

Are those surplus budget bucks burning a hole in your spreadsheet? Pride in Diversity is offering 10% further discount on our already-discounted member prices for all rainbow and ally merchandise until 30th June, 2021!

The sale of all of our [merchandise](#) helps support Pride in Diversity to continue our work in making Australian workplaces more inclusive for people of diverse sexualities and genders, and is a great way for you to demonstrate visible inclusion in your workplace. Get some rainbow or ally pins, ally postcards, or ally lanyards for your staff and you could also grab an additional point in next years [Australian Workplace Equality Index!](#)

Just enter code **EOFY21** in the coupon box at checkout.

[Shop Now](#)



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 LGBTQ 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 LGBTQ 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 is also a place to share the stories and experiences of LGBTQ 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](#)

HOSTED WITH PRIDE BY

**Deloitte.**

## You, Me, and Them: Understanding Employees' Use of Trans-Affirming Language within the Workplace

Francisco Perales · Christine Ablaza · Wojtek Tomaszewski · Dawn Emsen-Hough

Journal: *Sexuality Research and Social Policy*

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

DOI: 10.1007/s13178-021-00592-9

Publication Date: 2021-05-31

[Click to download article](#)



Held in most capital cities, our Member Roundtables 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.

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

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



Sapphire Inspire Award Winner Fireside Chat



The Sapphire Inspire Award recognises work done by an individual to contribute to a culture of inclusion for LGBTQ women, recognising that there are additional barriers for people who are LGBTQ and an under-represented gender. This year's Sapphire Inspire Award Winner is Nic Hennessy from Woolworths, and our Sapphire co-convenors Nicki Elkin and Jess Mayers will be sitting down with Nic to find out more about her, the work she has done for greater inclusion of LGBTQ women and non-binary people who may be perceived as women in their workplace, and what inspires her. Join us online and be inspired!

**Wed 30th June, 12:30pm – 1:30pm (AEST), via Zoom**

### **Nic Hennessy (she/her)**

Nic Hennessy is a Culture, Change and Talent Professional at Woolworths and Co-Chair of Proud at Woolworths Group. Nic identifies as a cisgender bisexual woman and uses the pronouns she/her.

Nic has worked in the Retail Industry for over 15 years now, and has held roles in Operations, Finance, Communications, CSR and Culture and People. She also holds an MBA from the University of Wollongong - Sydney Business School. What she is really passionate about is helping people be the best, most authentic versions of themselves, and creating an environment where they can bring their full selves to work; particularly for LGBTQ+ identifying people.

As a part of her work with the Proud Committee, she also co-hosts a podcast called the 'LGBTQ+, Let's Get Behind The Questions Podcast' - a podcast dedicated to creating a sense of community, inclusion and allyship by sharing the stories of Woolworths' own team members. This is the ideal job for Nic, because as her co-host and Co-Chair Nick Christian says, "She can talk underwater with a mouth full of marbles!"

Nic is also currently volunteering with Out for Australia, and The Pinnacle Foundation.

On the weekends and in her down time, Nic enjoys spending time with her fiancé Laura and family & friends, battles with her TikTok addiction (guilty!) and is known for cooking up a storm in the kitchen.

Register Now

**pride in**  
diversity

**ON  
LINE  
LEARN  
ING**

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.

#### July 2021

[LGBTQ Awareness - Tuesday 13th, 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.

#### August 2021

[LGBTQ Awareness - Tuesday 10th, 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 11th, 12:30pm - 2pm \(AEST\)](#)

Pride in Diversity will provide an interactive session on LGBTQ inclusion tailored to HR professionals, recruitment teams and hiring manager 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.

*\*Please note: our online learning sessions are conducted from Sydney, and all times shown are Australian Eastern Standard Time. Please adjust for your local timezone accordingly.*



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 in August.

### **August/September Session Dates**

The course will run online from 30th August to 10th September, and sessions are from 1pm – 4pm (AEST)

1. Module 1 – Monday 30 August
2. Module 2 – Wednesday 1 September
3. Module 3 – Friday 3 September
4. Module 4 – Monday 6 September
5. Module 5 – Wednesday 8 September

## 6. Module 6 – Friday 10 September

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

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

### 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 (THalls@acon.org.au).

### 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,



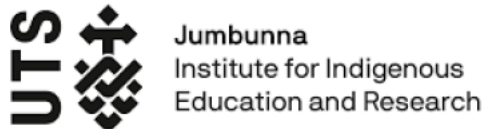
or marketing professionals who are keen to assist in the execution of this plan over the next few years. If intrigued, please contact [Mark Latchford](#), Associate Director, Pride in Diversity.

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## Member Organisation News

Is your workplace hosting an event or doing something interesting that you'd like to share with other Pride in Diversity members? Email Member Support Services with the information, we'd love to promote your LGBTQ Inclusion work!

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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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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



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**From:** ACON's Pride Inclusion Programs <info@prideindiversity.com.au>  
**Sent:** Wednesday, 30 June 2021 12:05 PM  
**To:** s47E(d)  
**Subject:** 2021 Pride in Practice Conference

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## **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.

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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.

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## **TICKET SALES**

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We look forward to welcoming you online soon!

Regards,  
ACON'S Pride Inclusion Programs





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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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Pride Inclusion Programs

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Surry Hills, NSW 2010

Australia

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**From:** ACON's Pride Inclusion Programs <info@prideindiversity.com.au>  
**Sent:** Wednesday, 30 June 2021 12:03 PM  
**To:** s47E(d)  
**Subject:** 2021 Pride in Practice Conference

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22 , s22

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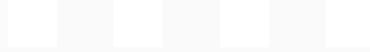
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You have been sent this email because you have either previously submitted or expressed interest in submitting for the Australian Workplace Equality Index or your organisation has indicated an intent to submit this year. If you do not wish to receive these emails, please unsubscribe via the link at the bottom of the email.

