

SUBMIT AN ABSTRACT NOW

TICKETS ON SALE NEXT WEEK

Early Bird tickets will go on sale on Tuesday 17 August at 12:00pm AEST with both Single Day Passes and Full Conference Packages available.

As all presentations are recorded, you may choose to take part live, or watch an on-demand session the following day. For Single Day Passes, this will give you access to more than 15 presentations a day, whilst the Full Conference Package will give you access to more than 40 sessions across the 3 days!

TICKET TYPE (excl. GST)	MEMBERS EARLY BIRD	NON MEMBERS EARLY BIRD	MEMBERS FULL PRICE	NON MEMBERS FULL PRICE
Single Day Pass	\$320	\$445	\$360	\$495
Full Conference Package	\$785	\$1,185	\$935	\$1,345

TICKETS AND REGISTRATION

From the team at **ACON's Pride Inclusion Programs**, we look forward to welcoming you online soon!



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You have been identified as a key Pride in Diversity contact for your organisation. This enables us to communicate important information to you outside of our monthly newsletter. If you are not a key contact or your role has changed, you may choose to remove yourself from this list. You can still keep up to date by subscribing to the Pride in Diversity newsletter.

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414 Elizabeth Street
Surry Hills, NSW 2010
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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Tuesday, 17 August 2021 12:05 PM
To: s22
Subject: 2021 Pride in Practice Conference



TICKETS ON SALE NOW!

Dear s22

We're excited to announce that tickets for the **2021 Pride in Practice Conference is officially on sale now!** This event will be held on **Monday 22 - Wednesday 24 November 2021**, from 9:00am - 5:00pm daily AEDT, with sessions on workplace inclusion across the 3 days, and sessions focusing on the health and human services sector held on day 2. For the Sport Hub conference hosted on day 3, please visit [Pride in Sport](#).

GET YOUR TICKETS NOW!

Early Bird tickets are officially now on sale with both **Single Day Passes** and **Full Conference Packages** available.

As all presentations are recorded, you may choose to take part live, or watch an on-demand session the following day. For Single Day Passes, this will give you access to more than 15 presentations a day, whilst the Full Conference Package will give you access to more than 40 sessions across the 3 days!

TICKET TYPE (excl. GST)	MEMBERS EARLY BIRD	NON MEMBERS EARLY BIRD	MEMBERS FULL PRICE	NON MEMBERS FULL PRICE
Single Day Pass	\$320	\$445	\$360	\$495
Full Conference Package	\$785	\$1,185	\$935	\$1,345

[PURCHASE YOUR TICKETS HERE](#)

CALL FOR ABSTRACTS NOW CLOSED!

Thank you to everyone who submitted an abstract.

We have received a number of exceptional abstracts, and we are currently working on putting together an exciting, thought-provoking program, with numerous sessions featuring new content never presented at the conference before!

Our program is due to be released by mid-September, and we will be in touch with any updates.

From the team at **ACON's Pride Inclusion Programs**,
we look forward to welcoming you online soon!



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You are receiving this email because you have either attended an event in the past or have signed up to receive event notifications.

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Australia

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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Wednesday, 22 September 2021 9:56 AM
To: s22
Subject: 2021 Pride in Practice Conference

Follow Up Flag: Follow up
Flag Status: Completed



CONFERENCE PROGRAM OUT NOW!

Dear s22

We're excited to announce that our **2021 Pride in Practice Conference program is officially out now!**

This year's program is one of the most richest in content we have curated so far, and we thank all of the organisations that will be presenting.

Showcasing a range of sessions focusing on Intersectionality, Regional and International Reach, Leadership, Allies, Women, Trans and Gender Diverse people, Aboriginal and Torres Strait Islander LGBTQ+ people, and so much more!

Whether you're looking for sessions on workplace inclusion, the health and human services sector, or inclusion in Australian sport, we hope you find new key takeaways in our jam-packed program!



[CLICK HERE TO VIEW OUR PROGRAM](#)

EARLY BIRD TICKETS CLOSE ON THE 1ST OF OCTOBER

Purchase tickets before the 1st of October to take advantage of our Early Bird Special!

As all presentations are recorded, you may choose to take part live, or watch an on-demand session the following day. For Single Day Passes, this will give you access to more than 15 presentations a day, whilst the Full Conference Package will give you access to more than 40 sessions across the 3 days!

TICKET TYPE (excl. GST)	MEMBERS EARLY BIRD	NON MEMBERS EARLY BIRD	MEMBERS FULL PRICE	NON MEMBERS FULL PRICE
Single Day Pass	\$320	\$445	\$360	\$495
Full Conference Package	\$785	\$1,185	\$935	\$1,345

Sessions on workplace inclusion will take place across the 3 days, sessions focusing on the health and human services sector will be held on day 2, and for the Sport Hub conference hosted on day 3, please visit [Pride in Sport](#).

[CLICK HERE TO PURCHASE TICKETS](#)

INTERESTED IN SPONSORING THIS EVENT?

To help make this event possible, we are looking for your support with a variety of sponsorship opportunities available. To find out more please [click here](#).

We would also like to thank our generous sponsors for helping us bring you this event!

THE STAR ENTERTAINMENT GROUP

PLATINUM SPONSOR



From the team at ACON's Pride Inclusion Programs, we look forward to welcoming you online soon!



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414 Elizabeth Street
Surry Hills, NSW 2010
Australia

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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Wednesday, 30 June 2021 11:59 AM
To: s22
Subject: 2021 Pride in Practice Conference

[View this email in your browser](#)



2021 PRIDE IN PRACTICE CONFERENCE HOSTED ONLINE!

Dear s22

The Pride in Practice conference is the only national conference dedicated to advancing LGBTQ inclusion within Australian workplaces, sports organisations, and the health and human services sector.

This event continues to inspire and spotlight LGBTQ inclusion, with key themes focusing on Intersectionality, LGBTQ+ women, Trans and Gender Diverse People, First Nations LGBTQ+ people, International Reach and much more.

The successful 2020 event included over 800 delegates across the three days, and as a fully online event, we were fortunate to hear from speakers from Singapore, North America, Hong Kong, as well as all across Australia. We also launched the first standalone Sport Hub Conference, a dedicated program for LGBTQ inclusion in Australian sport, hosted by Pride in Sport.

2021 PRIDE IN PRACTICE CONFERENCE

Although we really look forward to when we can host this event fully in person once again, our first priority is ensuring the safety of our speakers and delegates.

With much consideration given to a number of factors, including implications of unforeseen lockdowns and border restrictions, we are very happy to announce that the **2021 Pride in Practice Conference will still go ahead, and once again be hosted fully online.**

Delegates can tailor their tickets to attend one, two or three days of the conference, and this year's program will also include interactive workshops, enabling you to directly connect with speakers and other delegates.

EVENT DETAILS

Date: Monday 22 November - Wednesday 24 November 2021

Time: 9am - 5pm daily AEDT

All attendees will be provided with a unique individual log in prior to the event.

CONNECT FROM AROUND THE GLOBE

Whether you're in Australia or joining us from overseas, our online event means you will be able to connect from the comfort of your home or office. With our on-demand sessions, you can also go back and watch sessions at a time that is more convenient to you.

GET ACCESS TO UNLIMITED SESSIONS

As all presentations are recorded, you can choose to take part live, or watch an on-demand session after it has happened.

For Single Day Passes, this will give you access to more than 15 presentations a day, whilst the Full Conference Package will give you access to more than 40 sessions!

MAKE ONE ON ONE CONNECTIONS

Create a profile and start connecting with other attendees through virtual chat rooms, or private messages. Once you connect and exchange contact details with another attendee, their details will automatically be emailed to you.

ALL IN ONE PLATFORM

This event will be hosted via Chime Live, which can be accessed via the Chime Live Website or via their App.

ABSTRACTS

The call for abstracts will open by the end of July. Please monitor our [website](#), and look out for email communications with more details.

TICKET SALES

Early bird tickets will go on sale mid-August. Once again, please monitor our [website](#), and look out for email communications with more details.

We look forward to welcoming you online soon!

Regards,
ACON'S Pride Inclusion Programs



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Pride In Diversity
414 Elizabeth Street
Surry Hills, NSW 2010
Australia

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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Thursday, 25 November 2021 10:46 AM
To: s22
Subject: 2021 Pride in Practice Online Conference

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FEEDBACK SURVEY & ON DEMAND SESSIONS

Dear s22

We would like to send a huge thank you to everyone that joined our online 2021 Pride in Practice Conference!

With so many inspirational sessions, we hope you found the conference valuable and took away many new learnings.

FEEDBACK SURVEY

In these unprecedented times, your feedback is more important than ever. Therefore, we ask that you please take a few minutes to fill in a survey to let us know how you found this year's conference.

[CLICK HERE TO TAKE THIS SURVEY NOW](#)

Survey responses will close Friday 3rd December.

ON-DEMAND SESSIONS

We are currently in the process of uploading all presentations, to be watched via the on-demand feature. This feature will be available up until Monday 6th December 11:59pm AEDT.

For Single Day Passes, this will give you access to more than 15 presentations a day, whilst the Full Conference Package will give you access to more than 40 sessions!

SOCIAL MEDIA

We encourage all delegates to use social media. When doing so, please use the following:

Twitter: @pridediversity @prideHW @prideinsportau

LinkedIn: Pride in Diversity | Pride in Health + Wellbeing | Pride in Sport Australia

Facebook: @PrideInDiversity @PrideInHealthWellbeing @PrideinSport

Instagram: @prideindiversityau @prideinsport

Hashtags: #prideinpractice #sporthub



SPONSORS

We would like to sincerely thank our 2021 Pride in Practice Conference Sponsors. Your very generous support allows us to produce a first class event and ensure that Pride Inclusion Programs remains sustainable.

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MEDIA PARTNER

THANK YOU

We would like to say a huge thank you to everyone who came together to make this event possible.

We hope to see you in person next year!

Regards,

ACON's Pride Inclusion Programs

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Pride in Practice Conference

Our mailing address is:

Pride Inclusion Programs

414-418 Elizabeth St

SURRY HILLS, NSW 2010

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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Tuesday, 7 December 2021 5:17 PM
To: s22
Subject: 2021 Pride in Practice Online Conference

Follow Up Flag: Follow up
Flag Status: Flagged

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FEEDBACK SURVEY & ON-DEMAND SESSIONS EXTENDED

Dear s22

A friendly reminder that if you haven't already provided your feedback, please take a moment to do so before Friday 10th December.

[CLICK HERE TO TAKE THIS SURVEY NOW](#)

ON-DEMAND SESSIONS HAVE BEEN EXTENDED!

The on-demand feature has been extended, and will now be available up until Friday 10th December.

For Single Day Passes, this will give you access to more than 15 presentations a day, whilst the Full Conference Package will give you access to more than 40 sessions!

To re-watch sessions, please log back into the [Chime Live Platform](#) using the login details previously provided to you.

SOCIAL MEDIA

We encourage all delegates to use social media. When doing so, please use the following:

Twitter: @pridediversity @prideHW @prideinsportau

LinkedIn: Pride in Diversity | Pride in Health + Wellbeing | Pride in Sport Australia

Facebook: @PrideInDiversity @PrideInHealthWellbeing @PrideinSport

Instagram: @prideindiversityau @prideinsport

Hashtags: #prideinpractice #sporthub



THANK YOU AGAIN!

We hope to see you in person next year!

Regards,

ACON's Pride Inclusion Programs

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Pride in Practice Conference

Our mailing address is:

Pride Inclusion Programs

414-418 Elizabeth St

SURRY HILLS, NSW 2010

Australia

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Sent: Wednesday, 17 November 2021 10:11 AM
To: s22
Subject: 2021 Pride in Practice Online Conference

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Important Information for Delegates

Dear s22

We are officially a few days away from the **2021 Pride in Practice Conference, coming to you fully online from Monday 22nd - Wednesday 24th November 9:00am - 5:00pm (AEDT)**, with our Sport Hub stream fully dedicated to Sport Inclusion on day 3.

We would now like to take this opportunity to share a few essential details in the lead up to the event.

READ ABOUT SESSIONS

To start planning which sessions you would like to join online or watch via the on-demand feature, please view our programs:

To view our **Pride in Practice Conference Program**, please [click here](#)

To view our **Pride in Practice Sport Hub Program**, please [click here](#)

LINK TO JOIN ONLINE PLATFORM

This event will be hosted via Chime Live, which can be accessed via the Chime Live Website.

Our AV team Encore, will be providing you with a link to join the platform along with a username and password. **This will be emailed to you by close of business Thursday 18 November**. You will not need to download any software, as this platform can be accessed via Chrome or your Web Browser.

Please check your junk mail if you have not received this email.

There will also be an email address provided in case you have any technical difficulties on the day.

BREAKOUT SESSIONS

There is no need to pre-register for break out sessions. You can decide on the day which sessions you would like to watch.

