legislative changes and practical ways to promote an inclusive culture
- Attorney General's Department outlines the approach and standards in Australian Government Guidelines on the Recognition of Sex and Gender
- Heather Price, CEO of Symmetra, and internationally recognised expert on D&I speaks Supplier Diversity in Australia
- Hear from Neil Cockroft on succeeding as an authentic LGBTI leader
- Academic Keynote by Dr. Ann Stewart
- A Human Agency – A-ha! explores unconscious bias – fad or force for change?
- Top 20 AWEI Organisation share their award winning initiatives
- 16 topical breakout sessions to choose from guaranteeing relevance to your organisation
- DVD screening of the autobiographical documentary 'Orchids: My Intersex Adventure' followed by Q&A with documentary Producer, Phoebe Hart and Morgan Carpenter, OII
- Network, connect, build your capacity and LGBTI competence with other professionals

SPEAKERS INCLUDE REPRESENTATIVES FROM:

- ACON
- Advantage Diversity
- A Human Agency – A-ha!
- Attorney General's Department
- Australian Federal Police
- Australian Human Rights Commission
- Community Business Hong Kong
- Curtin University
- DC Workplace Consulting
- Department of Defence
- Goldman Sachs
- Griffith University
- Herbert Smith Freehills
- KPMG
- Lend Lease
- National Australia Bank
- OII Australia
- Pink Media
- Pride in Diversity
- Star Observer
- Symmetra
- The University of Western Australia
- UnitingCare Ageing
- Westpac



Lend Lease

Gold Sponsor since 2011



Silver Sponsor since 2014



KPMG

Bronze Sponsor since 2012



**pride in
diversity®**

SCHEDULE MONDAY 1 DECEMBER

- 8:00am **Registrations and refreshments**
- 9:00am **Welcome to Event, Dawn Hough, Director, Pride in Diversity**
- 9:05am **Welcome to Country, Millie Ingram**
- 9:10am **Welcome from Gold Sponsor, Lend Lease**
- 9:15am **Keynote: AWEI Employer of the Year, Goldman Sachs Australia**
AWEI 2014 Employer of the Year, Goldman Sachs will provide insight into some of their award winning initiatives and practices here in Australia. Goldman Sachs took out the prestigious award of No. 1 Employer in the AWEI Top 20 and has been in the Top 10 since the inaugural AWEI in 2011.
- 9:45am **Academic Keynote, Dr. Ann Stewart, Advantage Diversity**
- 10:20am **Morning refreshments and networking**
- 10:50am **From lag to lead on Supplier Diversity for LGBTI, Heather Price, Symmetra**
Supplier Diversity; what is it and why do it? Heather Price, CEO of Symmetra and an internationally recognised expert on Diversity and Inclusion will discuss Supplier Diversity and how to unlock the full value it can render for your D & I agenda.
- 11:30am **BREAKOUT SESSIONS:**
Delegates to choose one of the below discussion breakout sessions (full session description on page 4-8)
- | | |
|--|--|
| SESSION A:
Accommodating Religion and Sexual Orientation in the Workplace, <i>UnitingCare Ageing</i> | SESSION C:
Reinvigorating a network that has lost momentum, <i>Griffith University</i> |
| SESSION B:
The importance of executive support and diversity strategies in LGBTI inclusion, <i>Macquarie Group</i> | SESSION D:
Mainstreaming LGBTI Inclusion, <i>Westpac</i> |
- 12:40pm **Networking Lunch**
- 1:30pm **International Focus: Hong Kong, Community Business Hong Kong**
Community Business has established itself as a leader in the field of diversity and inclusion in Asia and are dedicated to progressing the discussion on diversity, understanding the challenges and issues facing companies operating in the region and making the link between diversity and enhanced business performance. Senior Programme Manager, Sophie Guerin will give an overview of LGBTI Workplace Inclusion in Hong Kong.
- 2:10pm **BREAKOUT SESSIONS:**
Delegates to choose one of the below breakout sessions (full session description on page 4-8)
- | | |
|---|--|
| SESSION E:
KPMG'S D&I Journey and maintaining momentum, <i>KPMG</i> | SESSION G:
Implementing LGBTI initiatives in a conservative organisation, <i>Department of Defence</i> |
| SESSION F:
Starting the Journey, <i>Herbert Smith Freehills</i> | SESSION H:
Universities: More than research, <i>Curtin University</i> |
- 3:20pm **Afternoon refreshments & networking**
- 3:50pm **Gender Recognition in the Australian Government, Attorney General's Department**
People who are transgender, intersex and gender-diverse face many issues ensuring their records accurately reflect their sex and/or gender. The Australian Government has standardised the evidence requirements for people to establish or change their sex or gender in personal records held by Australian Government departments and agencies. While this is already making a difference to everyday people in Australia changing their gender on their Medicare or Centrelink records, the standards also apply to the way the Australian Government manages gender transition and intersex status as an employer. Elena Rosenman from the Commonwealth Attorney-General's Department will outline the Australian Government's approach to gender recognition and the standards in the Australian Government Guidelines on the Recognition of Sex and Gender.
- 4:30pm **Closing comments, Day 1**
- 5:00pm **OPTIONAL:**
DVD Screening of *Orchids, My Intersex Adventure* followed by a Q&A with Producer, Phoebe Hart, and Morgan Carpenter, *Oll Australia*.