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**From:** Pride in Diversity <info@prideindiversity.com.au>  
**Sent:** Tuesday, 6 July 2021 12:42 PM  
**To:** s47E(d)  
**Subject:** Pride in Diversity July E-News

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22



## Member E-News

Dear s22

Happy NAIDOC week! The Pride in Diversity team is based on the lands of the Gadigal People of the Eora Nation, the Yugerra and Turrbal People, the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation, and the Whadjuk People of the Noongar Nation. We acknowledge and pay our respects to their Elders past, present and emerging, and in the spirit of reconciliation we also acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

As some of you may already know we've had some changes within the Pride in Diversity team, and a subsequent shuffling of some of our member portfolios. Firstly,

we're delighted to welcome new Relationship Manager Elisabeth Lane to our Melbourne-based team, and you can find out more about Elisabeth further down in this month's E-news. Ellie Watts, who was previously based in our Melbourne office has moved to Brisbane and will now be taking care of our Queensland member organisations, and Jess Mayers will now be focussing more on NSW based member organisations. On the western front, Alyce Schotte who is based in our Perth office will now also be taking care of our Adelaide and South Australian member organisations. As always, our whole PID team will continue to work together to deliver excellent education, advice and guidance to our members to effect meaningful inclusion of LGBTQ people in Australian workplaces.

Keep reading to find out about our upcoming learning opportunities, third quarter Roundtables and Networking events, exciting news about the Pride in Practice Conference and 2022 Australian Workplace Equality Index. and much more.

Best regards,

The Pride in Diversity Team

## Key Dates in July & August

- Sun 4th July - Sun 11th July - [NAIDOC Week](#)
- Tues 13th July - [LGBTQ Awareness Online Training](#) (WebEx)
- Tues 13th July - [International Non-Binary People's Day Awareness Training](#)
- Wed 14th July - [International Non-Binary People's Day](#)
- Tues 3rd Aug - Wed 1st Sep - [Quarterly Roundtables & Networking Events](#)
- Tues 10th Aug - [LGBTQ Awareness Online Training](#) (WebEx)
- Wed 11th Aug - [HR & Recruitment Online Training](#) (WebEx)
- Fri 27th Aug - [Wear It Purple Day](#)
- Mon 30th Aug - [Endorsed LGBTQ Trainer Program](#)

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 June:

- IFM Investors
- Bond University
- Digital Transformation Agency
- Department of Communities, Housing & Digital Economy (QLD)
- Department of Energy & Public Works (QLD)
- BASF
- Jones Day
- Hall & Wilcox
- Wests Group Australia
- Luxottica Retail Australia
- Western Sydney University



### **Introducing Elisabeth Lane (she/her)**

We're so happy to have Elisabeth join the Pride in Diversity team as our newest Relationship Manager. Elisabeth has a very impressive work history at the Tertiary Education Quality & Standards Authority, ATO, Fair Work Commission and the Queensland University of Technology. She is an IT professional with extensive experience in data management, data analysis, data warehousing and full programming lifecycle. She has skills in team leadership, strategic planning, training, and IT (obviously).

Elisabeth has been the co-chair of the ATO's ATOMIC network (when they won the AHRI – Michael Kirby LGBTIQ+ Inclusion award), so is well versed in all things LGBTQ inclusion and is currently working in a volunteer capacity as secretary for Seahorse Victoria. Her passion is in LGBTQ education and understanding, for only with that will the community be seen for what we are – human beings. Elisabeth is

based in our Melbourne office, has already started meeting with her member organisations and is really excited to be embarking on this new role as part of Pride in Diversity.



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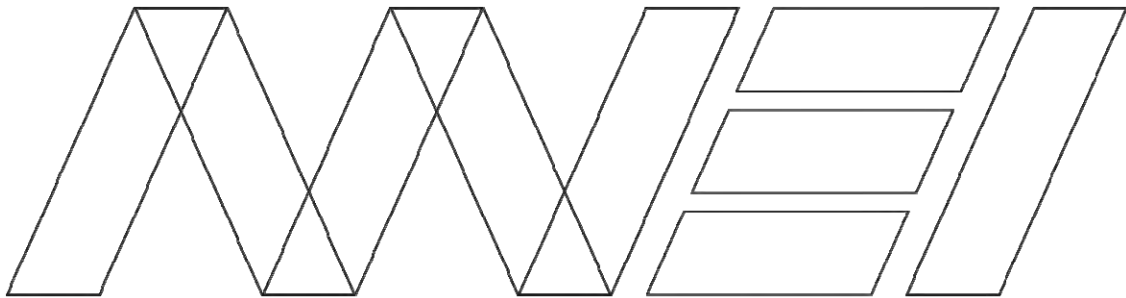
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[Click here to find out more!](#)



## AUSTRALIAN WORKPLACE EQUALITY INDEX

We are pleased to inform you that all AWEI 2022 Documents are now available to download for all participating organisations.

### **AWEI Submission Documents**

All [AWEI 2022 submission documents can be found here](#). These documents include:

- **AWEI 2022 Submission documents** - now in one, complete document including:
  - Participation Details - *these details must be completed in full*
  - Standing Submission (Section 1)
  - Annual Submission (Sections 2 -10)
- **AWEI 2022 Evidence and Scoring Guidelines** - for both Standard and Small Employers, respectively

**We will accept Index Submissions between Monday 10th January 2022 and Friday 11th February 2022.**

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**2022 Individual Award Nomination forms**

Consider [nominating a colleague or campaign](#) for their outstanding contributions to LGBTQ workplace inclusion within the LGBTQ Inclusion Awards categories listed below.

- CEO of the Year
- Executive Leadership Award
- External Media Campaign Award
- Network Leader of the Year
- OUT Role Model Award
- Sally Webster Ally Award
- Sapphire Inspire Award

**We will accept Nominations between Monday 10th January 2022 and Friday 11th February 2022.**

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#### **AWEI Employee Survey**


[The Survey](#) will be open from **Monday 1st November 2021 - Friday 11th February 2022**.