As breakout sessions will be held similarly to a Zoom meeting (where speakers and delegates can see each other), and these sessions will be recorded, if you do not wish to be filmed, please keep your camera turned off.

Sport Hub sessions will be run as a livestream, so speakers will not be able to see delegates.

ON DEMAND FEATURE

As all presentations are recorded, you can choose to take part live or watch an on-demand session after it has happened. For Single Day Passes, this will give you access to more than 15 presentations a day, whilst the Full Conference Package will give you access to more than 40 sessions!

You will have access to the platform up until Sunday 6th December 11:59pm AEDT to view sessions.

LIVE CAPTIONING

For any delegates who may require live captioning, we suggest downloading one of the following apps, both of which come with a free basic plan:

For Android - [Live Transcribe](#)

For Apple - [Otter](#)

Both apps can be accessed via your phone, and for optimal viewing, we recommend setting your phone up in front of your screen.

SOCIAL MEDIA

We encourage all delegates to use social media over the course of the conference. When doing so, please use the following:

Twitter: @pridediversity @prideHW @prideinsportau

LinkedIn: Pride in Diversity | Pride in Health + Wellbeing | Pride in Sport Australia

Facebook: @PrideInDiversity @PrideInHealthWellbeing @PrideinSport

Instagram: @prideindiversityau @prideinsport

Hashtags: #prideinpractice #sporthub



INFORMATION FOR SPEAKERS

All remote speakers will now have received a Zoom link sent from [s47F\(1\)](#) which they will need to click on to present. If you have not yet received this information, please first check your junk mail/spam folder, and then contact us.

All other information for speakers was sent this morning, from info@prideindiversity.com.au

If you are a speaker, we ask that you please look out for these emails.

SPONSORS

We would like to take this opportunity to sincerely thank our 2021 Pride in Practice Conference Sponsors. Your very generous support allows us to produce a first class event and ensure that Pride Inclusion Programs remains sustainable.

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MEDIA PARTNER

QUESTIONS & QUERIES

For any questions in the [lead up](#) to the conference, please don't hesitate to contact:

- Elaine Czulkowski, Associate Director, Operations, Events & Partnerships, ^{s47F(1)}
s47F(1)

For any questions on the day, please contact:

- Tam Halls, Member Support Services, ^{s47F(1)}

If you experience any technical difficulties on the day, please use the email address we will be providing you with on Friday.

THANK YOU

We would like to say a huge thank you to everyone who came together to make this event possible.

We look forward to seeing you all online next week!

Regards,

ACON's Pride Inclusion Programs

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Pride in Practice Conference

Our mailing address is:

Pride Inclusion Programs

414-418 Elizabeth St

SURRY HILLS, NSW 2010

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From: ACON's Pride Inclusion Programs <noreply@123formbuilder.com>
Sent: Wednesday, 23 March 2022 9:02 AM
To: s22
Subject: 2022 Australian LGBTQ Inclusion Awards: Payment Confirmation



PRIDE
INCLUSION
PROGRAMS



Services Australia

2022-03-23

s22

REF-1647918173

Tax Receipt

<u>ITEM</u>	<u>TOTAL</u>
2022 Australian LGBTQ Inclusion Awards	\$3404.5
TOTAL PAID (Incl. 10% GST)	\$3404.5

Notes

Your payment is now complete. This is your official tax receipt from ACON's Pride Inclusion Programs. You will also receive another receipt issued from our third party payment gateway as reference. This transaction is not tax deductible.



PRIDE
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Quicklinks

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ABN

38 136 883 915

Our Address

414 Elizabeth Street, Surry
Hills NSW 2010

Phone

02 9206 2000

From: [ACON's Pride Inclusion Programs](#)
 To: **s22**
 Subject: **2022 PRIDE INCLUSION AWARDS - Tax Invoice**
 Date: Tuesday, 22 March 2022 2:03:01 PM



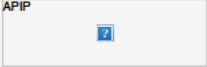
Services Australia s22 5-7 Short Street Port Macquarie nsw 2444 Australia	2022-03-22 REF-1647918173
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Tax Invoice

TICKET TYPE	QUANTITY	PRICE
Member Rate: Corporate Table (12 seats)	1	\$3095
SUBTOTAL		\$3095
GST AMOUNT		\$309.5
TOTAL (Incl. 10% GST)		\$3404.5

Terms & Conditions

Our full terms and conditions and your agreement with us are [available here](#).
 Some of the important terms are set out below but you should always consult the full terms and conditions.

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---	---

Quicklinks Contact us Terms and Conditions © 2022 ACON.	ABN 38 138 883 915	Our Address 414 Elizabeth Street, Surry Hills NSW 2010 Phone 02 9206 2000
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Credit Card Payment Please click on the link below to process your payment.*	EFT Payment Details Account Name: ACON Health - Pride In Diversity Bank: Commonwealth Bank BSB: 647F(1) Account No: 647F(1)
--	--

***Credit Card Payment**
s22

Link not working/Payment form not displaying correct details? Please copy the full link above and paste onto your browser to proceed.

From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Thursday, 17 March 2022 12:59 PM
To: s22
Subject: 2022 Australian LGBTQ Inclusion Awards: Tickets on sale today at 2pm AEDT!



2022 Australian LGBTQ Inclusion Awards

Tickets go on sale today at 2pm AEDT

Dear s22 ,

A friendly reminder that tickets for the annual **Australian LGBTQ Inclusion Awards** will go on sale today at 2pm AEDT.

This event celebrating Australia's top organisations for LGBTQ inclusion based on the results of the **Australian Workplace Equality Index (AWEI)**, will be hosted by **Presenter RN Breakfast, Patricia Karvelas**, include entertainment and will be held in the Grand Ballroom overlooking Sydney's spectacular Darling Harbour at the Hyatt Regency.

Tickets are limited, so please be ready prior to 2pm AEDT to purchase your tickets. Once you register for your tickets, you will automatically be emailed an invoice with the option of paying via Credit Card or EFT.

MAY 2022

FRIDAY

27

EVENT DETAILS

Venue

Grand Ballroom,
Hyatt Regency,
161 Sussex St, Sydney

Event time

11:00am - 3:00pm (AEST)

Livestream time

11:45am - 3:00pm (AEST)

[CLICK HERE TO PURCHASE YOUR TICKETS](#)

TICKET OPTIONS

Tickets go on sale Thursday 17 March at 2pm AEDT.

TICKET TYPE <small>(excl. GST)</small>	MEMBER/AWEI PARTICIPANT	NON MEMBER
PREMIUM TABLE • 12 SEATS • PLUS 1 SEAT FOR A CHARITY OR NFP ORGANISATION TO ATTEND	\$4,195.00	\$4,400.00
CORPORATE TABLE • 12 SEATS	\$3,095.00	\$3,395.00
INDIVIDUAL TICKET	\$230.00	\$255.00
LIVESTREAM TICKET	\$99.00	\$125.00

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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Thursday, 17 March 2022 5:27 PM
To: s22
Subject: 2022 Australian LGBTQ Inclusion Awards: Tickets on sale Tuesday 22 March 2pm AEDT!

Follow Up Flag: Follow up
Flag Status: Completed



2022 Australian LGBTQ Inclusion Awards

TICKETS WILL GO ON SALE TUESDAY 22 MARCH AT 2PM AEDT

Dear s22

Well, we didn't expect that! The demand for tickets to the Australian LGBTQ Inclusion Awards was so huge, that unfortunately our website crashed!

We sincerely thank you for your patience (and your interest!), and we're thrilled to have found a solution to this in the future.

We'd now like to advise that all tickets will go on sale on Tuesday 22nd of March at 2pm AEDT.

Thank you again for your patience and understanding, and we look forward to seeing you at the event!

[CLICK HERE TO PURCHASE YOUR TICKETS](#)

MAY 2022

FRIDAY

27

EVENT DETAILS

Venue

Grand Ballroom,
Hyatt Regency,
161 Sussex St, Sydney

Event time

11:00am - 3:00pm (AEST)

Livestream time

11:45am - 3:00pm (AEST)

To purchase your tickets, please use the button above or [click here](#) to be taken directly to the form. We strongly advise you bookmark this link, and be ready on the site prior. Please note, you may need to refresh the page at 2pm AEDT once the site goes live.

TICKET OPTIONS

Tickets go on sale Tuesday 22 March at 2pm AEDT.

TICKET TYPE <small>(excl. GST)</small>	MEMBER/AWEI PARTICIPANT	NON MEMBER
PREMIUM TABLE • 12 SEATS • PLUS 1 SEAT FOR A CHARITY OR NFP ORGANISATION TO ATTEND	\$4,195.00	\$4,400.00
CORPORATE TABLE • 12 SEATS	\$3,095.00	\$3,395.00
INDIVIDUAL TICKET	\$230.00	\$255.00
LIVESTREAM TICKET	\$99.00	\$125.00

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For more sponsorship opportunities, please [click here](#).

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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Thursday, 17 March 2022 2:25 PM
To: s22
Subject: 2022 Australian LGBTQ Inclusion Awards Tickets: Website crashed but we're working on it!



2022 Australian LGBTQ Inclusion Awards

UPDATE!!!

Dear s22

WOW! The response to trying to buy tickets at 2pm was so huge that our website has crashed. Our IT team is working frantically in the background to get it back online as quickly as possible - please bear with us.

We're really sorry about this glitch, and will email you again in advance, with a new time of when tickets will go on sale.

We thank you for your patience!

MAY 2022

FRIDAY

27

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From: anzpac@chime.live on behalf of ACON's Pride Inclusion Programs Team
<anzpac@chime.live>
Sent: Thursday, 18 November 2021 2:34 PM
To: s22
Subject: Pride in Practice Conference Log In Details

Follow Up Flag: Follow up
Flag Status: Completed

Dear s22

We are looking forward to welcoming you to the Pride in Practice Online Conference, to be held from **Monday 22nd – Wednesday 24th November AEDT.**

Below is the **URL link and log in details** for you to join to the Chime Live Platform.

To get the best experience within the platform, please use **Chrome as a browser** and avoid using a VPN. Please note, you will not need to download any software, as this platform is accessible using your web browser.

If possible, we recommend you logging in now, so you can get familiar with the functions of the platform.

LOGIN DETAILS

Website: <https://2021prideinpractice.anzpac.chime.live/app>

Username: s22

Password: s22

TECHNICAL SUPPORT

Should you have any technical difficulties on the day please send an email to: Webcast@encore-anzpac.com

EVENT SUPPORT

If you have any questions in the lead up to the event, please contact:

- Michelle Blom, Events Manager, s47F(1)

For any general questions on the day, please contact:

- Tam Halls, Member Support Services, s47F(1)

Please note, remote speakers will receive a separate Zoom login required to present. We look forward to seeing you online.

Regards,

ACON's Pride Inclusion Programs Team and Encore Team



PRIDE INCLUSION PROGRAMS

This email is intended for the recipient only. As any links above may take you directly to your personal documents from the event, this email should not be forwarded.

All links within this email will expire on Tuesday, November 30 and the data will be deleted. Please ensure you have downloaded and saved any information to your own device before then.

From: ACON <receipts+acct_16RBVHERi2mslsxz@stripe.com>
Sent: Thursday, 19 August 2021 8:45 AM
To: s22
Subject: Your ACON receipt [#1321-4970]



Receipt from ACON

Receipt #1321-4970

AMOUNT PAID	DATE PAID	PAYMENT METHOD
A\$863.50	August 19, 2021	VISA - 0551

SUMMARY

2021 Pride in Practice Conference	A\$863.50
Amount charged	A\$863.50

If you have any questions, contact us at finance@acon.org.au or call at +61 2 9206 2000.

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To: s22
Subject: Your ACON receipt [#1698-8697]



Receipt from ACON

Receipt #1698-8697

AMOUNT PAID	DATE PAID	PAYMENT METHOD
A\$3,404.50	March 23, 2022	VISA - 0551

SUMMARY

2022 Australian LGBTQ Inclusion Awards	A\$3,404.50
Amount charged	A\$3,404.50

If you have any questions, contact us at finance@acon.org.au or call at +61 2 9206 2000.

Something wrong with the email? [View it in your browser.](#)

You're receiving this email because you made a purchase at ACON, which partners with [Stripe](#) to provide invoicing and payment processing.

From: ACON <receipts+acct_16RBVHERi2mslsxz@stripe.com>
Sent: Thursday, 24 March 2022 1:23 PM
To: s22
Subject: Your ACON refund [#3392-4304]



Refund from ACON

Receipt #3392-4304

REFUNDED	DATE ISSUED	REFUNDED TO
A\$3,404.50	March 24, 2022	VISA - 0551

This email is to confirm that your refund has been issued by [ACON](#). It can take 10+ days to appear on your statement, if it takes longer please contact your bank for assistance.

