

One-day master forum
on LGBT Diversity

29 November, 2011

KPMG Offices, Level 15

10 Shelley Street, Sydney

5 min walk from Wynard Station

\$425.00 + GST

Prior 25 October

(saving of \$75.00)

Members

\$100.00 plus GST

prior 25 October

PRIDE IN DIVERSITY IS PROUD TO PRESENT IT'S ANNUAL

PRIDE IN PRACTICE LGBT WORKPLACE CONFERENCE

Leading edge strategies for LGBT Workplace Inclusion

- Be inspired by motivational keynote speakers
- Participate in topical debates and insightful master classes
- Access thought leadership through the presentation of leading research
- Discover the latest innovations and best practice to drive LGBT diversity strategies
- Network with other professionals involved in the delivery of LGBT equality
- Exchange ideas, experiences and practical solutions

**Hear from our 2011 Australian
Workplace Equality Award**

Winners:

IBM

AUSTRALIAN FEDERAL POLICE

KPMG

GOLDMAN SACHS

TELSTRA

ACCENTURE

PRICEWATERHOUSE COOPERS

UNIVERSITY OF QUEENSLAND

2011 Gold Sponsor:

Lend Lease

Official Media Partners:

StarOnline
www.starobserver.com.au

starobserver

southern star

CONFERENCE PROGRAM

This LGBT Workplace Conference is geared towards HR Managers, Diversity Managers, Executive LGBT Sponsors, LGBT Employee Network Leads, Members and anyone involved in the delivery of LGBT equality and diversity in the workplace.

No other conference in Australia has or will provide such an inspirational mix of leading LGBT inclusion speakers with practical breakout sessions featuring some of the 2011 AWEI Top 10 Employers for LGBT employees. With presentations on award winning initiatives, expert interactive panels and high quality networking, this one day conference will give participants the tools they need to stay at the forefront of LGBT inclusive practice.

8.20am Registration and Refreshments

8.45am Welcome and opening remarks by Chairperson & Gold sponsor
Chris Lamb, Head of Human Resources, Lend Lease

9.00am Welcome to Country

9.10am **KEYNOTE: AWEI EMPLOYER OF THE YEAR: IBM**

Winning formulas for successful LGBT workplace Inclusion

Mike Latchford, Executive Sponsor IBM GLBT Network

General Manager, Sales, Global Technology Services, IBM Asia Pacific

- The value of exercising diversity leadership to organisations and their shareholders
- The why, the what and the how of GLBT diversity 'good practices'
- The organisational politic of getting it done
- Lessons learnt; highlights and pitfalls of the IBM GLBT journey



10.00am

THE CENTRAL ROLE OF LGBT INCLUSION IN EMERGENT AUSTRALIAN DIVERSITY PRACTICE

Nareen Young, CEO, Diversity Council Australia

- Why does LGBT Inclusion form a fundamental role within Australian diversity practice - statistics, the business case and your diversity strategy
- Frequently Asked Question - reasons why DCA helped establish and partnered with Pride in Diversity
- Where is Lesbian identity in the current discussion about gender diversity and why is it important?
- Intersectionality and shifting and multi-identities – the LGBT crossover with Gender, Age, Cultural Diversity Inclusion and Work and Caring practice



10.45am Morning refreshments and networking

11.15am **BREAKOUT SESSION 1:**

Participants choose between the following breakout sessions

SESSION A: Winning over the Skeptics: Effective strategies for organisational buy-in

Stephen Walker, Director Workforce Strategies. Former National Manager Human Resources, AFP (highest ranking public sector employer)

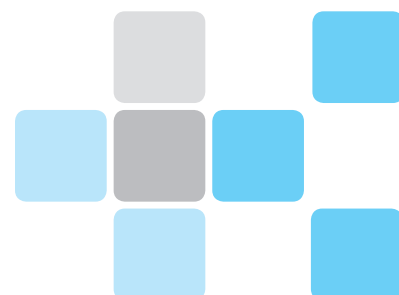
- Articulating the rationale for inclusion policies
- Identifying the right champions
- Selling the economic and social value
- Debunking the myths



SESSION B: Executive Sponsors : Making a difference through Executive Sponsorship

Russell K. Lath, Accenture

- The importance of Executive Champions
- The ABC's of executive sponsorship for your LGBT Inclusion Initiatives
- Visible leadership
- Advocacy and Mentoring
- Alignment to Organisation values

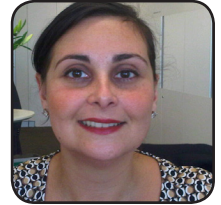


CONFERENCE PROGRAM

SESSION C: Transitioning in the Workplace : OnePath Case Study

Veronique Marques and Jasmine Neuenhaus, OnePath

- Factors which define a successful transition in the workplace.
- The planning process and how to consider everyone involved.
- Communication with senior leadership & teams
- Factors which define a successful transition in the workplace
- The importance of being realistic and the path to remaining optimistic.