All organisations who wish to participate must [submit a request form](#), and you will then receive the unique link assigned to your organisation. While the Survey is optional, it is highly encouraged as the data provides significant insight into the efforts of LGBTQ inclusion within your workplace.

Once you have received your unique URL, the Survey will be immediately available for distribution within your organisation, along with some sample communications that you can utilise/edit.

[Click here to submit a request for your organisation to participate in the 2022 Survey.](#) **You can request your unique URL at any time. They will be distributed from 1st November 2021.**

To stay informed about key AWEI dates, any changes to submission documents, and to receive helpful hints and tips in the lead up to submission deadline, [subscribe to our AWEI mailing list](#).





# HEAL COUNTRY!

**4-11 JULY 2021**

**This week is National NAIDOC Week and the theme this year is “Heal Country”**  
NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated not only in Indigenous communities, but by Australians from all walks of life. The week is a great opportunity to participate in a range of activities and to support your local Aboriginal and Torres Strait Islander community.

NAIDOC originally stood for ‘National Aborigines and Islanders Day Observance Committee’. This committee was once responsible for organising national activities during NAIDOC Week and its acronym has since become the name of the week itself. Find out more about the origins and [history of NAIDOC Week](#).

And also find out how to get involved here: [NAIDOC Week Events | NAIDOC](#)



**International Non-Binary People's Day** is on 14th July each year, and is an opportunity to raise awareness of and celebrate the non-binary people in your life and workplaces. Non-binary people may identify along a spectrum of gender identities that are not exclusively male or female. Two of our own Relationship Managers, Ellie Watts and Nicki Elkin, who both identify as non-binary will be teaming up on [Tuesday 13th July](#) to share some insight and information about what it's like to live as a non-binary person in today's society. Member organisation ANZ is also hosting a virtual panel on [Wednesday 14th July](#) to increase awareness and inclusion of non-binary identities through the sharing of lived experiences and personal stories.

You can raise awareness in your own workplace by sharing and joining one or both of these sessions, buying and wearing a [non-binary pride pin](#) from our online store, or taking some actions to make the workplace more inclusive to non-binary people by working with your Pride in Diversity Relationship Manager to develop a gender-neutral language guide, adding non-binary as an option on forms in addition to male or female, or even something as simple as adding your own pronouns to your email signature and offering them when introducing yourself to new people to normalise sharing this information and not making assumptions based on appearance.



**A SAPPHIRE  
FIRESIDE CHAT  
WITH NIC HENNESSY**

SAPPHIRE INSPIRE AWARD WINNER 2021  
AUSTRALIAN LGBTQ INCLUSION AWARDS

AUSTRALIAN LGBTQ  
INCLUSION  
AWARDS

sapphire

Last week our Sapphire co-convenors Nicki Elkin and Jess Mayers sat down with 2021 Sapphire Inspire Award Winner Nic Hennessy from Woolworths to find out more about her, the work she has done for greater inclusion of LGBTQ women and non-binary people who may be perceived as women in their workplace, and what inspires her.

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Perth Roundtable - Wed August 11th, 3:30pm - 5pm (AWST) - [Click here to register](#)

Melbourne Roundtable - Wed August 11th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Sydney Roundtable - Wed August 18th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Brisbane Roundtable - Wed August 18th, 3:30pm - 5pm (AEST) - [Click here to register](#)

Adelaide Roundtable - Wed September 1st, 3:30pm - 5pm (ACST) - [Click here to register](#)



Our Networking Events 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.

Canberra Networking - Tues August 3rd, 5pm - 7pm (AEST) - [Click here to register](#)

Perth Networking - Wed August 11th, 5pm - 7pm (AWST) - [Click here to register](#)

Melbourne Networking - Wed August 11th, 5pm - 7pm (AEST) - [Click here to register](#)

Sydney Networking - Wed August 18th, 5pm - 7pm (AEST) - [Click here to register](#)



Brisbane Networking - Wed August 18th, 5pm - 7pm (AEST) - [Click here to register](#)

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# ON LINE LEARN ING

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.

## July 2021

[LGBTQ Awareness – Tuesday 13th, 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.

[International Non-Binary People's Day – Tuesday 13th, 3pm – 4pm \(AEST\)](#)

In celebration of International Non-Binary People's Day (14th July) Pride in Diversity will host this session with Senior Relationship Managers Ellie Watts and Nicki Elkin presenting and discussing what it's like to live as a non-binary person in today's society.

## August 2021

[LGBTQ Awareness - Tuesday 10th, 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 11th, 12:30pm - 2pm \(AEST\)](#)

Pride in Diversity will provide an interactive session on LGBTQ inclusion tailored to HR professionals, recruitment teams and hiring manager 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.

*\*Please note: our online learning sessions are conducted from Sydney, and all times shown are Australian Eastern Standard Time. Please adjust for your local timezone accordingly.*



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 in August.

### **August/September Session Dates**

The course will run online from 30th August to 10th September, and sessions are from 1pm – 4pm (AEST)

1. Module 1 – Monday 30 August
2. Module 2 – Wednesday 1 September
3. Module 3 – Friday 3 September

4. Module 4 – Monday 6 September
5. Module 5 – Wednesday 8 September
6. Module 6 – Friday 10 September

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

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



**Wear It Purple Day** is coming up on Friday 27th August. Wear it Purple was founded in 2010 in response to global stories of real teenagers, real heartache and their very real responses. In 2010, several rainbow young people took their own lives following bullying and harassment resulting from the lack of acceptance of their sexuality or gender identity. Wear it Purple strives to foster supportive, safe, empowering and inclusive environments for rainbow young people. Wear it Purple Day 2021's theme is focused on the important and necessary conversations we have in our daily life; that centre around sexual orientation and gender identity. It aims to remind people that the issues we reflect on Wear it Purple Day should not only be considered on that particular day... but ever day.

Get involved and raise some money for our LGBTQ youth by holding an event in your workplace - [click here](#) for more information. Our Relationship Managers are always in high demand on this day so get in touch early if you want someone to come and speak at your event!