SUMMARY

2022 Australian LGBTQ Inclusion Awards	A\$3,404.50
Total	A\$3,404.50
Refunded on March 24, 2022	A\$3,404.50
Adjusted total	A\$0.00

If you have any questions, contact us at finance@acon.org.au or call at [+61 2 9206 2000](tel:+61292062000).

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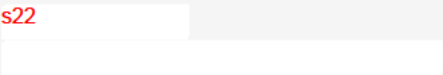

s22

From: ACON's Pride Inclusion Programs <noreply@123formbuilder.com>

Sent: Wednesday, 23 March 2022 8:02 AM

To: s22

Subject: 2022 Australian LGBTQ Inclusion Awards: Payment Confirmation

	
Services Australia s22 	2022-03-23 REF-1647918173
<h2>Tax Receipt</h2>	
<u>ITEM</u>	<u>TOTAL</u>
2022 Australian LGBTQ Inclusion Awards	\$3404.5
TOTAL PAID (Incl. 10% GST)	\$3404.5
<h2>Notes</h2>	
<p>Your payment is now complete. This is your official tax receipt from ACON's Pride Inclusion Programs. You will also receive another receipt issued from our third party payment gateway as reference. This transaction is not tax deductible.</p>	
APIP 	<p>Please add finance@acon.org.au to your address book or approved sender list.</p>

<p>Quicklinks Contact us Terms and Conditions</p> <p>© 2020 ACON.</p>	<p>ABN 38 136 883 915</p>	<p>Our Address 414 Elizabeth Street, Surry Hills NSW 2010</p> <p>Phone 02 9206 2000</p>
--	--------------------------------------	---

s22

From: no-reply@bpoint.com.au <no-reply@bpoint.com.au>
Sent: Friday, 11 March 2022 2:04 PM
To: s22
Subject: ACON Health Ltd payment receipt - 2186 7564 753

BPOINT Payment Receipt

ACON Health Ltd
ABN: 38 136 883 915
414 Elizabeth Street
Surry Hills, NSW, 2010
Phone: +612 92062000
Email: finance@acon.org.au

Payment Details

You have paid:	ACON Health Ltd - Online Payment
Biller Code:	1445519
Company Name:	Services Australia
Cardholder Name:	s22
Invoice Number:	PID4328
Payment Amount:	AUD 6,600.00

s47F(1)

Account Type:

Card Number:

Expiry Date:

Authorisation Result - Approved

Payment Date: 11/03/2022 03:03 PM

Time Zone: Sydney, Australia

Receipt Number: 2186 7564 753

s22

From: s47F(1)
Sent: Friday, 11 March 2022 1:08 PM
To: s22
Subject: Invoice PID4328

Hi s22

Please see **Invoice PID4328 (\$6,600) and terms and conditions** attached.

Please send a copy of remittance advice to finance@acon.org.au after making the payment.

Should you have any enquiry please do not hesitate to contact us.

Thank you.



Kind Regards,
s47F(1)

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

414 Elizabeth St Surry Hills NSW 2010

s22

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ABN: 38 136 883 915

414 Elizabeth St Surry Hills NSW 2010

Telephone 02 9206 2000 Facsimile 02 9206 2134

SERVICES AUSTRALIA
 PORT MACQUARIE SERVICE CENTRE
 5-7 SHORTH STREET
 PORT MACQUARIE NSW 2444, AUSTRALIA
 ATT: s22

Tax Invoice

Invoice Number	PID4328
Date	10/03/2022
Customer Code	PDSSAUST

Description	Net Amount
Renewal from 13 April 2022 to 12 April 2023 - Standard Membership	6,000.00
REF: INR3437	

SubTotal	\$6,000.00
Tax @ 10%	\$600.00
Total Due	\$6,600.00

Remittance Advice

EFT Payment Details

Account Name ACON Health - Pride In Diversity
Bank Commonwealth Bank
BSB s47F(1)
Account No s47F(1)


Debtor Details

Client SERVICES AUSTRALI
Debtor No PDSSAUST
Invoice No PID4328
Invoice Total \$6,600.00

Credit Card: We accept Visa/Mastercard/AMEX. Term of Payment 14 days.

To make online payment, please visit: <https://www.prideinclusionprograms.com.au/invoice-payment/>

[Please send a copy of remittance advice to finance@acon.org.au](mailto:finance@acon.org.au)

	<p>PRIDE INCLUSION PROGRAMS</p>	 <p>AUSTRALIAN LGBTQ INCLUSION AWARDS</p>
<p>Services Australia</p> <p>s22</p> <p>5-7 Short Street Port Macquarie nsw 2444 Australia</p>		<p>2022-03-22</p> <p>REF-1647918173</p>

Tax Invoice

<u>TICKET TYPE</u>	<u>QUANTITY</u>	<u>PRICE</u>
Member Rate: Corporate Table (12 seats)	1	\$3095
SUBTOTAL		\$3095
GST AMOUNT		\$309.5
TOTAL (Incl. 10% GST)		\$3404.5

Terms & Conditions

Our full terms and conditions and your agreement with us are [available here](#).

Some of the important terms are set out below but you should always consult the full terms and conditions.



PRIDE
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PROGRAMS

Please add finance@acon.org.au to your address book or approved sender list.

Quicklinks

[Contact us](#)
[Terms and Conditions](#)

© 2022 ACON.

ABN

38 136 883 915

Our Address

414 Elizabeth Street,
Surry Hills NSW 2010

Phone

02 9206 2000

Credit Card Payment

Please **click on the link below** to process your payment.*

EFT Payment Details

Account Name: ACON Health - Pride In Diversity
Bank: Commonwealth Bank
BSB: [s47F\(1\)](#)
Account No: [s47F\(1\)](#)

***Credit Card Payment**

[s22](#)

Link not working/Payment form not displaying correct details? Please copy the full link above and paste onto your browser to proceed.

From: s47F(1)
Sent: Tuesday, 1 February 2022 10:04 AM
To: s22
Subject: Automatic reply: Services Australia - survey [SEC=UNOFFICIAL]

Thank you for your email.

I am on leave and will be back in the office on 14 Feb 2022. For any urgent issues, please contact Chris Nelson
s47F(1)

Best regards,
s47F(1)

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From: s47F(1)
Sent: Monday, 16 August 2021 4:27 PM
To: s22
Subject: FW: Your invitation to Pride in Diversity's CEO Summit - Monday 29 November 12-2pm

Hi s22

Just letting you know that this invitation to the PID CEO summit has been sent to Rebecca Skinner.

Thanks
s47F(1)

From: Tom Seymour (AU) s47F(1)
Sent: Friday, 13 August 2021 3:09 PM
To: rebecca.skinner@servicesaustralia.com.au
Cc: s47F(1)
Subject: Your invitation to Pride in Diversity's CEO Summit - Monday 29 November 12-2pm

Dear Rebecca,

Pride in Diversity co-patrons Jennifer Westacott, AO, and Alan Joyce, AC, and I would like to invite you to join **Pride in Diversity's CEO Summit**, to be held over lunch on Monday 29 November.

Date: Monday 29 November 2021
Time: 12:00 to 14:00 (AEST)
Location: The Establishment, 252 George Street, Sydney.

Since we started hosting this event five years ago, we've seen many CEOs come back every year. This event is an opportunity for you to join other CEOs to have conversations about workplace inclusion and LGBTQ issues impacting your people and clients, to hear from a number of national leaders, and to learn from each other. We hope you are able to join us this year for what will be an open and informative discussion among peers.

If you have any questions, please let me know, otherwise RSVP to Pride in Diversity's events manager s47F(1) at s47F(1). We will provide further details, including briefing documents, closer to the event. If circumstances change, and holding an in-person meeting is not possible, we will arrange for the event to proceed virtually - this will be confirmed in early November.

We look forward to hosting you.

Tom

Tom Seymour | CEO

PwC Australia

s47F(1)

Email: s47F(1)

PwC Australia <http://www.pwc.com.au>

480 Queen Street, Brisbane Qld 4000

s47F(1) | **Executive Assistant**

s47F(1)

Email: s47F(1)

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From: s47F(1)
Sent: Friday, 2 July 2021 6:25 PM
Subject: Mid-Year Pride in Diversity Update
Attachments: EXTRA - Supporting LGBT staff to WFH.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Hi everyone,

I hope everyone is doing ok, with the current situation, nationally. I thought I should reach out with some key activities on the horizon and ensure you are supporting any LGBTQ People who maybe working from home at this time.

- 1) **Virtual LGBTQ Awareness.** A reminder we are running our virtual LGBTQ Awareness training on Tues 13 July – Members can register to attend, and this is free and doesn't impact your Membership hours. Click on the link on our Calendar of Events page to register - [Events for July 2021Pride in Diversity \(prideinclusionprograms.com.au\)](https://prideinclusionprograms.com.au)
- 2) **Roundtables.** RoundTable's will kick off again around the country in August, stay tuned for the dates.
- 3) **Working from home.** I have attached a flyer we produced last year, that I thought I would recirculate, on supporting your LGBTQ staff while they are working from home. It has some great hints and tips and provides insights we may not have considered for people from CALD communities as an example. I hope you find this it useful.
- 4) **Wear it Purple.** WIP is coming soon (27 August 2021) – I know some of you are thinking about planning activities to mark the day. For the PID team, it's one of our busiest times, so if you would like someone from PID to attend your event, let us know soon. The theme of this year's WIP day is "Start the Conversation – Keep it Going". [WEAR IT PURPLE](#) - Link here for resources, virtual backgrounds, how to donate etc.
- 5) **Raising Awareness of Bowel Cancer Screening Among LGBTQ People.** Much-loved LGBTQ community figures are the faces of a new bowel cancer screening awareness campaign targeting people of diverse sexualities and genders developed by NSW's leading LGBTQ health organisation, ACON, in partnership with the Cancer Institute NSW. Launched during Bowel Cancer Awareness Month, *Get Your Kit Together* aims to raise awareness of bowel cancer and the importance of regular bowel screening, and increase screening rates among LGBTQ people aged 50-74 in NSW. It features a video that demystifies the self-sampling process, which is done with a Home Test Kit sent to eligible Australians aged of 50-74 by the National Bowel Cancer Screening Program. Here is the link to the video - <https://youtu.be/vm7TXz16bNw>

Have a great weekend and looking forward to catching up with each of you soon.

Thanks,
s47F(1)

s47F(1)

Relationship Manager
s47F(1)

s47F(1)

Address: 414 Elizabeth St Surry Hills NSW 2010 | Email: [s47F\(1\)](#)

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au | www.acontraining.org.au

Facebook: facebook.com/prideindiversity



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From: s47F(1)
Sent: Friday, 17 December 2021 11:06 AM
To: Christopher Nelson
Subject: RE: February Canberra Visit, Roundtable & Networking

Hello Canberra members,

Thank you everyone for your overwhelming interest in hosting February's roundtable and networking. I am delighted to announce that **WSP** have very kindly offered to host the roundtable and networking in their offices. For those of you who have indicated your interest in hosting, we would love to work with you on the other ones in the year, i.e., May, August, and November.

More communications in the new year, however, here is the registration link:

[Pride in Diversity Canberra Roundtable - February 2022 Tickets, Tue 08/02/2022 at 3:30 pm | Eventbrite](#)

[Pride in Diversity Networking Event Canberra February 2022 Tickets, Tue 08/02/2022 at 5:00 pm | Eventbrite](#)

Thank you and happy holidays.

Best regards,
s47F(1)

From: s47F(1)
Sent: Tuesday, 14 December 2021 12:32 PM
To: Christopher Nelson
Subject: February Canberra Visit, Roundtable & Networking

Hello Canberra members,

I'm sure everyone is looking forward to the Christmas and New Year holidays after (another) challenging year!

Just a quick email to let you know that Chris will be in Canberra from **7th to 11th February** for member visits and any face-to-face training that you might like to book.

He is also looking for a host for the Roundtable and Networking. It is tentatively booked in for **Tuesday 8th February** from 3.30pm.

Please let me know if you would like to meet with Chris and if you would be able to host the Roundtable and Networking.

Happy Holidays and best wishes for the new year!

Best regards,
s47F(1)

s 47F(1)

Relationship Manager
s47F(1)

s47F(1)

Address: 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s 47F(1)

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au | www.acontraining.org.au

Facebook: facebook.com/prideindiversity



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MORE INCLUSIVE OF SEXUALITY & GENDER DIVERSE PEOPLE
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From: s47F(1)
Sent: Tuesday, 30 March 2021 11:22 AM
To: s47E(d)
Cc: s22
Subject: RE: LGBTQ Inclusion Awards - help us showcase your LGBTQ inclusion work!
[SEC=UNOFFICIAL]

Follow Up Flag: Follow up
Flag Status: Completed

Categories: s22

Many thanks s22

Warm regards,

Michelle Blom

Events Manager, ACON's Pride Inclusion Programs
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

s47F(1)

Address: 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s47F(1)
My pronouns: she/her



Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: twitter.com/pridediversity twitter.com/prideinsportau

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

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From: s22 **On Behalf Of** s47E(d)
Sent: Tuesday, 30 March 2021 11:18 AM
To: Will Reilly

Cc: s22 ; Michelle Blom

Subject: RE: LGBTQ Inclusion Awards - help us showcase your LGBTQ inclusion work! [SEC=UNOFFICIAL]

Good morning Will,

Thanks for the opportunity to help showcase some of our staff who were active in promoting LGBTI+ awareness and visibility within the workplace during 2020.