SESSION D: Marketing to, and engaging with the external LGBT community

Troy Roderick, Telstra

- Business case for reaching out to the external LGBT community
- Linking activity with intention
- Employee participation
- Engaging with community partners



12.00pm

HIGH PERFORMING NETWORK GROUPS: INTERACTIVE PANEL & Q&A

AWEI's six star performing LGBT Employee Network Groups discuss their success strategies and lessons learned

- Steven Preston, EAGLE Network, IBM (LGBT Network of the Year)
- Delia Quigley, GLLO Network ,Australian Federal Police (Runner-up)
- James Collins, GLEE Network, Pricewaterhouse Coopers
- Erin Goulding, KGEN Network, KPMG
- Bohdan Abrat, GLAM Network, Goldman Sachs
- Troy Roderick, SPECTRUM Network, Telstra

1.00pm

NETWORKING LUNCH

1.50pm

ACADEMIC KEYNOTE: The price of stigma and the role of organisational culture

Dr. Charmine Hartel, University of Queensland

- Organisational context can extract invisible stigmatised identities even if individual doesn't want to bring into workplace
- The more organisational policies and practices marginalise or suppress the existence of invisible stigmatised group, the more likely negative individual and organisational outcomes are to occur
- Inequitable policies and practices toward gay and lesbian professionals intensifies stigma consciousness and results in negative work attitudes



2.30pm

BREAKOUT SESSION 2:

SESSION E: Community Engagement Case Study : Australian Federal Police

Delia Quigley, Executive Chair, AFP GLLO Network

- Engaging the LGBT community internally and externally
- Exposure via community events & inclusive LGBT marketing
- Network ownership & sustainability



CONFERENCE PROGRAM

SESSION F: Business LGBT alignment with Universities

Bohdan Abrat, Goldman Sachs



- Why should your business build a LGBT alignment with Universities?
- Top ten tips for building a relationship with University student groups
- War stories – be weary of the many traps
- Getting a relationship off the ground.

SESSION G: Strategic alignment of LGBT Diversity Initiatives

Liz Forsyth, Partner, KPMG



- The importance of linking your LGBT strategy to a broader focus on Diversity & Inclusion
- The integral component of executive sponsorship
- Promoting leadership in employee inclusion
- Organisational benefits of creating a more inclusive workplace

SESSION H: Getting the right message to the right people – LGBT Employee Programs

Jake Wyatt and Diana Greshtchuk, Pricewaterhouse Coopers



- The importance of having the right people on board
- Harnessing the power of HR, the passion of LGBT people and the influence of leaders
- Building groundswell and gathering support from leadership
- Avoiding pitfalls & creating a virtual team to help make the change last

3.15pm

Afternoon tea and refreshments

3.45pm

Understanding our Transgender and Intersex Communities - Interactive Panel & Q&A

Liz Ceissman, Senior Case Manager, Gender Centre

Jasmine Neuenhaus

Gina Wilson, OII Australia

- Liz Ceissman, Senior Case Manager, The Gender Centre – Why organisations need to be inclusive of transgender people
- Jasmine Neuenhaus - Why individuals transition and why it is not a choice
- Gina Wilson - Understanding Intersex

4.45pm

International Innovation and Good Practice

Reflections on the 2011 International Out & Equal Conference

Dawn Hough, Program Director, Pride in Diversity



5.15pm

Chairperson's closing remarks followed by networking drinks.

Places strictly limited, book now to avoid disappointment and save on the early bird prices.

REGISTRATION FORM

PLEASE PRINT DETAILS

Organisation Name

Postal Address

Phone Email

Do you currently have LGBT Inclusion as a diversity initiative? YES / NO

Do you have an internal LGBT employee network group? YES / NO

	EARLY BIRD PRICING (prior or on 25 October 2011)	FULL RATE (post 25 October 2011)
NON-MEMBERS	\$425.00 plus GST pp	\$500.00 plus GST pp
MEMBERS	\$100.00 plus GST pp	\$200.00 plus GST pp

DELEGATE	NAME	EMAIL ADDRESS	BREAKOUT 1 (please circle)	BREAKOUT 2 (please circle)
1st			A or B or C or D	E or F or G or H
2nd			A or B or C or D	E or F or G or H
3rd			A or B or C or D	E or F or G or H
4th			A or B or C or D	E or F or G or H

For more than 4 attendees, please attach a separate sheet with details

Signature:

PAYMENT:

(credit card form below may be faxed to 02 9206 2092)

Card type:

Card Number:

Name on Card:

Expiry date:

Signature

Name/s of those attending: *(covered by payment)*

BOOKING 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 prior to the conference.
- All speakers 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 45 days prior to the event will not incur a cancellation fee
 - In the event of a cancellation being made between 45 and 30 days prior to the event, a 20% cancellation fee will be charged for each nominated attendee.
 - For cancellations received less than 30 days prior to the event, the full delegate rate must be paid and no refunds will be available.
- 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.
- All bookings, whether Australian or overseas will be charged Australian GST at the prevailing rate at the time of booking.
- Delegates are responsible for their own travel and accommodation.