## Member Organisation News

Is your workplace hosting an event or doing something interesting that you'd like to share with other Pride in Diversity members? Email [Member Support Services](#) with the information, we'd love to promote your LGBTQ Inclusion work!

This month we're happy to share an invitation from **ANZ** to their virtual panel for International Non-Binary People's Day, featuring our own Relationship Manager Ellie Watts, as well as showcase some of the great work by WA Member's **Alcoa** and **Edith Cowan University** during Pride Month.



A joint effort between ANZ Pride and ForWARD, ANZ's Gender Equality network, ANZ's International Non-Binary People's Day panel discussion aims to increase the awareness and inclusion of non-binary identities through the sharing of lived experiences and personal stories.

Non-binary is an umbrella term for people who do not identify with the binary approach to gender (only men and women). People who identify as non-binary may regard themselves as neither a man nor a woman, both a man and a woman, or have another approach to their gender altogether.

You'll hear more about what it means to be non-binary and how you can be a supportive ally of the non-binary community from our fabulous panellists:

- **Harley Bird** (he/they), ANZ Pride



- **Ellie Watts** (she/they), Pride in Diversity Senior Relationship Manager
- **Deni Todorovic** (they/them), Queer Activist, Fashion Editor and Content Creator
- **Kath Sciacca** (she/they), Rainbow Women Melbourne

The panel will be moderated by Darren Sibson (he/him), ANZ Pride Global Co-Lead

[\[Click here to register\]](#)

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The team from Alcoa's Pinjarra Alumina refinery got into the spirit of Global Pride Week transforming the site's crosswalks with a kaleidoscope of colour.

Pinjarra Alumina refinery manager Mark Hodgson said he was "greatly encouraged" by the take up of Pride Week activities. [\[read more\]](#)

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Although not related to workplace inclusion, this report by Pride in Diversity member, Edith Cowan University puts the spotlight on service provision challenges for

Aboriginal and Torres Strait islander LGBTQ people.

"A new Western Australian study, one of the first of its kind, reveals the complex experiences of those living at the intersection of being both Indigenous and part of the LGBTIQ+ community.

Two reports produced as part of this [Healthway-funded Breaking the Silence project](#) are based on data insights from a survey of health care professionals and focus group sessions of health services and 63 Indigenous LGBTIQ+ community members.

This research was conducted by Indigenous LGBTIQ+ researchers and led by Edith Cowan University's [Kurongkurl Katitjin Centre for Indigenous Education and Research](#)". [\[read more\]](#)

## 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 Member Support Services, [Tam Halls](#).

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:**

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**From:** ACON's Pride Inclusion Programs <info@prideindiversity.com.au>  
**Sent:** Wednesday, 14 July 2021 2:46 PM  
**To:** s47E(d)  
**Subject:** 2021 Pride in Practice Conference

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22 , s22



## PRIDE IN PRACTICE ONLINE

THE 2021 AUSTRALIAN LGBTQ INCLUSION CONFERENCE  
AN AUSTRALASIAN DIGITAL EVENT – FROM 22 NOV TO 24 NOV 2021

### 2021 PRIDE IN PRACTICE CONFERENCE

**SUBMIT AN ABSTRACT NOW!**

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.

To accommodate for the current COVID-19 situation, this year we will once again be connecting speakers and delegates together by **hosting this event fully online using state of the art technology.**

#### **REQUEST FOR ABSTRACTS NOW OPEN**

Through our programs **Pride in Diversity** and **Pride in Health + Wellbeing** our intent is to shine the spotlight on best practice and thought leadership that highlight the long-term

benefits and value of LGBTQ Diversity & Inclusion.

If your organisation has done something exceptional in the LGBTQ Inclusion space and would like to share it at our conference, we would love to hear from you.

For more information on key themes and how to submit an abstract, please click the button below!

[MORE INFO ON ABSTRACTS](#)

### EVENT DETAILS

Mon 22 - Wed 24 November 2021  
9am - 5pm daily AEDT

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

### TICKET SALES

Early bird tickets will go on sale mid-August

Please monitor our [website](#), and look out for email communications with more details.

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

pridein diversity prideinhealth +wellbeing



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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.

Our mailing address is:

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

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**From:** ACON's Pride Inclusion Programs <info@prideindiversity.com.au>  
**Sent:** Wednesday, 28 July 2021 1:44 PM  
**To:** s47E(d)  
**Subject:** 2021 Pride in Practice Conference

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22



## 2021 PRIDE IN PRACTICE CONFERENCE

**Ticket Sales open mid-August**

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.

To accommodate for the current COVID-19 situation, this year we will once again be connecting speakers and delegates together by **hosting this event fully online using state of the art technology.**

### EVENT DETAILS

**Date:** Monday 22 - Wednesday 24 November 2021

**Time:** 9:00am - 5:00pm daily AEDT

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

### **TICKETS ON SALE MID-AUGUST**

**Early Bird tickets will go on sale mid-August**, 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**

### **SUBMIT YOUR ABSTRACT NOW**

A friendly reminder that the request for **abstracts will close on Friday 13 August 2021**.

Through our programs Pride in Diversity and Pride in Health + Wellbeing our intent is to shine the spotlight on best practice and thought leadership that highlight the long-term benefits and value of LGBTQ Diversity & Inclusion.

If your organisation has done something exceptional in the LGBTQ Inclusion space and would like to share it at our conference, we would love to hear from you.

For more information on key themes and how to submit an abstract, please click the button below.

**SUBMIT AN ABSTRACT NOW**

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

pridein prideinhealth  
diversity +wellbeing



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**From:** Pride in Diversity <info@prideindiversity.com.au>  
**Sent:** Tuesday, 3 August 2021 1:27 PM  
**To:** s47E(d)  
**Subject:** Pride in Diversity August E-News

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22



## Member E-News

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Dear s22

We hope that this finds you safe and well, particularly our members based in the Greater Sydney Area experiencing the current Covid situation. While our Sydney office is closed for the time being, the whole Pride in Diversity team is still working hard for our members.