I can confirm everyone has approved the photos for use.

Regards

s22

Inclusion and Diversity
Leadership and Diversity

W: s 22



From: Will Reilly s47F(1)

Sent: Friday, 26 March 2021 12:22 PM

Cc: Michelle Blom s47F(1)

Subject: LGBTQ Inclusion Awards - help us showcase your LGBTQ inclusion work!

Importance: High

Hello,

We're reaching out to you regarding this year's [Australian LGBTQ Inclusion Awards](#), which will be on Friday 28 May 2021.

As submitters to the Australian Workplace Equality Index (AWEI), you have a unique perspective on the continued efforts regarding progress in LGBTQ workplace inclusion.

That said, with your permission, we would love to showcase the LGBTQ inclusion work you've done throughout the year at the awards event. We're hoping to create a video montage of the work our members and submitters have done in promoting awareness and visibility of our communities.

What we need from you:

- **High resolution photos or videos pertaining to your LGBTQ inclusion work** – your choice! Must be high resolution or we will not be able to use them.
 - Think community events, Diversity Days and Days of Significance, training, conferences, internal events (we know Covid put restrictions – but we've seen your stuff on social media!)
- **Please submit your video to us by Friday, 9 April 2021 to** s47F(1)

This video would be played at the luncheon, to keep our theme of 'Thank You to Our Members.' It would be seen by all in-person attendees, and those attending via livestream – a wide, varied audience. We may also use this on the AWEI website and on our social media channels.

Know that this is not a requirement but encouraged, as it is a fantastic opportunity for you to show and inspire fellow Pride in Diversity members, peers and AWEI (and HWEI) submitters all of the things possible to promote LGBTQ awareness and visibility within the workplace and for our communities – despite any dampers or restrictions 2020 may have put on us.

Please note:

- *This is not about promoting your business, nor is it an advertisement for it. This is about promoting your work or activities in the space relevant to the AWEI and the awards event.*

- We may not be able to feature all items given to us, but will do our best to incorporate everything we can.
- Your willingness to participate in this will be used as permission to use your photos/videos publicly, so please do not send anything that should be confidential.

Should you have any outstanding questions, please contact our Events Manager: Michelle Blom (cc'd to this email).

Enjoy your weekend.

Kind Regards,
 Will Reilly
 AWEI Project Manager
 Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

Direct: s47F(1) | Switch: +612 9206 2000

Address: 414 Elizabeth St Surry Hills NSW 2010
 Websites: www.prideinclusionprograms.com.au | www.pid-awei.com.au
[Facebook](#) | [LinkedIn](#) | [Twitter](#) | [Instagram](#)

My pronouns: he/him/his



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AWEI2021 LOCKDOWN: Please note that Pride Inclusion Programs will be in lockdown from Monday 2nd March to Thursday 9th April marking submissions. We are unable to conduct training/meetings during this period. Please speak with us to forward plan consultation around this period.

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From: s47F(1)
Sent: Thursday, 9 September 2021 3:37 PM
To: s22
Subject: RE: Meeting with Services Australia [SEC=UNOFFICIAL]

Hi s22 I can't reach you at the numbers you have in your signatures below – there's an error message. Please can you let me know what's the best alternative number to reach you?

s47F(1)

From: s22
Sent: Thursday, 2 September 2021 11:29 AM
To: s47F(1)
Cc: s22
Subject: Meeting with Services Australia [SEC=UNOFFICIAL]

Hi s47F(1)

That's great, thanks. I'll send a calendar invitation.

Talk soon,

s22

s22, Assistant Director s22
s22

Inclusion and Diversity/Leadership and Diversity
People

SERVICES AUSTRALIA
servicesaustralia.gov.au

Follow us on [facebook.com/ServicesAustralia](https://www.facebook.com/ServicesAustralia)
Follow @ServicesGovAU on Twitter

I acknowledge the Traditional Custodians of the lands we live on. I pay my respects to all Elders, past and present, of all Aboriginal and Torres Strait Islander nations.

From: s47F(1)
Sent: Thursday, 2 September 2021 11:25 AM
To: s22
Cc: s22
Subject: RE: Meeting with Services Australia [SEC=UNOFFICIAL]

Hi s 22

Happy to chat! However, sorry s47F(1)
and s22

– does Thursday 9th Sept at 4pm work for you

Thanks
s47F(1)

From: s22
Sent: Thursday, 2 September 2021 11:15 AM
To: s47F(1)
Cc: s22
Subject: Meeting with Services Australia [SEC=UNOFFICIAL]

Hi s47F(1)

Hope you're doing OK in lockdown? 😊

s22 and I are hoping we can meet with you sometime soon.

We'd really like to talk to you about Criterion SS15 Gender Neutral Bathrooms and Facilities. I think you had some ideas about how we might better present our evidence?

And I'd also like to have a chat about 'double dipping' with evidence.

Maybe you have some time on Friday 10 September?

Looking forward to catching up.

Cheers,

s22

s22 Assistant Director s22
s22

Inclusion and Diversity/Leadership and Diversity
People



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Follow @ServicesGovAU on Twitter

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From: s47F(1)
Sent: Thursday, 17 March 2022 5:34 PM
To: s22
Cc: s22
Subject: RE: Regional Reach [SEC=UNOFFICIAL]
Attachments: LGBTQ_NationalReach_AlburyWodonga_fler_FINAL.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Hi s22

That's great news! I've attached a flier for the event – please would you be able to distribute it internally especially to those who are in Albury Wodonga?

Thank you!

s47F(1)

From: s 22
Sent: Thursday, 17 March 2022 12:15 PM
To: s47F(1)
Cc: s22
Subject: RE: Regional Reach [SEC=UNOFFICIAL]

Hi s47F(1) 😊,

Yes, we do and we're of your event.

We're really hoping to be able to get involved.

At the moment, we're redeployed to disaster work, but will get on to it as soon as we're able.

Warm regards,

s22

s22

Assistant Director, Inclusion and Diversity
s22

Inclusion and Diversity Team | People Capability
PEOPLE

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I acknowledge the Traditional Custodians of the lands we live on. I pay my respects to all Elders, past and present, of all Aboriginal and Torres Strait Islander nations.

From: s47F(1)
Sent: Thursday, 17 March 2022 11:09 AM
To: s22

Subject: Regional Reach

Hi s22 and s22

Can I please ask if Services Austalia has a presence in Albury and Wodonga? We are planning a regional reach event and wondering if we can get an invitation out to them if you have a presence there?

Thanks
s47F(1)

s 47F(1)

Relationship Manager
Personal pronouns: He/Him

Direct: s 47F(1) | **Mobile:** s 47F(1)
Address: 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s 47F(1)
Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au | www.acontraining.org.au
Facebook: facebook.com/prideindiversity



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From: s47F(1)
Sent: Thursday, 23 September 2021 5:34 PM
To: s22
Cc: s22
Subject: RE: Reproducing resources [SEC=UNOFFICIAL]

Hi s22 just letting you know I'm checking re this.

s47F(1)

From: s22
Sent: Tuesday, 21 September 2021 9:28 AM
To: s47F(1)
Cc: s22
Subject: Reproducing resources [SEC=UNOFFICIAL]

Hello s47F(1)

We're updating our intranet.

The Intranet Webmaster has noticed that I've published a number of your resources on the intranet rather than providing a link to them.

I've done this to make it easier for staff to access the documents. Otherwise staff would have to logon and download the publications.

The Intranet Webmaster has asked me to obtain written permission from you to reproduce publications. The publications I've published are:

- Employers' guide to intersex inclusion
- A manger's guide to LGBTI workplace inclusion
- Engaging allies for change: How to engage LGBTI allies for cultural change
- Let's talk gender: a closer look at gender diversity within the workplace
- Employer's Guide intersex inclusion.

I look forward to your advice.

Kind regards,

s22

s22, Assistant Director s22
s22

Inclusion and Diversity/Leadership and Diversity
People

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From: s47F(1)
Sent: Tuesday, 22 June 2021 9:20 AM
To: s22
Subject: RE: Services Australia - AWEI Debrief [SEC=UNOFFICIAL]

Hi s 22

How about Friday 9th at 11am?

Thanks
s47F(1)

From: s22
Sent: Tuesday, 22 June 2021 9:12 AM
To: s47F(1)
Subject: Services Australia - AWEI Debrief [SEC=UNOFFICIAL]

Hi s47F(1) ☺

We'd like to arrange our AWEI debrief meeting. It will be with s22 s22 and I.

I'm sure you pretty booked up but wondering if you might be available on Friday 9 July at 9 am, 11 am, 2pm or 3 pm?

Looking forward to hearing from you.

s22

s22 Assistant Director
s22

Inclusion & Diversity Team / Leadership and Diversity Branch
People Division



400 George Street, Brisbane

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From: s47F(1)
Sent: Thursday, 20 May 2021 2:46 PM
To: s 22
Cc: s 22
Subject: RE: Training [SEC=UNOFFICIAL]

Hi s22

Looking forward to seeing you next week too!

Re training yes how about Thursday 8th July but can we do 10am instead please?

Thanks
s47F(1)

From: s22
Sent: Thursday, 20 May 2021 8:26 AM
To: s47F(1)
Cc: s22
Subject: Training [SEC=UNOFFICIAL]

Hello s47F(1)

Glad you're back from the marking lock down!

We're hoping to organise delivery of a 90 minute LGBTI+ Awareness Session in the week of 5 July.

It will be delivered via Teams.

Perhaps on Tuesday 6 July or Thursday 8 July in the morning, perhaps around 9.30 am?

Do you have some availability to do this?

Look forward to meeting you next week. 😊

Warm regards,

s22

s22
Assistant Director

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From: Pride in Diversity <info@prideindiversity.com.au>
Sent: Friday, 12 March 2021 9:15 AM
To: s47E(d)
Subject: Greater Western Sydney Summit - Thursday 29th April

Follow Up Flag: Follow up
Flag Status: Completed

Categories: s22



Greater Western Sydney Summit



GREATER WESTERN SYDNEY SUMMIT

INCREASING LGBTQ WORKPLACE INCLUSION TOGETHER

pridein diversity

THURSDAY 29 APRIL 9:30 – 5PM AEST
WE SUPPORT INTERSECTIONAL WORKPLACES
www.prideinclusionprograms.com.au

Dear ^{s22}

Our members have requested we take the conversation about LGBTQ workplace diversity and inclusion to Greater Western Sydney, and we're doing exactly that on Thursday 29th April.

The summit is open to all employers and employees – including state and local governments, small business and community employers in Greater Western Sydney. The purpose of the summit is to open dialogue with organisations and their teams on LGBTQ inclusion within workplaces, and discuss challenges and opportunities, including the intersection of people of faith and multicultural communities.

Hosted at Western Sydney University (Kingswood Campus) on Thursday 29

April and chaired by Pride in Diversity and our patron, CEO Business Council of Australia and Chair of Western Sydney Aerotropolis, **Jennifer Westacott AO**, the Summit presents a series of events focusing on awareness and enablement. It will include discussion on critical elements of LGBTQ inclusion with the intent of addressing questions about these topics for organisations, leaders, HR professionals and employee networks in Greater Western Sydney.

Attendance is free, but registrations are essential! [Click here](#) to download a PDF program which includes registration links to share with your networks.

We hope to see you there!

Best regards,

Pride in Diversity National & Regional Reach Initiative

LGBTQ
national
reach

**GREATER
WESTERN
SYDNEY
SUMMIT**

Jennifer Westacott AO
CEO, Business Council of Australia
Chair, Western Sydney Aerotropolis

INCREASING LGBTQ WORKPLACE INCLUSION TOGETHER

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diversity**

THURSDAY 29 APRIL 9:30 – 5PM AEST
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From: ACON's Pride Inclusion Programs <info@prideindiversity.com.au>
Sent: Wednesday, 24 March 2021 9:45 AM
To: s47E(d)
Subject: 2021 Australian LGBTQ Inclusion Awards: Tickets go on sale Wednesday 31st March!

Follow Up Flag: Follow up
Flag Status: Completed

Categories: s22



2021 Australian LGBTQ Inclusion Awards

Tickets go on sale Wednesday 31st March at 12:00pm AEDT

Dear s22

We are excited to announce that tickets for the Australian LGBTQ Inclusion Awards will go on sale Wednesday 31st March, at 12pm AEDT.