SCHEDULE TUESDAY 2 DECEMBER

- 8:00am **Registrations and refreshments**
- 9:00am **Reflections on Day 1**
- 9:05am **Network Group of the Year – AFP GLLO**
Australian Federal Police - GLLO will present their award winning practices, share their ideas and experiences and provide insight into what new networks might do to achieve best practice in this space.
- 9:35am **Beyond law reform: The end of law and the beginning of an inclusive culture, The Australian Human Rights Commission**
Human Rights Commissioner, Tim Wilson, will speak about recent legislative change to tackle discrimination on the basis of sexuality and gender identity, and that the focus now needs to be on practical ways to promoting an inclusive culture.
- 10:30am **Morning refreshments and networking**
- 10:55am **“I am what I am”: succeeding as an authentic LGBTI leader in today’s workplace, Neil Cockroft**
In an engaging and thought-provoking presentation, Neil Cockroft explores how LGBTI people can harness the strengths they bring to leadership roles (and how straight allies can support them). Neil will draw on his experience and insight as a former army officer, an HR and diversity practitioner, and gay man to consider the ‘what’, ‘why’ and ‘how’ of developing an authentic LGBTI leadership identity. Themes will include: challenging LGBTI-based assumptions, stereotypes and bias; living personal and organisational values; and role-modelling LGBTI-inclusive leadership behaviours.
- 11:25am **BREAKOUT SESSIONS**
Delegates to choose one of the below discussion group or breakout sessions (full session description on page 4-8)
- | | |
|---|--|
| SESSION I:
Employers and people with intersex variations, <i>Oll Australia</i> | SESSION K:
Implementing LGBTI Inclusion initiatives in a blue collar environment, <i>Lend Lease</i> |
| SESSION J:
From wading to diving deep into LGBTI-inclusion waters, <i>The University of Western Australia</i> | SESSION L:
Preventing Workplace Bullying – back to basics, <i>DC Workplace Consulting & Pride in Diversity</i> |
- 12:35pm **Networking Lunch**
- 1:35pm **Diversity’s LBD (Little Black Dress): Unconscious Bias - fad or force for change? A Human Agency – A-ha!**
Unconscious bias has gained enormous popularity in recent years with many people claiming it to be the secret to unleashing real results in diversity & inclusion strategy and practice
Understanding what unconscious bias really is and not the ‘pop’ version is critical if you want to truly drive culture change in the workplace
This session will explore the myths and potent realities of this popular concept
- 2:05pm **BREAKOUT SESSIONS:**
Delegates to choose one of the below discussion group or breakout sessions (full session description on page 4-8)
- | | |
|--|---|
| SESSION M:
International Focus: Greater China, <i>Community Business Hong Kong</i> | SESSION O:
Gender transition and inclusion at work: A New Standard for Success, <i>Pride in Diversity and National Australia Bank</i> |
| SESSION N:
HIV in the Workplace, <i>ACON</i> | SESSION P:
LGBTI Media, Pink Media & <i>The Insights Grill and Star Observer</i> |
- 3:15pm **Afternoon refreshments & networking**
- 3:45pm **LGBTI Inclusion: Future Directions, Dawn Hough, Pride in Diversity**
Pride in Diversity Director Dawn Hough will discuss future global trends in LGBTI workplace inclusion and initiatives that Pride in Diversity currently have on the radar to ensure that Australian organisations are at the forefront of best practice. This session will also include a Q&A between Dawn Hough and Brian Hartzer, Chief Executive of Westpac Australian Financial Services. Westpac is one of the fastest moving organisations in LGBTI Workplace Inclusion having come equal 7th in their first year of participation (2013) and 3rd place in 2014. Brian will discuss how this was achieved and the future directions for Westpac.
- 4:15pm **Closing comments**
- 11:30am **BREAKOUT SESSIONS** (Choose between the following breakout sessions:)