Keep reading to find out about our upcoming learning opportunities, third quarter Roundtables and Networking events, exciting news about the Pride in Practice Conference and 2022 Australian Workplace Equality Index and much more.

Best regards,  
The Pride in Diversity Team

---

## Key Dates in August & September

- Tues 3rd Aug - Wed 1st Sep - [Quarterly Roundtables & Networking Events](#)
- Wed 11th Aug - [HR & Recruitment Online Training](#) (WebEx)
- Wed 25th Aug - [A Leadership Conversation](#) (Zoom)
- Thurs 26th Aug - [National LGBTQ Executive Allies Forum](#)
- Fri 27th Aug - [Wear It Purple Day](#)
- Mon 30th Aug - [Endorsed LGBTQ Trainer Program](#)
- Tues 14th Sep - [LGBTQ Awareness Training \(WebEx\)](#)
- Tues 14th Sep - [Sapphire - Gender Equity: Beyond The Binary](#) (Brisbane)

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 July:

- IOOF
- Tyro Payments
- Mediabrands
- Carriageworks
- Cisco
- CoreLogic
- George Weston Foods
- Prodigy Retail Group
- RES Australia
- Endeavour Group
- Western Sydney Community Legal Centre
- Newcrest Mining
- Rabobank



## **2021 PRIDE IN PRACTICE CONFERENCE**

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 year's conference will be held on the 22 – 24 November, and will be held fully online using state of the art technology.

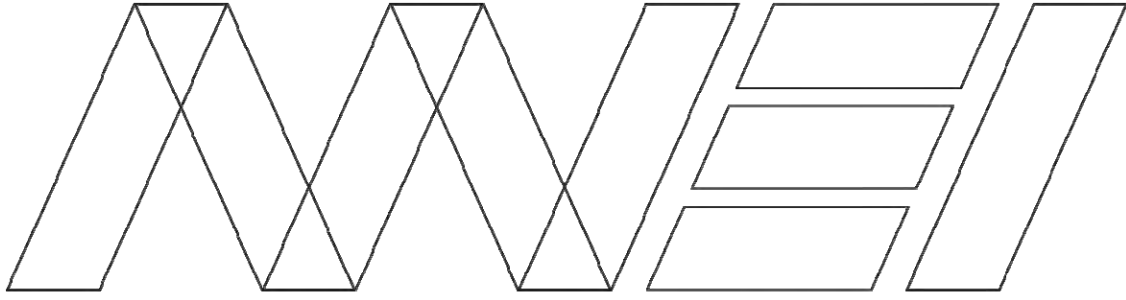
## **TICKETS ON SALE MID-AUGUST**

Early Bird tickets will go on sale mid-August, with both Single Day Passes and Full Conference Packages available. For more information, please [visit our website](#).

## **SUBMIT YOUR ABSTRACT NOW**

If your organisation has done something exceptional in the LGBTQ Inclusion space, and would like to share it at our conference, we would love to hear from you. Submissions are due by 13 August.

For more information on key themes and how to submit an abstract, please [visit our website](#).



## AUSTRALIAN WORKPLACE EQUALITY INDEX

We are pleased to inform you that all AWEI 2022 Documents are now available to download for all participating organisations.

### **AWEI Submission Documents**

All [AWEI 2022 submission documents can be found here](#). These documents include:

- **AWEI 2022 Submission documents** - now in one, complete document including:
  - Participation Details - *these details must be completed in full*
  - Standing Submission (Section 1)
  - Annual Submission (Sections 2 -10)
- **AWEI 2022 Evidence and Scoring Guidelines** - for both Standard and Small Employers, respectively

**We will accept Index Submissions between Monday 10th January 2022 and Friday 11th February 2022.**

---

### **2022 Individual Award Nomination forms**

Consider [nominating a colleague or campaign](#) for their outstanding contributions to LGBTQ workplace inclusion within the LGBTQ Inclusion Awards categories listed below.

- CEO of the Year
- Executive Leadership Award
- External Media Campaign Award
- Network Leader of the Year
- OUT Role Model Award
- Sally Webster Ally Award
- Sapphire Inspire Award

We will accept Nominations between Monday 10th January 2022 and Friday 11th February 2022.

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### AWEI Employee Survey

[The Survey](#) will be open from **Monday 1st November 2021 - Friday 11th February 2022**.

All organisations who wish to participate must [submit a request form](#), and you will then receive the unique link assigned to your organisation. While the Survey is optional, it is highly encouraged as the data provides significant insight into the efforts of LGBTQ inclusion within your workplace.

Once you have received your unique URL, the Survey will be immediately available for distribution within your organisation, along with some sample communications that you can utilise/edit.

[Click here to submit a request for your organisation to participate in the 2022 Survey](#). You can request your unique URL at any time. They will be distributed from 1st November 2021.

To stay informed about key AWEI dates, any changes to submission documents, and to receive helpful hints and tips in the lead up to submission deadline, [subscribe to our AWEI mailing list](#).

LGBTQ  
national  
reach

**A LEADERSHIP  
CONVERSATION  
ONLINE**

acon

PRIDE  
INCLUSION  
PROGRAMS

INCREASING LGBTQ INCLUSION TOGETHER

## **Pride Inclusion Programs Presents: A Leadership Conversation**

During this panel event we will speak with leaders from our three programs, Pride in Diversity, Pride in Sport and Pride in Health + Wellbeing about their experiences with LGBTQ inclusion.

We will hear from these leaders about the importance of leadership, senior visibility and how they have impacted LGBTQ inclusion within their sector.