This event celebrates and awards Australia's top organisations for LGBTQ inclusion based on the results of the Australian Workplace Equality Index (AWEI) and the Health + Wellbeing Equality Index (HWEI).

This year's luncheon will once again be hosted by SBS World News Journalist Ricardo Gonçalves, overlooking Sydney's spectacular Darling Harbour, at the Hyatt Regency. This event is surely one not to miss, no matter where you are joining us from.

Tickets are limited, so do not miss out!

MAY 2021

FRIDAY

28

EVENT DETAILS

Venue

Hyatt Regency,
161 Sussex St, Sydney

Event time

11:00am - 3:00pm (AEST)

Livestream time

11:40am - 3:00pm (AEST)

TICKET OPTIONS

Tickets go on sale Wednesday 31st March at 12:00pm AEDT.

TICKET TYPE (excl. GST)	MEMBER/AWEI PARTICIPANT	NON MEMBER
PREMIUM TABLE • 10 SEATS • 2 LIVESTREAM TICKETS	\$3,695.00	\$3,995.00
CORPORATE TABLE • 10 SEATS • 2 LIVESTREAM TICKETS	\$2,895.00	\$3,195.00
INDIVIDUAL TICKETS	\$220.00	\$245.00
LIVESTREAM TICKETS	\$99.00	\$125.00

For more information and to purchase tickets, please visit our [website](#).

THANK YOU TO OUR SPONSORS!



For more sponsorship opportunities, please [click here](#).

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From: Pride in Diversity <info@prideindiversity.com.au>
Sent: Tuesday, 9 March 2021 9:32 AM
To: s47E(d)
Subject: Pride in Diversity March E-News

Follow Up Flag: Follow up
Flag Status: Completed

Categories: s22



Member E-News

Dear s22

As we try to brush off the glitter from this year's Sydney Mardi Gras, it's time for the whole Pride in Diversity team to turn our attention to the AWEI marking period, as submissions are already coming in and the submission deadline is this Friday, 12th March, at 5pm. From **Monday 15th March to Friday 23rd April we will be in lockdown** to mark this year's AWEI submissions, and your Relationship Managers will have very limited availability.

However, this doesn't mean that nothing will be happening, keep reading to find out what we've got coming up in the next month!

Best regards,
The Pride in Diversity Team

Key Dates in March & April

- **Tues 9th Mar** - [LGBTQ Awareness Training](#) (WebEx)
- **Fri 12th Mar** - [AWEI Submission Deadline](#)
- **Mon 15th Mar - Fri 23rd Apr** - **Pride in Diversity AWEI marking lockdown.**
During this period member organisations will have limited access to their Relationship Managers and we thank you for your patience. For anything urgent, please contact Tam Halls - THalls@acon.org.au.
- **Wed 31st Mar** - Trans Day of Visibility - [Leading Not Lagging](#), brought to you by Pride in Diversity's Sapphire Initiative
- **Tues 6th Apr** - [LGBTQ Awareness Training](#) (WebEx)
- **Mon 26th Apr** - Lesbian Visibility Day
- **Thurs 29th Apr** - [Greater Western Sydney Summit](#)

You can check our [online calendar](#) for upcoming events throughout the year.

Welcome New Members

Pride in Diversity was delighted to welcome the following new members in February:

- Mirvac
- Afterpay
- Gallagher Bassett Services
- Boston Scientific Pty Ltd
- WA Public Sector Commission



Pride in Diversity's Sapphire Initiative is pleased to be handing the stage over to Trans and Gender Diverse leaders and allies on Trans Day of Visibility with this free online event on **Wednesday 31st March, 5:30pm – 7pm (AEDT):**

Leading Not Lagging

Recruitment and Career Advancement for Trans and Gender Diverse People

Research shows that diversity provides for more successful organisations, greater creativity and innovation, and higher profitability. Organisations that lead the way with diversity will reap the rewards, those that lag will not.

Very little research has been conducted into the experiences of Trans and Gender Diverse people with respect to recruiting and career advancement, but what research there is shows the following

- Trans and Gender Diverse applicants are one fifth as likely to be hired for the same position as cisgender applicants even when they are more qualified and better experienced*.
- Trans and Gender Diverse applicants and people of diverse sexuality and gender, are often more highly qualified than their cisgender peers, despite significant challenges around supporting themselves through education, often without family or other support*.
- 30 percent of respondents in one survey reported being fired, denied a promotion or experiencing some form of mistreatment at work due to their gender identity or expression*. In another survey, an overwhelming 90% of respondents reported experiencing harassment or mistreatment in the workplace*.

This panel discussion will provide you with the opportunity to learn about the experiences of Trans and Gender Diverse job seekers, hear from recruitment experts on why the current system is broken and how it disadvantages Trans and Gender Diverse folks.

Learn what you can do to make a real difference.

**References can be supplied on request*

Register Now

LGBTQ
national
reach

GREATER WESTERN SYDNEY SUMMIT

INCREASING LGBTQ WORKPLACE INCLUSION TOGETHER

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THURSDAY 29 APRIL 9:30 – 5PM AEST
WE SUPPORT INTERSECTIONAL WORKPLACES
www.prideinclusionprograms.com.au

Pride in Diversity is the national peak body focused on LGBTQ workplace inclusion, engaging with over 300 organisations who employ over 3 million employees around Australia. Our members have requested we take the conversation about LGBTQ workplace diversity and inclusion to Greater Western Sydney.

The summit is open to all employers and employees – including state and local governments, small business and community employers in Greater Western Sydney. The purpose of the summit is to open dialogue with organisations and their teams on

LGBTQ inclusion within workplaces, and discuss challenges and opportunities, including the intersection of people of faith and multicultural communities.

Hosted at Western Sydney University (Kingswood Campus) on Thursday 29 April and chaired by Pride in Diversity and our patron, CEO Business Council of Australia and Chair of Western Sydney Aerotropolis, Jennifer Westacott AO, the Summit presents a series of events focusing on awareness and enablement. It will include discussion on critical elements of LGBTQ inclusion with the intent of addressing questions about these topics for organisations, leaders, HR professionals and employee networks in Greater Western Sydney.

[Click here](#) to download a PDF of the full program, including links to register for each session.



LGBTQ
national
reach

**DOING MACKAY PROUD
WITH LGBTQ INCLUSION**

INCREASING LGBTQ WORKPLACE INCLUSION TOGETHER

**pridein
diversity**

MONDAY 10 MAY 9:30 – 7PM AEST
WE SUPPORT REGIONAL & RURAL WORKPLACES
www.prideinclusionprograms.com.au

Feedback from employers and employees, including very clear data from the latest Australian Workplace Equality Index, highlights that LGBTQ inclusion in the workplace is more challenging to achieve in regional Australia, as opposed to metropolitan workplaces.

With this in mind, Pride in Diversity is convening a cross-organisational program to help drive awareness and inclusion in regional Queensland.

Kindly hosted by Mackay Regional Council, on 10 May 2021 and supported by Hastings Deering, a series of events focusing on enablement, networking, best practices and new research will be held during the day, with the intent of progressing real change in regional workplaces, irrespective of size, industry or location of the workplace.

[Click here](#) to download a PDF of the full program, including links to register for each session.



In 2020, PID partnered with [Grace Papers](#) in research to better understand the intersectional challenges of LGBTQ+ parents. We looked at the intersection of care, career and sexual orientation and how workplace inclusion practices and policies can either hinder or foster an inclusive culture for rainbow families.

We are proud to provide you access to the [final report](#); which provides an overview of the key findings and most importantly includes a series of recommendations for practical changes that can be made to be more inclusive of rainbow families.

Sapphire co-convenor Jess Mayers participated in a panel on 26th Feb, discussing her experiences as a queer woman who is also a parent. You can watch a video of the event [here](#).

The key take-aways, relevant for workplaces are:

1. Policies and processes must contain explicit statements of inclusion
2. Ally training is an important mechanism to reduce everyday bias for LGBTQ+ families in the workplace
3. A focus on story-telling and showcasing role models increases belonging for LGBTQ+ families
4. Employee Network Groups cross-collaborating will accelerate belonging for rainbow families
5. Public displays of inclusion by leaders are essential in creating the psychological safety for employees to be “out” at work



ON LINE --- LEARN ING

Our monthly online learning sessions are back, and the full year's program is now available in the members section of our website, but here are some dates to get you started. Click on the headings to go directly to the registration page for that session.

March 2021

LGBTQ Awareness – Tuesday 9th, 12:30pm – 2pm

Pride in Diversity will provide participants with an overall understanding of why LGBTQ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

April 2021

LGBTQ Awareness – Tuesday 6th, 12:30pm – 2pm

Pride in Diversity will provide participants with an overall understanding of why LGBTQ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ employees and provide awareness on the impact that a culture has on the lived experience of its employees.



We are kicking off 2021 with a bang! We will be handing over the Sapphire Platform to Trans and Gender Diverse leaders and allies on Trans Day of Visibility with an online event on Wednesday 31st March, 5:30pm – 7pm (AEDT).

This panel discussion will provide the opportunity to learn about the experiences of Trans and Gender Diverse job seekers, hear from recruitment experts on why the current system is broken and how it disadvantages Trans and Gender Diverse folks.

We will be following this with another online event in April, for Lesbian Visibility Day, before we start rolling out face-to-face events - our first since COVID restrictions were introduced. We will start our face-to-face series with events in Perth (May) and Sydney (June). Look out for more information, and [sign up to join](#) the Sapphire Network if you haven't already done so - LGBTQ people who identify or may be perceived as women and all their allies are welcome!



The Pride in Diversity (PID) Endorsed LGBTQ Trainer Program equips individuals and organisations to deliver face-to-face facilitated LGBTQ education experiences.

Developed for internal trainers, this program arms participants to deliver Pride in Diversity's LGBTQ Awareness training module through in depth, facilitator led workshops.

This program has been designed with a theoretical base, historical context and an understanding of emerging trends in LGBTQ inclusion. The program delivers modular content through case studies, theories and models, video artefacts and PID publications, exposing participants to relevant, up-to-date modes of process and practice.

We have locked in dates for our Endorsed Trainer program for the remainder of the year, with courses running in May/June, August/September, and December.

[Click here](#) for more information, including costs and links to register.

International Strategic Initiative

Pride in Diversity is undertaking a long term International strategic initiative to develop and share practices to assist all members with teams offshore to support members furthering inclusion beyond the national boundaries.

Pride in Diversity is looking for member organisations that would like to be potentially

showcased to reach out to Relationship Manager [Andrew Georgiou](#), particularly around these key areas:

- Employee travel safety considerations
- Regional network reach strategies
- Executive leadership and Executive champions
- Establishing and fostering Ally networks

Marketing & Communications Strategy

Recently, the Pride Inclusion Team strategized an updated Marketing and Communications Plan to help communicate our work, and also that of our member organisations. We are keen to hear from marketing-oriented member organisations, or marketing professionals who are keen to assist in the execution of this plan over the next few years. If intrigued, please contact [Mark Latchford](#), Associate Director, Pride in Diversity.

Member Organisation News

The Jumbunna Institute at UTS, supported by an Advisory Group of First Nations people are conducting a two-phase research project into the barriers to recruitment and retention for Aboriginal and Torres Strait Islander LGBTQ+ people. There is almost no attention given to Queer and Trans First Nations peoples with regard to workplace diversity and inclusion practices.

The first phase is a less than 30 minute anonymous online survey for Indigenous LGBTQ+ people followed by yarning circles with LGBTQ+ mob at various sites around the country.

The findings from this research will be used to develop a report to be utilised by community advocates and industry to benefit LGBTQ+ First Nations communities in their advocacy for fairer workplaces. By articulating to one another, what has otherwise gone formally undescribed in commentary on Indigenous people and work, and through employer education it will raise informal workplace standards for LGBTQ+ First Nations peoples.

[Click Here](#) to complete the survey

UTS have also provided an information sheet [here](#).

This research and report is also supported by Pride in Diversity members' Woolworths Group and Deloitte

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From: Pride in Diversity <info@prideindiversity.com.au>
Sent: Thursday, 15 April 2021 1:24 PM
To: s47E(d)
Subject: Pride in Diversity April E-News

Follow Up Flag: Follow up
Flag Status: Completed

Categories: s22



Member E-News

Dear s22

The Pride in Diversity team are still in the thick of AWEI submission marking, but the end is in sight and we're all looking forward to getting back into the regular swing of things. We've got our second quarter state capital Member Roundtables and Networking events coming up in May, as well as online events and training, and in-person events in Greater Western Sydney, Mackay QLD and Perth WA!

Speaking of great events, tickets for the LGBTQ Awards luncheon, where we get to showcase some of the amazing work being done by our members, went on sale two weeks ago and sold out in record time. We are hoping to open up additional space for those on the waitlist so make sure to let us know if you are wanting to attend.