BREAKOUT SESSION INFORMATION MONDAY 1 DECEMBER

11:30am **BREAKOUT SESSIONS** (Choose between the following breakout sessions)

SESSION A: Accommodation Religion and Sexual Orientation in the Workplace, UnitingCare Ageing NSW. ACT

Drawing on the values of the Uniting Church, which include the 'celebration of diversity' and the fostering of welcoming and inclusive communities, UnitingCare Ageing NSW.ACT has embarked on an inclusion strategy which combines a genuine welcoming of older members of LGBTI communities to its broad range of aged care services, advocacy with and for the members of those communities, and a commitment to workplace diversity. This presentation discusses the journey towards an integrated approach to inclusion by this large faith-based aged care provider.

SESSION B: The importance of executive support and diversity strategies in LGBTI inclusion, Macquarie Group

Macquarie Group will be hosting a Panel Discussion for the breakout session, discussing 'The importance of executive sponsorship and organisational diversity strategies in LGBTI workplace inclusion'.

The discussion will be facilitated by Bronwyn Goodwin, Macquarie Group's Diversity Director, and will hear from Pride@Macquarie's Executive Sponsor, and BFS Chief Operating Officer, Bruce Phipson, and Rosalind Coffey, Global HR Director for Global HR Director for Banking and Financial Services (BFS) and key driver in BFS's Diversity & Inclusion Strategy.

SESSION C: The Rise, The Fall, The Rise Again: Reinvigorating a network that has lost momentum, Griffith University

Griffith University's Ally Network, an initiative under Griffith's Equity and Diversity Plan 2011 – 2013 was designed to enhance University culture and awareness by creating a more welcoming and inclusive environment for students and staff across the University. This session will include the rise of the Ally Network, initiatives initially in place, reasons for losing momentum and what was done to reinvigorate the network. The session will also cover where the Network is now, and lessons learned from 'The Fall'.

SESSION D: Mainstreaming LGBTI Inclusion, Westpac

This session aims to share the methods which Westpac Group have used to get the message of LGBTI Inclusion out to every employee including the 'You being You video' and how and why it was created and communicated, running a successful LGBTI inclusive language training in one of Westpac's most traditional business units (Westpac Institutional Bank) and gaining Executive commitment for International Day Against Homophobia and Transphobia (IDAHOT).



BREAKOUT SESSION INFORMATION MONDAY 1 DECEMBER

2:10pm **BREAKOUT SESSIONS** (Choose between the following breakout sessions:)

SESSION E: KPMG'S D&I Journey maintaining momentum, KPMG

Change is more than just a good strategy.

It takes more than a good strategy and all the right policies to convince senior executives that diversity and inclusion should be a key business priority. Passion and perseverance are important, but again they may inspire the board, but not necessarily convince the board to make significant changes to a firm's culture.

Letting go of unequal opportunity is difficult and requires a change of heart and for some, a completely different way of doing business. It challenges our unspoken and often unacknowledged prejudices and exposes our unconscious bias.

Susan Ferrier is the National Head of People, Performance & Culture at KPMG. She has developed and led a diversity and inclusion program that has seen targets for women in leadership approved by the board and achievement of a top 10 position in the AWEI Diversity Index as a KPI in the renewed firm strategy.

Susan will share KPMG's diversity journey including how to work with the executive team to take bold action for change and how to achieve ongoing appetite and momentum for change.

SESSION F: Starting the Journey, Herbert Smith Freehills

Herbert Smith Freehills launched its LGBT network in March 2013. A year and a half on, our network has received immense support from within the firm and beyond it. In early 2014, we were thrilled by the feedback from our people, as part of Pride in Diversity's employee survey, which confirmed that our LGBT employees feel included and supported in our workplace.