### **Featuring:**

Cr Nuatli Nelmes - Lord Mayer, City of Newcastle

Cr Declan Clausen - Deputy Lord Mayor, City of Newcastle

Ian Roberts - Rugby Legend, Co-Patron Pride in Sport

Brenda Ryan - CEO, Hunter Primary Care

**Wednesday, 25th August, 12pm - 1pm (AEST) - via Zoom.**

[Register Now](#)

## **National LGBTQ Executive Allies Forum**

The Forum is designed to bring together across Australia, those who have taken on the leadership responsibility of being a visible and proactive ally to the LGBTQ community in their workplace, and to communicate, to educate and to motivate. By gathering peers on a regular and structured basis, facilitated by PID, the cohort will humbly learn from each other and be enabled and motivated to drive change in their own organisations with confidence and imagination.

The ideal executive sponsor ally is a Senior Leadership Team member with influence and visibility within their organisation; a leader who can drive change in the context of their organisation and industry.

If you are interested in joining the next National LGBTQ Executive Allies Forum on



Thursday 26th August, contact [Mark Latchford](#), Associate Director, Pride in Diversity.



Held in most capital cities, our Member Roundtables 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.

Canberra Roundtable - Tues August 3rd, 3:30pm - 5pm (AEST) - [Click here to register](#) (now online)

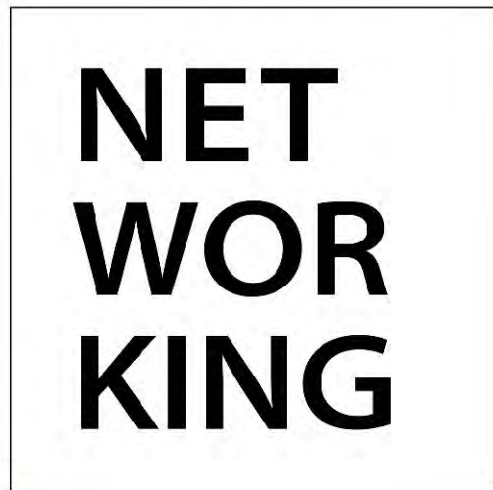
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[LGBTQ Awareness – Tuesday 14th, 12:30pm – 2pm \(AEST\)](#)

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### **August/September Session Dates**

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1. Module 1 – Monday 30 August
2. Module 2 – Wednesday 1 September
3. Module 3 – Friday 3 September
4. Module 4 – Monday 6 September
5. Module 5 – Wednesday 8 September

## 6. Module 6 – Friday 10 September

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

[Click here](#) to register for the August/September Endorsed Trainer program, and [click here](#) for more information, including costs and links to register for the December program, starting on Monday 6th December.



**Wear It Purple Day** is coming up on Friday 27th August. Wear it Purple was founded in 2010 in response to global stories of real teenagers, real heartache and their very real responses. In 2010, several rainbow young people took their own lives following bullying and harassment resulting from the lack of acceptance of their sexuality or gender identity. Wear it Purple strives to foster supportive, safe, empowering and inclusive environments for rainbow young people. Wear it Purple Day 2021's theme is focused on the important and necessary conversations we have in our daily life; that centre around sexual orientation and gender identity. It aims to remind people that the issues we reflect on Wear it Purple Day should not only be considered on that particular day... but ever day.

Get involved and raise some money for our LGBTQ youth by holding an event in your workplace - [click here](#) for more information. Our Relationship Managers are always in high demand on this day so get in touch early if you want someone to come and speak at your event!





**We're excited to be bringing this in-person event to Brisbane, on Tuesday 14th September, proudly hosted by KPMG.**

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 LGBTQ 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 LGBTQ 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 is also a place to share the stories and experiences of LGBTQ 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](#)

## 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 Senior Relationship Manager [Andrew Georgiou](#), particularly around these key areas:

- Building and promoting international Executive leadership, sponsors and champions
- Fostering LGBTQ regional network reach internationally
- Importance of Allyship and Ally networks
- Responsibility and empowerment of local leaders and leadership
- LGBTQ employee intersectionality considerations
- Navigating local laws within international offices
- Travel safety considerations for LGBTQ employees

## Member Organisation News

Is your workplace hosting an event or doing something interesting that you'd like to share with other Pride in Diversity members? Email [Member Support Services](#) with the information, we'd love to promote your LGBTQ Inclusion work!

## 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 Member Support Services, [Tam Halls](#).

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**From:** Tam Halls <sup>s47F(1)</sup>  
**Sent:** Tuesday, 3 August 2021 1:47 PM  
**To:** <sup>s47E(d)</sup>  
**Cc:** <sup>s22</sup>; <sup>s22</sup>  
**Subject:** RE: Inclusive employers website [SEC=OFFICIAL]

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi <sup>s22</sup>

I have approved your updates and your profile will now be visible again.

For future reference, any time you make changes your profile will automatically go offline, and you need to let me know that you have updated your profile so that I can approve your changes and publish it again.

Warm regards,

**Tam Halls**  
**Member Support Services, ACON's Pride Inclusion Programs**  
**Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing**

<sup>s47F(1)</sup>

Personal pronouns: They/Them

**WFH on Bidjigal land**


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**From:** <sup>s22</sup> **On Behalf Of** <sup>s 47E(d)</sup>  
**Sent:** Tuesday, 3 August 2021 1:33 PM  
**To:** info@prideindiversity.com.au  
**Cc:** <sup>s 22</sup>; <sup>s22</sup>  
**Subject:** RE: Inclusive employers website [SEC=OFFICIAL]

Good afternoon team,

We've been trying to update the agency's profile on the [Inclusive employers website](#), to reflect our gold tier status. The changes were recorded in early June, however they still show as pending approval. Our profile has also 'disappeared' from the main view, despite showing as active status.

Can you please arrange for the changes to be approved?

Status	Profile Industry	Order By	Order
Information		Profile Industry	
	Services Australia ⌚ Pending Approval	Government & Defence	
 322			

Regards,

s22 Senior Diversity Officer

s22  
Inclusion and Diversity | Leadership and Diversity  
PEOPLE DIVISION



s22

I acknowledge the Traditional Custodians of the land on which I live and work, and their continuing connection to land, water and community. I pay my respects to Elders, past, present and emerging of all Aboriginal and Torres Strait Islander nations.