In the meantime, please keep reading to see what we have lined up in April and May!

Best regards,

The Pride in Diversity Team

Key Dates in April & May

- **Fri 30th Apr - Pride in Diversity AWEI marking lockdown ends.** For anything urgent before this date, please contact Tam Halls - THalls@acon.org.au.
- **Fri 23rd Apr - Sapphire Online - [Lesbian Visibility Day Panel Event](#)**
- **Mon 26th Apr - Lesbian Visibility Day**
- **Thurs 29th Apr - [Greater Western Sydney Summit](#)**
- **May 9th - 24th - [State Roundtables & Networking Events](#)**
- **Mon 10th May - [Doing Mackay Proud with LGBTQ Inclusion](#)**
- **Tues 11th May - Sapphire in PERTH - [Gender Equity Beyond The Binary](#)**
- **Tues 11th May - [LGBTQ Awareness - online learning](#)**
- **Wed 12th May - [LGBTQ HR & Recruitment - online learning](#)**
- **Mon 17th May - [IDAHOBIT](#)**
- **Fri 28th May - Australian LGBTQ Inclusion Awards**

You can check our [online calendar](#) for upcoming events throughout the year.

Welcome New Member

Pride in Diversity was delighted to welcome the following new member in March:

- [Streat](#)



In honour of Lesbian Visibility Day (26th April) Pride in Diversity's Sapphire Initiative will be hosting a zoom panel event on Friday 23rd April, 12:30pm – 1:30pm (AEST)

Sapphire continues to look for ways to generate awareness around what it is like to be an LGBTQ person who is or may be perceived as a woman, and the additional barriers that we face.

For Lesbian Visibility Day, our panellists will share their stories and experiences from the workplace and beyond.

Register using the link below to hear from our fascinating speakers, and to join in the discussion.

[Register Now](#)

Our panellists:

Gai Bolderrow (she/hers)

Queensland Police Service

Gai joined the Queensland Police Service (QPS) in 1987 and has worked in operational, specialist and corporate roles. Gai is currently an Inspector at Forensic Services Group managing staff and capability in the Electronic Evidence Section. During her career Gai has been Officer in Charge of a Brisbane suburban police station and an on-road supervisor for the South Side of Brisbane. In addition to her vast operational experience Gai has undertaken corporate and specialist roles at Strategic Planning and Performance, Queensland Police Academy and State Intelligence. Gai is a lifelong learner having completed a Master of Professional Studies (USQ), Graduate Certificate of Intelligence Analysis (CSU) and a Bachelor of Commence (UQ).

Gai is a founding member of the QPS Lesbian, Gay, Bisexual, Transgender, Intersex + (LGBTI+) Support Network, dedicated to supporting LGBTIQ staff members. The Network has been recognised by Queensland Police Union of Employees Everyday Hero, Queen's Birthday Ball awards, Queensland Police Service Awards for Excellence in 2016 and 2018, Australian LGBTI Awards and 2018 Premiers Award for Excellence in leadership for video "It gets better". A second video in this series "One Step Better" was produced in 2019. Improving organisational inclusion and diversity for LGBTIQ+ people is a driving force for Gai, having recently developed the QPS Gender Affirmation Policy and Guidelines. Gai was named in the Deloitte Outstanding 50 LGBTI+ Leaders 2020. She shares her life with her partner Sophia and enjoys reading, bush walking, cycling and travel.

Delia Deng (she/hers)

SAP

Dee has been a procurement, compliance and operations professional for almost a decade, working across the banking industry previously, and now within IT. Currently at SAP, she is proud to help organisations and C-Suite leaders spend more intelligently and across more diverse businesses using new and innovative technologies. She's influenced a number of opportunities, conducted sales & diversity training, and have been recognised as a change catalyst and a leader.

Nadiyah Al Hadidi (she/hers)

Salesforce

Nadiyah is a Business Development Manager at Salesforce. Growing up in Jordan she was committed to being a positive representative for young women within the LGBT community, helping them flourish and be resilient in the face of adversity. She is a proud member and advocate for the LGBT+ community and a role model for many. She has been involved in the launch of Diversity groups and representation of LGBT women in leadership roles. She also is completing her postgrad to become a Coaching Psychologist to further support the community and early career millennials entering the workforce.

[Register Now](#)

LGBTQ
national
reach

GREATER WESTERN SYDNEY SUMMIT

INCREASING LGBTQ WORKPLACE INCLUSION TOGETHER

pridein
diversity

THURSDAY 29 APRIL 9:30 – 5PM AEST
WE SUPPORT INTERSECTIONAL WORKPLACES
www.prideinclusionprograms.com.au

Pride in Diversity is the national peak body focused on LGBTQ workplace inclusion, engaging with over 300 organisations who employ over 3 million employees around Australia. Our members have requested we take the conversation about LGBTQ workplace diversity and inclusion to Greater Western Sydney.

The summit is open to all employers and employees – including state and local governments, small business and community employers in Greater Western Sydney. The purpose of the summit is to open dialogue with organisations and their teams on LGBTQ inclusion within workplaces, and discuss challenges and opportunities, including the intersection of people of faith and multicultural communities.

Hosted at Western Sydney University (Kingswood Campus) on Thursday 29 April and chaired by Pride in Diversity and our patron, CEO Business Council of Australia and Chair of Western Sydney Aerotropolis, Jennifer Westacott AO, the Summit presents a series of events focusing on awareness and enablement. It will include a discussion on critical elements of LGBTQ inclusion with the intent of addressing

questions about these topics for organisations, leaders, HR professionals and employee networks in Greater Western Sydney.

[Click here](#) to download a PDF of the full program, including links to register for each session.



LGBTQ
national
reach

**DOING MACKAY PROUD
WITH LGBTQ INCLUSION**

INCREASING LGBTQ WORKPLACE INCLUSION TOGETHER

**pridein
diversity**

MONDAY 10 MAY 9:30 – 7PM AEST
WE SUPPORT REGIONAL & RURAL WORKPLACES
www.prideinclusionprograms.com.au

Feedback from employers and employees, including very clear data from the latest Australian Workplace Equality Index, highlights that LGBTQ inclusion in the workplace is more challenging to achieve in regional Australia, as opposed to metropolitan workplaces.

With this in mind, Pride in Diversity is convening a cross-organisational program to help drive awareness and inclusion in regional Queensland.

Kindly hosted by Mackay Regional Council, on 10 May 2021 and supported by Hastings Deering, a series of events focusing on enablement, networking, best practices and new research will be held during the day, with the intent of progressing real change in regional workplaces, irrespective of size, industry or location of the workplace.

[Click here](#) to download a PDF of the full program, including links to register for each session.



ON LINE --- LEAR NING

Our monthly online learning sessions are open to all employees of our member organisations, and the full year's program is now available in the members section of our website. Click on the headings to go directly to the registration page for that session.

May 2021

LGBTQ Awareness – Tuesday 11th, 12:30pm – 2pm (AEST)

Pride in Diversity will provide participants with an overall understanding of why LGBTQ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

LGBTQ HR & Recruitment – Wednesday 12th, 12:30pm – 2pm (AEST)

Pride in Diversity will provide an interactive session on LGBTQ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues faced by LGBTQ employees and prospective employees. NB: attendees for this session MUST have completed an LGBTQ Awareness session within the past 12 months.



GENDER EQUITY: BEYOND THE BINARY

In person event - PERTH

Tues 11th May, 2021

Hosted by Clayton Utz - 250 St Georges Terrace, Perth WA 6000

5.30 arrival for 6pm start.

Over the past few years, we've seen a large uptick in the amount of career programs and networking groups for women. These initiatives are important, but they often leave out some of our most vulnerable people.

We know that for many LGBTQ women, they don't feel like they fit into these women's programs and spaces.

We also know that there are many women who don't fit into societal norms of femininity. Despite the worldwide shift towards greater acceptance of nontraditional gender roles, individuals perceived to have nonconforming gender expression continue to be victimized and subjected to discrimination.

This is an extra level of fear or expectation of marginalisation that many gender-nonconforming women can have, which may lead to them feeling less safe or welcome in women's spaces.

Another phenomenon we are increasingly hearing about is groups of trans-exclusionary radical feminists who have anti-trans beliefs and are vocal in denying the rights of trans women. These people would hold and vocalise a view that

women's spaces should only be for cisgender women, again, leading to a population of women who may not necessarily feel automatically comfortable or included in women's spaces.

Over time, as a community, we have developed a broader view of gender, and now, much more clearly understand that there are more than two genders. There are other marginalised genders that we should be considering when we look at the support and programs we offer at our organisations.

This has prompted many organisations to start discussions around the programs that have been created to support people who were marginalised because of their gender, women's spaces and programs, and address the fact that maybe they may be excluding other marginalised genders, and that they may not actually seem inclusive to all women.

Our session is designed to prompt attendees to consider the inclusivity of 'women's' spaces and programs, originally created to try and overcome barriers faced by people who were marginalised because of their gender, and give some insights on how to make sure we are including everyone who needs to be.

[Register Now](#)

The logo for 'pride in diversity' is set against a solid blue square background. The word 'pride' is in a bold, white, sans-serif font. The word 'in' is in a smaller, white, sans-serif font and is positioned between 'pride' and 'diversity'. The word 'diversity' is in a bold, white, sans-serif font, matching the weight of 'pride'.

pride in **diversity**

The word 'ROUNDTABLE' is written in a bold, black, sans-serif font, stacked vertically in three lines: 'ROU', 'NDTA', and 'BLE'. The text is centered within a thin black circular outline.

**ROU
NDTA
BLE**

Our second series of quarterly member roundtables for 2021 is coming up in May. Registrations are now open but numbers are strictly limited, so book your place now!

Our Member Roundtables are held in most state capitals, and provide the opportunity to discuss LGBTQ inclusion from a local perspective. Includes Q&A with Pride in Diversity. Numbers are limited for these events, and we restrict registration to one person from each member organization to enable the maximum representation of diverse member organisations. We encourage our members to rotate attendance opportunities throughout the year for members of their HR / Diversity & Inclusion / LGBTQ Network teams.

Brisbane Roundtable - Wed May 12th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Melbourne Roundtable - Thurs May 13th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Canberra Roundtable - Tues May 18th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Sydney Roundtable - Wed May 19th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Perth Roundtable - Wed May 19th, 3:30pm - 5pm (AWST) - [Click here to register](#)

Adelaide Roundtable - Wed June 16th, 3:30pm - 5pm (ACST) - [Click here to register](#)



Networking events follow on after our Roundtables and have been designed to facilitate professional networking amongst employees of member organisations, to extend your professional networks, learn more about what others are doing in this space and of course, meet new people. These events are open to ALL employees of member organisations, and while they are primarily a member event, guests from non-member organisations are welcome to attend with members. Once again, numbers are strictly limited so book early!

Brisbane Networking - Wed May 12th, 5pm - 7pm (AEST) - [Click here to register](#)

Melbourne Networking - Thurs May 13th, 5pm - 7pm (AEST) - [Click here to register](#)

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IDAHOBIT is a very significant day for the LGBTQ community and our allies.

Many of our members plan activities on or around the 17th May. Don't hesitate to ask for support and/or participation from your PID relationship manager or the team.

At the request of a number of members, and following on from the success of last year's Pride in Diversity webinar, we are curating a thought provoking, diverse and national panel for our own Webinar, from 3 p.m. AEST on Monday, 17th May. Further details and links to be published shortly but make a diary note.

The theme of the Pride in Diversity panel discussion will mirror the Global 2021 IDAHOBIT themes: **Celebrating the Power of LGBTQ Diversity** (organisationally and professionally)



The Pride in Diversity (PID) Endorsed LGBTQ Trainer Program equips individuals and organisations to deliver face-to-face facilitated LGBTQ education experiences.

Developed for internal trainers, this program arms participants to deliver Pride in Diversity's LGBTQ Awareness training module through in depth, facilitator led workshops.

This program has been designed with a theoretical base, historical context and an understanding of emerging trends in LGBTQ inclusion. The program delivers modular content through case studies, theories and models, video artefacts and PID publications, exposing participants to relevant, up-to-date modes of process and practice.

We have locked in dates for our Endorsed Trainer program for the remainder of the year, with courses running in May/June, August/September, and December.

[Click here](#) for more information, including costs and links to register.

International Strategic Initiative

Pride in Diversity is undertaking a long term International strategic initiative to develop and share practices to assist all members with teams offshore to support members furthering inclusion beyond the national boundaries.

Pride in Diversity is looking for member organisations that would like to be potentially

showcased to reach out to Relationship Manager [Andrew Georgiou](#), particularly around these key areas:

- Employee travel safety considerations
- Regional network reach strategies
- Executive leadership and Executive champions
- Establishing and fostering Ally networks

Marketing & Communications Strategy

Recently, the Pride Inclusion Team strategized an updated Marketing and Communications Plan to help communicate our work, and also that of our member organisations. We are keen to hear from marketing-oriented member organisations, or marketing professionals who are keen to assist in the execution of this plan over the next few years. If intrigued, please contact [Mark Latchford](#), Associate Director, Pride in Diversity.