The establishment of our LGBT network was the result of strong executive support and careful design work to ensure that it was relevant and engaging for our LGBT employees and complementary to our firm's strategic objective of creating a high performance, diverse and inclusive workplace. Hear from partner Tony Wood (winner of the Pride in Diversity Executive Sponsor award for 2014) and Rupert Baker (co-head of our network in Sydney and Finalist for the Pride in Diversity Workplace Diversity & Inclusion Champion award for 2014) about the 'behind the scenes' journey to successfully establishing an LGBT network.

SESSION G: Implementing LGBTI initiatives in a conservative organisation, Department of Defence

SESSION H: Universities: More than research, Curtin University

Although universities in Australia often get accolades for ground breaking research, the central business of student tuition often goes unheralded. Over 40,000 students access Curtin's courses through a variety of modes and they are a core priority both from a resource perspective and economically. So how does Curtin ensure that we are working towards preparing students for a diverse and challenging world? This presentation will show how Curtin puts students at the centre of our business and works towards providing tomorrow's workforce to meet potential employers' needs. It will also reflect on the commitment and rewards of being an LGBTI inclusive work/study institution, which resulted in Curtin being named the top ranking University in Australia for LGBTI equality in the PID AWEI 2014 Awards. This presentation will be of interest to both employers and other universities.



BREAKOUT SESSION INFORMATION TUESDAY 2 DECEMBER

11:25am **BREAKOUT SESSIONS** (Choose between the following breakout sessions)

SESSION I: Employers and people with intersex variations, Morgan Carpenter, Oil Australia

Making your business intersex-friendly is different to supporting same-sex attracted, transgender or gender diverse people. It means changing your language and frame of reference. Oil Australia and Pride in Diversity have partnered to produce the first employers' guide to intersex and intersex issues. It provides practical assistance to help build intersex inclusive practice. This session will introduce those key themes and issues.

SESSION J: From wading to diving deep into LGBTI-inclusion waters, The University of Western Australia

The University of Western Australia (UWA) has been recognised nationally as one of the forerunners of best practice in this space with LGBTI workplace Inclusion at the centre of the University's aspirations for international excellence. UWA's successful 13 year LGBTI-inclusion journey can be viewed through three key phases of organisational development: the policy framework (1993-2002), the ALLY program (2002-present) and PID/AWEI engagement (2011-2014)

This presentation will focus on the final phase and unpack how active participation in the Australian Workplace Equality Index has resulted in deepening both the institutional conversation and practice across the sector.

SESSION K: Implementing LGBTI Inclusion initiatives in a blue collar environment, Lend Lease

This discussion will review the case study of Lend Lease's LGBTI inclusion program in our blue collar construction workplaces, the challenges faced and the impact to date.

SESSION L: Preventing Workplace Bullying – back to basics, DC Workplace Consulting & Pride in Diversity

Despite increased legislation, research and public awareness campaigns, bullying remains a growing problem in Australian workplaces – impacting people and productivity. A positive workplace culture is a key determinant of all successful LGBTI inclusion strategies. This session takes a closer look at how to evolve your workplace cultures to prevent workplace bullying. We share recent research from the AWEI employee survey identifying the startling impacts of workplace bullying on LGBTI employees. We will identify leading indicators of workplace bullying and introduce a risk management approach and propose effective early interventions.



BREAKOUT SESSION INFORMATION TUESDAY 2 DECEMBER

2:05pm **BREAKOUT SESSIONS** (Choose between the following breakout sessions)

SESSION M: International Focus: Greater China, *Community Business Hong Kong*

In this session Senior Programme Manager, Sophie Guerin, will provide an overview of LGBTI Workplace in Greater China followed by a Q&A.

SESSION N: HIV in the Workplace, ACON

In this session ACON CEO, Nic Parkhill will share the historical context of HIV, key issues and approaches to managing HIV in the workplace

This session will cover:

- An overview of HIV 30 years into the epidemic
- Emerging opportunities to reduce the transmission of HIV
- Partnership and multi-sectoral approaches to HIV
- Key issues and approaches to managing HIV in the workplace
- Examples of good practice responding to and managing HIV in the workplace

SESSION O: Gender transition and inclusion at work: A New Standard for Success, Pride in Diversity and National Australia Bank

The first part of this session will look at the discussion document used by Pride in Diversity to assist HR and Diversity teams work with an employee transitioning at work to plan timelines, communications and training as well as address HR processes. Best practice will also be discussed in terms of Transitioning policy and processes.

The second half of this session will showcase NAB's ground breaking work in ensuring that transgender customers are equally supported via a change in internal processes and education to front line staff.