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---

**From:** Inclusive Employers Auto Notification <info@inclusiveemployers.com.au>  
**Sent:** Tuesday, 3 August 2021 1:45 PM  
**To:** s47E(d)  
**Subject:** Your profile has been approved



## Inclusive Employers - Profile Approved

Congratulations.

Your profile **Services Australia** has been approved for listing.

Here is the link for profile detail page : <http://www.inclusiveemployers.com.au/profile/services-australia/>

This is an automated notification email from **Inclusive Employers**

---



**From:** ACON's Pride Inclusion Programs <info@prideindiversity.com.au>  
**Sent:** Tuesday, 17 August 2021 12:05 PM  
**To:** s47E(d)  
**Subject:** 2021 Pride in Practice Conference

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22



## 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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**From:** Pride in Diversity <info@prideindiversity.com.au>  
**Sent:** Tuesday, 7 September 2021 4:31 PM  
**To:** s47E(d)  
**Subject:** Pride in Diversity September E-News

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22



## Member E-News

Dear s22

This month's edition of our E-news is jam-packed with exciting events coming up, starting with a webinar tomorrow (Wed 8th) on Personal Branding! Keep reading to find out more and to see what else we have lined up for you through September.

Best regards,

The Pride in Diversity Team

### Key Dates in September & October

- Wed 8th Sep - [2021 AWEI Practice Points: Key Insights](#) (Zoom)
- Wed 8th Sep - [Personal Branding Webinar](#) (Zoom)
- Tues 14th Sep - [LGBTQ Awareness Training](#) (WebEx)

- **Tues 14th Sep** - [Sapphire - Gender Equity: Beyond The Binary](#) (Brisbane & Zoom)
- **Wed 15th Sep** - [2021 AWEI Practice Points: Being Out At Work](#) (Zoom)
- **Wed 22nd Sep** - [2021 AWEI Practice Points: Bi Visibility](#) (Zoom)
- **Wed 22nd Sep** - [Adelaide Roundtable & Networking](#)
- **Thurs 23 Sep** - [Bi All Accounts: Amplifying Bi+ Intersectional Voices](#) (Zoom)
- **Thurs 23 Sep** - Bisexual Visibility Day
- **Wed 29 Sep** - [2021 AWEI Practice Points: Trans and Gender Diverse Inclusion](#) (Zoom)
- **Fri 8th Oct** - International Lesbian Visibility Day
- **Tues 12th Oct** - [LGBTQ Awareness Training](#) (WebEx)
- **Wed 20th Oct** - International Pronouns Day
- **Mon 25th Oct** - Ace (Asexual) Awareness Week begins
- **Tues 26th Oct** - Intersex Awareness Day

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 August:

- 10 ViacomCBS
- Vertex Pharmaceuticals
- ISS Facility Services
- Jewish Care
- Art Gallery of NSW
- UTS Equity & Diversity
- McInnes Wilson Lawyers
- Clyde & Co
- Australian Bureau of Statistics
- NT Government
- Schroder Investment



**Personal Branding is the impression people have of you. It's not about who you say you are or what you are broadcasting.**

A key theme that comes out of all the research for LGBTQ women and people who may be perceived as women is that having role models of a similar identity is very important for increasing feelings of belonging, however many don't have role models in their organisations. Only 45% of LGBTQ women see any other out women with similar or same identity in their organisation. Many women and people of under represented genders lack the confidence to position themselves as a role model for others, experiencing imposter syndrome. Come to this session to learn about the power of personal branding in standing up, being your authentic self, and being a visible role model for others.

In this free online workshop **Janani D'Silva from Capgemini** will cover four key areas of building your personal brand:

1. **YOU**
2. **YOUR CREDIBILITY**
3. **YOUR IMAGE**
4. **YOUR EXPOSURE**





Janani is the Associate Director and Graduate Program Manager at Capgemini – and has been working on large scale tech implementations for the last 20 years. Janani now coaches and mentors the junior workforce in the global tech organisation that is Capgemini – from providing training on core consulting skills, to guiding the workforce on mastering self-awareness and branding for success.

[Register Now](#)



We're excited to be bringing this in-person event to Brisbane, on Tuesday 14th September, proudly hosted by KPMG.

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 LGBTQ 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 program to bring LGBTQ 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 is also a place to share the stories and experiences of LGBTQ

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 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](#)



Bisexual Visibility Day (also known as Celebrate Bisexuality Day) has been marked each year on 23 September since 1999 and is a day to recognise and celebrate bisexual people, the bisexual community and the history of bisexuality.

This is not only important in achieving diversity and inclusivity in workplaces, but necessary for the overall health and wellbeing of the bisexual community.

Bi+ people make up the largest part of the LGBTQ community, however are significantly less likely to be out at work, are likely to be less productive and engaged and are less likely to feel mentally well at work than gay/lesbian employees, as per findings from the AWEI Survey.

Additionally, bi+ employees are also much more likely to have an intersecting identity than gay/lesbian employees and therefore can often face multiple forms of discrimination and inequity.

Join Pride in Diversity for an empowering and inspiring panel discussion that will raise the visibility and lived experience of bi+ intersectional people, the impact this can have on the workplace experience and what organisations and allies can do to amplify and support intersectional bi+ people.

Panellists: Our panellists will be announced soon, stay tuned!

Hosted by Pride in Diversity Senior Relationship Manager, Ellie Watts (she/they), this event is not to be missed!