Member Organisation News

The Jumbunna Institute at UTS, supported by an Advisory Group of First Nations people are conducting a two-phase research project into the barriers to recruitment and retention for Aboriginal and Torres Strait Islander LGBTQ+ people. There is almost no attention given to Queer and Trans First Nations peoples with regard to workplace diversity and inclusion practices.

The first phase is a less than 30 minute anonymous online survey for Indigenous LGBTQ+ people followed by yarning circles with LGBTQ+ mob at various sites around the country.

The findings from this research will be used to develop a report to be utilised by community advocates and industry to benefit LGBTQ+ First Nations communities in their advocacy for fairer workplaces. By articulating to one another, what has otherwise gone formally undescribed in commentary on Indigenous people and work, and through employer education it will raise informal workplace standards for LGBTQ+ First Nations peoples.

[Click Here](#) to complete the survey

UTS have also provided an information sheet [here](#).

This research and report is also supported by Pride in Diversity members' Woolworths Group and Deloitte

Pride in Diversity and ACON acknowledges and pays respect to the Traditional Owners and Custodians of all the lands on which we work, and pay our respect to elders past, present and emerging.



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National Office:

414 Elizabeth Street
SURRY HILLS NSW 2010



Want to change how you receive these emails?

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From: Sapphire <info@prideindiversity.com.au>
Sent: Monday, 3 May 2021 12:46 PM
To: s47E(d)
Subject: Gender Equity - Beyond The Binary

Follow Up Flag: Follow up
Flag Status: Completed

Categories: s22

The logo for 'sapphire' is displayed on a black rectangular background. The word 'sapphire' is written in a lowercase, sans-serif font. The 's' is white, while the 'app' is a vibrant blue. The 'h' is white, and the 'ire' is also white. Below the 'a' and 'p' in 'sapphire', there are two stylized, multi-pointed starburst or sparkle icons in the same blue color as the 'app'.

You're invited!

Dear s22

After a year away from in-person events, we're SO excited to be bringing you this brand new event live in Perth, WA! This event is proudly sponsored by Clayton Utz, and is open to everyone so please share broadly amongst your networks and west coast offices if you're not there yourself!

Warm regards,
The Sapphire Team



GENDER EQUITY: BEYOND THE BINARY

Tues 11th May, 2021

Hosted by Clayton Utz - 250 St Georges Terrace, Perth WA 6000

5.30 arrival for 6pm start.

Register Now

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The Panellists

Liz Humphrey (she/her)

Clayton Utz

Liz Humphry is a Partner at leading Australian law firm Clayton Utz. Liz co-chairs Clayton Utz's LGBTIQ program, a pivotal arm of the firm's diversity agenda, and champions the delivery of an inclusive and supportive culture for LGBTIQ people. In particular, Liz is passionate about addressing the dual hurdles of being a woman and LGBTQ in the workplace, having faced the unique challenges of the double-glass ceiling throughout her legal career.

Naomi Berthoin (she/her)

Westpac

Hi I'm Naomi, my pronouns are she/her. I am a PROUD Transgender woman who has experienced difficulties transitioning. Not just from the general uneducated public, but also through a particular rude and very uneducated nurse, and the unaccepting members within my department at work who once spoke, worked, laughed and sat next to me.

I will add, not every experience has been of non-acceptance. I was asked in November 2020 to be interviewed for a podcast for The Penis Project as I am a Transgender woman who has survived prostate cancer by having her prostate removed 4 years ago at the age of 47, and that podcast was very well received. Though I very recently suffered my 2nd stroke resulting in another week stay back in the stroke ward at SJOG Hospital at Midland, my stay in hospital was very accepting and I was treated equally, and respected as a woman.

Liesel Hughes (she/her)

Microsoft

Liesel is a Cloud Solution Architect at Microsoft, where they work with customers to develop Azure Data and AI solutions. They are also involved with GLEAM, the Global LGBTQI+ Employees & Allies at Microsoft network, and ENUM, the Ethical Non-Monogamy United at Microsoft community.

Liesel is a member of the Women in Technology WA (WiTWA) Diversity and Inclusion sub-committee.

Chile Hune (she/her)

Crown Casino

Chile Hune is a full-time gaming host at Crown Casino and a founding member of CrownPride. For the last 10 years she has been on a crusade to promote Trans visibility.

Michelle Rogers (she/her)

Edith Cowan University

Michelle has over 30 years' experience in the Human Services sector working across a broad range of Government, Not-for-Profit and Higher Education

organisations focusing on disadvantaged young people both in the UK and Australia. Michelle worked for over 20 years in London specialising in child protection and mental health, including 12 years in the NGO sector structuring and leading therapeutic and advice services for young people affected by childhood trauma. Michelle was involved in strategic initiatives across London including for LGBTIQ people and her diverse experience in strategic planning, project management and leadership development resulted in the development of innovative approaches to improving outcomes for disaffected and unemployed young people.

Since moving back to Australia Michelle has worked in the university sector, initially at Curtin working across all student services and leading the LGBTIQ strategy and services. She is currently Director Student Life at Edith Cowan University leading a portfolio of support, health and engagement services for students including services for ECU's LGBTIQ community. Michelle brings a personal commitment to diversity and inclusion, is passionate about social justice and views education as essential to helping people to lead happy and meaningful lives. She draws on her personal experiences as a member of the LGBTIQ community and is keen to see universities become as accessible and inclusive as possible.

HOSTED WITH PRIDE BY

CLAYTON UTZ

REGISTER NOW

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Pride Inclusion Programs · 414 Elizabeth Street · Surry Hills, NSW 2010 · Australia

From: Pride in Diversity <info@prideindiversity.com.au>
Sent: Wednesday, 12 May 2021 12:28 PM
To: s47E(d)
Subject: Pride in Diversity May E-News

Follow Up Flag: Follow up
Flag Status: Completed



Member E-News

Dear s22

We are back from the land of the AWEI marking period and really looking forward to being able to share the results and some of the amazing work our members are doing, at the Australian LGBTQ Inclusion Awards on 28th May. Our Relationship Managers are diving back into working directly with their member portfolios, and we have a busy few months ahead.

Our IDAHOBIT webinar next Monday, 17th May is shaping up to be a great event and although it's currently fully booked we are hoping to release another 300 tickets in the next day or two, so keep checking back if you've missed out so far.

Keep reading to see what else we've got lined up for May and June!

Best regards,
The Pride in Diversity Team

Key Dates in May & June

- Wed 12th May - [LGBTQ HR & Recruitment - online learning](#)
- Wed 12th May - Tues 16th June - [Quarterly Roundtables & Networking Events](#)
- Mon 17th May - [IDAHOBIT](#)
- Fri 28th May - Australian LGBTQ Inclusion Awards
- Mon 31st May - Fri 11th Jun - [Endorsed LGBTQ Trainer](#)
- Tues 8th June - [LGBTQ Awareness - online learning](#)
- Wed 16th June - [Sapphire Event: Gender Equity - Beyond the Binary](#)

You can check our [online calendar](#) for upcoming events throughout the year.

Welcome New Members

Pride in Diversity was delighted to welcome the following new members in April:

- [Kmart](#)
- [Airservices Australia](#)
- [Boeing Australia Holdings Ltd](#)



The poster features a rainbow gradient background. In the top left corner, there is the 'acon' logo and the text 'PRIDE INCLUSION PROGRAMS'. The main title 'IDAHOBIT' is written in large, bold, multi-colored letters. Below it, the subtitle reads 'INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA, INTERPHOBIA AND TRANSPHOBIA'. The date and time 'MON 17 MAY 3- 4:30 PM AEST' are prominently displayed in white. On the right side, the text 'HARNESSING THE POWER OF DIVERSITY' is written in white, followed by 'STORIES AND COUNSEL FROM LGBTQ LEADERS OF TODAY AND TOMORROW'. At the bottom right, there is a paragraph of text: 'Join our gender & sexually diverse panel as we celebrate IDAHOBIT together, sharing personal experiences and answering some commonly asked questions. Audience questions welcome!'.

Pride Inclusion Programs is pleased to bring you this exciting webinar in celebration of International Day Against Homophobia, Biphobia, Interphobia, and Transphobia (IDAHOBIT).

Facilitated by Pride in Diversity Relationship Manager, Andrew Georgiou, our gender and sexually diverse panel will discuss their own lived experience, answer some common questions we hear from allies and others outside of the LGBTQ communities, and will also answer questions from the audience. Submit your question when registering!

[Register Now](#)

Our panellists:

Kate Foy (she/her)

Deputy Secretary, NSW Department of Premier and Cabinet

Kate's career spans front line service delivery in the non-government sector with children and young people, then various government agencies including Department of Premier and Cabinet, Transport, Planning and the NSW Government Telecommunications (Telco) Authority. In 2019 Kate joined the Department of Premier and Cabinet as Deputy Secretary, Community Engagement. Kate leads the strategy, policy and delivery of services in Aboriginal Affairs, Arts and Culture, Employee Relations, State Archives and Records as well as Heritage NSW. Kate maintains a passion for supporting our front line to provide the best possible service to the people of NSW.

Ian Roberts (he/him)

Sports Educator at National Rugby League and former NRL 1st Grade Player

Ian Roberts is a former professional rugby league footballer who played in the 1980s and 1990s. A New South Wales State of Origin and Australian international representative forward, he played club football with the South Sydney Rabbitohs, Wigan Warriors, Manly-Warringah Sea Eagles and North Queensland Cowboys. In 1995 Roberts became the first high-profile Australian sports person and first rugby footballer in the world to come out to the public as gay.

He discussed his sexuality in magazines and on television over the following year.

The NRL Footy Show principals Paul Vautin, Peter Sterling and Steve Roach appeared in a poster campaign against homophobia conducted by the Lesbian and Gay Anti-Violence Project. He was praised for helping to question prevailing myths about gay people and sport. Paul Freeman wrote a book on Roberts, Ian Roberts – Finding Out, which was published in 1997.

Early in 2005, Roberts appeared in the second series of the Australian television series Dancing with the Stars, dancing with Natalie Lowe. He was runner up in the competition.

David Cao (he/him)

Chief of Staff, BOQ

David joined Bank of Queensland as Chief of Staff in November 2020. In this role, he is the right hand person and strategic advisor to the Managing Director & CEO. Prior to joining BOQ, David was with Westpac for 4.5 years where he was Head of Strategy, Innovation and Partnerships for Home Ownership. David also Chaired Westpac's LGBTI employee network, GLOBAL, and led the bank's marriage equality campaign.

David began his career in management consulting with Oliver Wyman in Hong Kong, and studied a Bachelor of Commerce and Bachelor of Laws at the University of Sydney.

Cherie Mulyono (she/her)

Partner & Shine@PwC Sponsor (LGBTI+ network), PwC

Cherie is a Partner at PricewaterhouseCoopers (PwC) and has worked in the Brisbane, New York and Sydney offices.

She is the Co-Sponsor Partner for Shine (PwC's LGBTI network) and is also involved in Be (PwC's diverse cultural background network). Cherie was named a 2020 Outstanding 50 LGBTI+ leader, and is passionate about authentic leadership, mentoring and coaching.

Cherie and her wife married in the Blue Mountains in early 2019, and are expecting their first baby in August.

Dr. Cherie D. McCullough (she/her)

Director/Principal Environmental Scientist, Mine Lakes Consulting

Cherie is Director of Mine Lakes Consulting and Principal Environmental Scientist. She has over 20 years' experience in consulting and research, focused on the

mining industry and with water resources. Cherie's primary skills are in environmental management, ecotoxicology, ecology, geochemistry and hydrogeology. Cherie is a recognised leading international expert on pit lake sustainability, mine closure planning and rehabilitation; with project experience across Australasia, Asia, and North and South America.

She has published over 100 peer-reviewed scientific journal and conference proceeding papers, book chapters, and leading practice industry guidelines, a book and international industry articles and conference presentations on pit lakes, mine closure, aquatic ecology and ecotoxicology. Cherie has helped develop guidance for mine closure, pit lakes and mine water impacts for Western Australia, South Australia, the Commonwealth of Australia, Papua New Guinea, Canada and the Asia-Pacific Economic Cooperation (APEC).

[Register Now](#)

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**ON
LINE**

**LEAR
NING**

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May 2021

[LGBTQ HR & Recruitment – Wednesday 12th, 12:30pm – 2pm \(AEST\)](#)

Pride in Diversity will provide an interactive session on LGBTQ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues faced by LGBTQ employees and prospective employees. NB: attendees for this session MUST have completed an LGBTQ Awareness session within the past 12 months.