SESSION P: LGBTI Media Discussion

Pink Media and The Insights Grill present the finding of the largest independent study focusing on Australian LGBT community media consumption, mindsets, health and wellbeing. The Pink Monitor study reveals which companies LGBTs consider to be the most LGBT-friendly, and how that is determined.

Star Observer, Australia's trusted LGBTI journal of record, will present on ways to engage readership amongst the community.



REGISTRATION FORM

THE MERCURE, SYDNEY 1-2 DECEMBER, 2014

Please email your completed form to stephanie.mellor@prideindiversity.com.au

CONFERENCE REGISTRATION (All prices are ex GST)

Conference price includes: 2 day attendance at all plenary sessions, choice of 2 breakout sessions per day, optional attendance at the Documentary Screening of *Orchids: My Intersex Adventure* on Monday 1 December, morning and afternoon tea, hot buffet lunch and a delegate pack.

TICKET TYPE	TICKET PRICE (ex GST)	EARLY BIRD PRICE (ex GST)
Non-Member (NM)	\$895.00	\$845.00
Charity/Community (C)	\$695.00	\$645.00
Pride in Diversity Member (M)	\$595.00	\$545.00

* To take advantage of the early bird prices, registration form and payment must be made (or invoice issued) by Friday 31st October.

**For organisations that are presenting a session, Pride and Diversity will be offering one complimentary ticket as an organisational thank you. If your organisation has more than one speaker at the conference, additional speakers may access early bird ticket pricing independent of cut off date.

VENUE DETAILS:

The Mercure Sydney
818-820 George St
Haymarket, NSW 2000

Delegates for the Pride in Practice conference have been offered a special room rate of \$180.00 per room. To book please call 02 9217 6797 or email h2073@accor.com and quote **PRIDE011214** to take advantage of the discounted room rate.

DELEGATE REGISTRATION:

	NAME	TICKET TYPE	COST (ex GST)	EMAIL ADDRESS	ATTENDING OPTIONAL SCREENING OF ORCHIDS: MY INTERSEX ADVENTURE (Y/N)
1					
2					
3					
4					
5					
		TOTAL			

*While a buffet lunch will be served, please advise of any special dietary requirements.

BREAKOUT SESSION SELECTION: You can select your breakout sessions here or at a later date (link will be provided in conference comms)

	Name	DAY 1 11:30AM	DAY 1 2:10PM	DAY 2 11:25AM	DAY 2 2:05PM
1		A or B or C or D	E or F or G or H	I or J or K or L	M or N or O or P
2		A or B or C or D	E or F or G or H	I or J or K or L	M or N or O or P
3		A or B or C or D	E or F or G or H	I or J or K or L	M or N or O or P
4		A or B or C or D	E or F or G or H	I or J or K or L	M or N or O or P
5		A or B or C or D	E or F or G or H	I or J or K or L	M or N or O or P

PAYMENT:

Invoice (Company invoices can be generated for pride in Diversity Members and must be paid by Friday 28 November, 2014)

Please charge my credit card: MASTERCARD VISA AMEX

Card No:

Cardholder's name:

Expiry Date:

Security Code:

Signature

TERMS & CONDITIONS

- Bookings can be submitted at any stage prior to the event, subject to availability. A limited allocation is being held and booking early is therefore recommended. In the event of the booking not being accepted by Pride in Diversity (allocation full), the total amount will be refunded to you.
- Payment must be received in full to secure your place in the conference.
- All speakers and content sessions are correct at the time of printing, but are subject to variation without notice.
- If the delegate cancels after the booking has been accepted, the delegate will be liable for the following cancellation charges:
 - Cancellations notified over 30 days prior to the event will not incur a cancellation fee
 - In the event of a cancellation being made between 10 and 30 days prior to the event, a 20% cancellation fee will be charged for each nominated attendee.
 - For cancellations received less than 10 days prior to the event, the full delegate rate must be paid and no refunds will be available. An alternative delegate may be sent in your place.
 - All bookings submitted by email, fax or over the telephone are subject to these booking conditions.
 - All cancellations must be received in writing.
- Pride in Diversity will not be held liable for circumstances beyond their control that lead to the cancellation or variation of the programme.
- Delegates are responsible for their own travel and accommodation unless otherwise indicated by Pride in Diversity.
- Allocated sponsors tickets have already been allocated and do need to be registered through this form. Please however advise the Pride in Diversity office of the names of your delegates.