June 2021

LGBTQ HR & Recruitment – Tuesday 8th, 12:30pm – 2pm (AEST)

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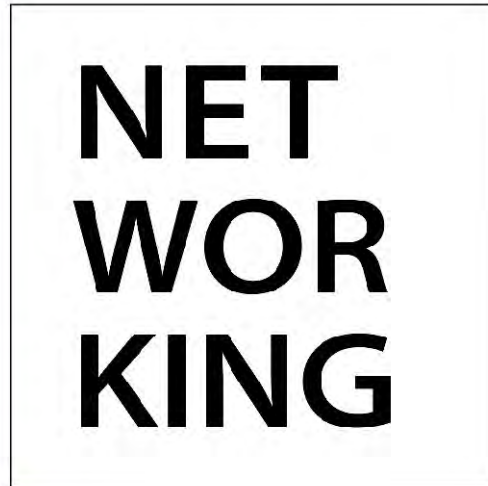
Melbourne Roundtable - Thurs May 13th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Canberra Roundtable - Tues May 18th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Sydney Roundtable - Wed May 19th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Perth Roundtable - Wed May 19th, 3:30pm - 5pm (AWST) - [Click here to register](#)

Adelaide Roundtable - Wed June 16th, 3:30pm - 5pm (ACST) - [Click here to register](#)



Networking events follow on after our Roundtables and have been designed to facilitate professional networking amongst employees of member organisations, to extend your professional networks, learn more about what others are doing in this space and of course, meet new people. These events are open to ALL employees of member organisations, and while they are primarily a member event, guests from non-member organisations are welcome to attend with members. Once again, numbers are strictly limited so book early!

Brisbane Networking - Wed May 12th, 5pm - 7pm (AEST) - [Click here to register](#)

Melbourne Networking - Thurs May 13th, 5pm - 7pm (AEST) - [Click here to register](#)

Canberra Networking - Tues May 18th, 5pm - 7pm (AEST) - [Click here to register](#)

Sydney Networking - Wed May 19th, 5pm - 7pm (AEST) - [Click here to register](#)

Perth Networking - Wed May 19th, 5pm - 7pm (ACST) - [Click here to register](#)

Adelaide Networking - Wed June 16th, 5pm - 7pm (AWST) - [Click here to register](#)



The Pride in Diversity (PID) Endorsed LGBTQ Trainer Program equips individuals and organisations to deliver face-to-face facilitated LGBTQ education experiences.

Developed for internal trainers, this program arms participants to deliver Pride in Diversity's LGBTQ Awareness training module through in depth, facilitator led workshops.

This program has been designed with a theoretical base, historical context and an understanding of emerging trends in LGBTQ inclusion. The program delivers modular content through case studies, theories and models, video artefacts and PID publications, exposing participants to relevant, up-to-date modes of process and practice.

We have locked in dates for our Endorsed Trainer program for the remainder of the year, with the next coming up at the end of this month.

May/June Session Dates

The course will run online from 31st May to 11th June, and sessions are from 1pm – 4pm (AEST):

1. Module 1 – Monday 31 May
2. Module 2 – Wednesday 2 June
3. Module 3 – Friday 4 June
4. Module 4 – Monday 7 June
5. Module 5 – Wednesday 9 June

6. Module 6 – Friday 11 June

Be aware of your respective times zones before you commit to participation.

[Click here](#) to register for the May/June Endorsed Trainer program, and [click here](#) for more information, including costs and links to register for programs running later this year.



We're excited to be bringing this in-person event to Sydney, on Wednesday 16th June, proudly hosted by Deloitte.

Sapphire is an initiative of Pride in Diversity that was launched in 2014 as a response to what we were seeing in our members as they started to establish LGBT networks, which was lack of participation of women. Some of our members asked us for advice on how to engage women.

Sapphire was established as a programme to bring LGBT women together, anonymously or in closed groups, for us to engage with to start to understand the unique challenges faced by women, and what organisations could do to address those challenges. It was also a place to share the stories and experiences of LGBT women to give other women the confidence to be out. Very much built on the ideas of researching and role-modelling, it was designed to help a population that was marginalised because of their gender.

Over the past few years, we've seen a large uptick in the amount of career programs and networking groups for women. These initiatives are important, but they often leave out some of our most vulnerable people.

We know that for many LGBTQ women, they don't feel like they fit into these women's programmes and spaces.

We also know that there are many women who don't fit into societal norms of femininity. Despite the worldwide shift towards greater acceptance of nontraditional gender roles, individuals perceived to have nonconforming gender expression continue to be victimized and subjected to discrimination.

This is an extra level of fear or expectation of marginalisation that many gender-nonconforming women can have, which may lead to them feeling less safe or welcome in women's spaces.

Another phenomenon we are increasingly hearing about is groups of trans-exclusionary radical feminists who have anti-trans beliefs and are vocal in denying the rights of trans women. These people would hold and vocalise a view that women's spaces should only be for cisgender women, again, leading to a population of women who may not necessarily feel automatically comfortable or included in women's spaces.

Over time, as a community, we have developed a broader view of gender, and now, much more clearly understand that there are more than two genders. There are other marginalised genders that we should be considering when we look at the support and programs we offer at our organisations.

This has prompted many organisations to start discussions around the programs that have been created to support people who were marginalised because of their gender, women's spaces and programs, and address the fact that maybe they may be excluding other marginalised genders, and that they may not actually seem inclusive to all women.

Our session is designed to prompt attendees to consider the inclusivity of 'women's' spaces and programs, originally created to try and overcome barriers faced by people who were marginalised because of their gender, and give some insights on how to make sure we are including everyone who needs to be.

[Register Now](#)

Member Job Board

Did you know that we have a [Member Job Board](#) on our website, where we can list your company and link directly to your own recruitment page? This is an included benefit of Pride in Diversity membership, and if you'd like to be listed just send through the link and company name to our Team Assistant, Tam Halls

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International Strategic Initiative

Pride in Diversity is undertaking a long term International strategic initiative to develop and share practices to assist all members with teams offshore to support members furthering inclusion beyond the national boundaries.

Pride in Diversity is looking for member organisations that would like to be potentially showcased to reach out to Relationship Manager [Andrew Georgiou](#), particularly around these key areas:

- Employee travel safety considerations
- Regional network reach strategies
- Executive leadership and Executive champions
- Establishing and fostering Ally networks

Marketing & Communications Strategy

Recently, the Pride Inclusion Team strategized an updated Marketing and Communications Plan to help communicate our work, and also that of our member organisations. We are keen to hear from marketing-oriented member organisations, or marketing professionals who are keen to assist in the execution of this plan over the next few years. If intrigued, please contact [Mark Latchford](#), Associate Director, Pride in Diversity.

Member Organisation News

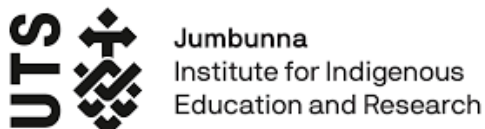


Australian individuals who identify as LGBTQIA+ face a number of challenges when preparing for employment through higher education. As such, the current project hopes to increase our very limited knowledge of how they are being supported and how support could be improved in the future. This project is supported by Flinders University, College of Business, Governance and Law and funded by National Centre for Student Equity in Higher Education. The project will identify the unique needs and expectations of LGBTQIA+ students when preparing for and seeking employment following tertiary education.

“Calling Australian university students/graduates who are gender and sexual minorities to share career experiences:

https://qualtrics.flinders.edu.au/jfe/form/SV_emKN6UmzEK73uej. Australian university students only! There are opportunities to win a \$20-\$50 Woolworths/Coles gift card”

Please note that there are trick questions to check your attention. You must be a recent graduate or studying at an AUSTRALIAN University



The Jumbunna Institute at UTS, supported by an Advisory Group of First Nations people are conducting a two-phase research project into the barriers to recruitment and retention for Aboriginal and Torres Strait Islander LGBTQ+ people. There is almost no attention given to Queer and Trans First Nations peoples with regard to workplace diversity and inclusion practices.

The first phase is a less than 30 minute anonymous online survey for Indigenous LGBTQ+ people followed by yarning circles with LGBTQ+ mob at various sites around the country.

The findings from this research will be used to develop a report to be utilised by community advocates and industry to benefit LGBTQ+ First Nations communities in their advocacy for fairer workplaces. By articulating to one another, what has otherwise gone formally undescribed in commentary on Indigenous people and work, and through employer education it will raise informal workplace standards for LGBTQ+ First Nations peoples.

[Click Here](#) to complete the survey

UTS have also provided an information sheet [here](#).

This research and report is also supported by Pride in Diversity members' Woolworths Group and Deloitte

ACON's TransHub is pleased and proud to present Yarn It Up!

Applications for **Yarn It Up** are now open!

Yarn It Up is an opportunity for **Sistergirls** and **Brotherboys** in NSW to connect and come together for a series of four themed virtual yarning circles.

These yarning circles will focus on strengthening the community's kinship, cultural and spiritual connection, through the ancient tradition of storytelling, building a stronger and more connected community.

For info and to apply, visit:
<http://bit.ly/yarnitup>



Pride in Diversity and ACON acknowledges and pays respect to the Traditional Owners and Custodians of all the lands on which we work, and pay our respect to elders past, present and emerging.



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Sent: Tuesday, 8 June 2021 2:59 PM
To: s47E(d)
Subject: Pride in Diversity June E-News

Follow Up Flag: Follow up
Flag Status: Completed

Categories: s22 , s22



Member E-News



Dear s22

Happy LGBTQ Pride Month! Wherever you are, and whoever you are we hope you're celebrating the beautiful diversity of our communities especially during June.

Speaking of celebrations, the whole Pride in Diversity team had a wonderful time

celebrating the achievements of everyone at this year's Australian LGBTQ Inclusion Awards at the end of May, and congratulations again to all of our award winners! Keep reading for a rundown of the event.

We have more exciting events coming up this month as well as our usual online learning opportunities, Director Dawn Emsen-Hough has co-authored an article on the role of affirming language in the workplace for people of diverse genders, and don't miss out on our EOFY rainbow and ally merchandise sale!

Best regards,
The Pride in Diversity Team

Key Dates in June & July

- **Wed 16th June** - [Sapphire Event: Gender Equity - Beyond the Binary](#), Sydney
- **Wed 16th June** - [Adelaide Roundtable & Networking Events](#)
- **Wed 30th June** - [Sapphire Inspire Award Winner Fireside Chat](#), Online
- **Tues 13th July** - [LGBTQ Awareness Online \(WebEx\) Training](#)

You can check our [online calendar](#) for upcoming events throughout the year.

Welcome New Members

Pride in Diversity was delighted to welcome the following new members in May:

- Facebook
- TAFE SA
- Geoscience Australia
- Merck Sharp & Dohme
- National Pacific
- Unilever



Capgemini won Employer of the Year at this year's Australian LGBTQ Inclusion Awards

The Results Are In!

The ABC, information technology services and consulting company Capgemini, and community support agency Advance Diversity Services are among this year's top employers and service providers announced at this year's Australian LGBTQ Inclusion Awards held in Sydney.

Capgemini was named 'Employer of the Year' for the first time, while management consulting company Oliver Wyman was announced 'Small Employer of the Year'. Network of Alcohol and other Drugs Agencies (NADA), which is NSW's peak organisation for non-government alcohol and other drugs services, was named 'Service Provider of the Year'.

Top honours also went to organisations including Dentons, Deutsche Bank, IBM, Woolworths, Coles, the University of NSW and Deloitte, who all received high tiered ranking for LGBTQ inclusion. The ABC was named 'Most Improved' and also took out the 'External Media Campaign' award for "ABCQueer".

The awards are based on the results of the Australian Workplace Equality Index (AWEI) – which is now in its eleventh year – and the third Health + Wellbeing Equality Index (HWEI). The AWEI and HWEI are rigorous and evidence-based

benchmarking tools that annually assesses workplaces in the progress and impact of LGBTQ inclusion initiatives.

Dawn Emsen-Hough, Director of ACON's Pride Inclusion Programs, said she was proud to see the indices continue to achieve record growth and participation following a year that saw a lot of difficulty and uncertainty.

"Over the past year, we have seen incredible advancements in workplace diversity and inclusion despite the turmoil we all experienced on a global scale. It's incredibly encouraging to see workplaces in Australia continue to remain dedicated and stride towards greater inclusion of our LGBTQ communities," Emsen-Hough said.

"As we continue to progress, it's vital that efforts are acknowledged and celebrated, and that we continue to maintain and build upon our achievements."

The AWEI saw a record 186 organisations across Australia participate this year, and an employee survey attached to the index received 44,915 responses, the highest it has ever received.

[Click here](#) for the full press release and list of all the winners

[Click here](#) to see all the photos from the Awards Luncheon

[Sign up](#) to the AWEI Mailing List to keep up to date - 2022 Submission Documents to be released soon!



**10% off everything
in our online store
with code EOFY21**