[Register Now](#)



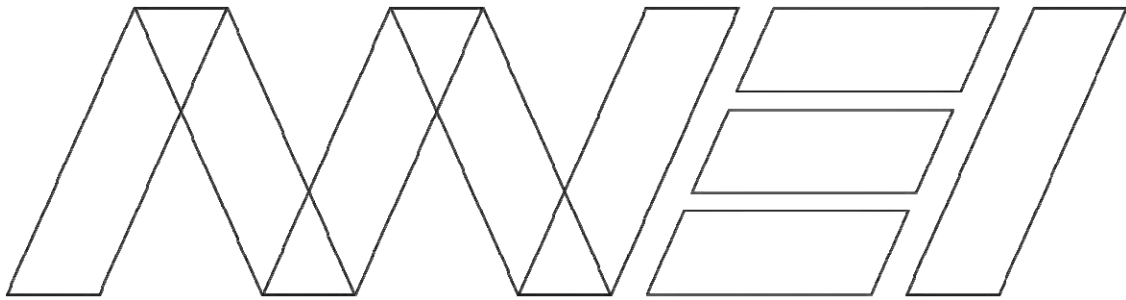
## 2021 PRIDE IN PRACTICE CONFERENCE

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 year's conference will be held on the 22 – 24 November, and will be held fully online using state of the art technology.

### TICKETS ON SALE NOW!

Early Bird tickets are now on sale with both Single Day Passes and Full Conference Packages available. For more information, please [visit our website](#). Don't delay, early bird tickets are only available until 1st October!





## AUSTRALIAN WORKPLACE EQUALITY INDEX

We are pleased to inform you that the first four [AWEI 2021 Practice Points](#) will be available to our members first - with these *members only* presentations via video sessions! These sessions will take you through the following topics on our analysis, including:

- **Key Insights**
- **Being Out at Work**
- **Bi Visibility**
- **Trans and Gender Diverse Inclusion**

To utilise the data collected within the annual AWEI Employee Survey, Pride in Diversity publishes a series of data materials, videos and blogs under the heading of [AWEI PRACTICE POINTS](#) each year.

This helps to keep those within the Diversity & Inclusion profession informed and current in LGBTQ workplace inclusion. This data driven analysis and commentary would also be of immense value to network leaders, executives and those responsible for training within your organisation.

Contact Tam at [Member Support Services](#) if you would like to register for any of these sessions.

### KEY INSIGHTS

#### **8 September 2021, 11am - 12pm AEST**

The 2021 AWEI Employee Survey saw its largest response rate ever, with 45,000 participants across 186 organisations. While LGBTQ inclusion across the workplace continues to progress, there remains areas of concern where LGBTQ employees feel left behind. In this edition, we look at the perceptions and support from all

respondents, and the lived experiences of LGBTQ people in the workplace.

## **BEING OUT AT WORK**

**15 September 2021, 11am - 12pm AEST**

The data includes surprising and concerning findings on being out at work in regard to having a diverse sexual orientation. We focus on perceptions, engagement, safety, mental health and wellbeing, bullying and harassment, and a declining trend in respondents feeling comfortable enough to be out at work.

## **BI VISIBILITY**

**22 September 2021, 11am - 12pm AEST**

This edition is planned in conjunction with Bi Visibility Day, an annual Diversity Day that celebrates the umbrella of Bi+ people and aims to bring awareness to the bi-phobia and bi-erasure this subset of the LGBTQ community faces. We dive into statistics that confirm what we already know and investigate areas of change to determine key actions.

## **TRANS AND GENDER DIVERSE INCLUSION**

**29 September 2021, 11am - 12pm AEST**

In this edition, we look at two key areas. First, the general views and perceptions of all respondents regarding the inclusion of Trans and Gender Diverse employees. Second, the focus on the lived experience of Trans and Gender Diverse respondents, and the impact of inclusion initiatives on their wellbeing at work.

**Stay tuned for our additional AWEI 2021 Practice Point topics, which will be available in October!**

### **2021 AWEI National Engagement Survey Insights**

In addition to the Practice Points sessions above, we are also publishing a series of industry-specific blogs based on observations from the 2021 Survey results. Already available are:

- Higher Education Observations
- Retail Industry Observations
- Professional Services Industry Observations
- Legal Industry Observations
- Engineering Industry Observation



- Insurance Industry Observations
- Pharmaceutical Industry Observations
- Banking and Finance Industry Observations
- Property/Construction/Build Industry Observations
- Technology Industry Observations

To read these, and more as we add to this list, visit the [AWEI website](#).

### Reminder

A reminder that you can now request a unique URL on our website for your organisation to participate in the AWEI 2022 Employee Survey. [Click here to fill out the request form](#).

- **The Survey will be open from 1 November 2021 - 11 February 2022.**
- Your URL will be sent to you and available from Monday 1 November 2021. Should you request one between now and then, a confirmation of your request will be sent to you.
- The Survey will close Friday 11 February 2022.

If you have any questions about the survey, please contact:

[awei@prideindiversity.com.au](mailto:awei@prideindiversity.com.au)

To stay informed about key AWEI dates, any changes to submission documents, and to receive helpful hints and tips in the lead up to submission deadline, [subscribe to our AWEI mailing list](#).



Held in most capital cities, our Member Roundtables 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.

**Adelaide Roundtable - Wed September 22nd, 3:30pm - 5pm (ACST) - [Click here to register](#)**



Our Networking Events 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.

**Adelaide Networking - Wed September 1st, 5pm - 7pm (ACST) - [Click here to register](#)**



# ON LINE --- LEARN ING

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.

## **September 2021**

[LGBTQ Awareness – Tuesday 14th, 12:30pm – 2pm \(AEST\) \(booked out\)](#)

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.

## **October 2021**

[LGBTQ Awareness – Tuesday 12th, 12:30pm – 2pm \(AEDT\)](#)

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.

## **November 2021**

[LGBTQ Awareness – Tuesday 9th, 12:30pm – 2pm \(AEDT\)](#)

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 10th, 12:30pm – 2pm \(AEDT\)](#)

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.

***\*Please note: our online learning sessions are conducted from Sydney, and all times shown are Australian Eastern Standard Time. Please adjust for your local timezone accordingly.***



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.

The final Endorsed Trainer program for this year is coming up in December.

The course will run online from 6 December to 17 December, and sessions are from 1pm – 4pm (AEDT)

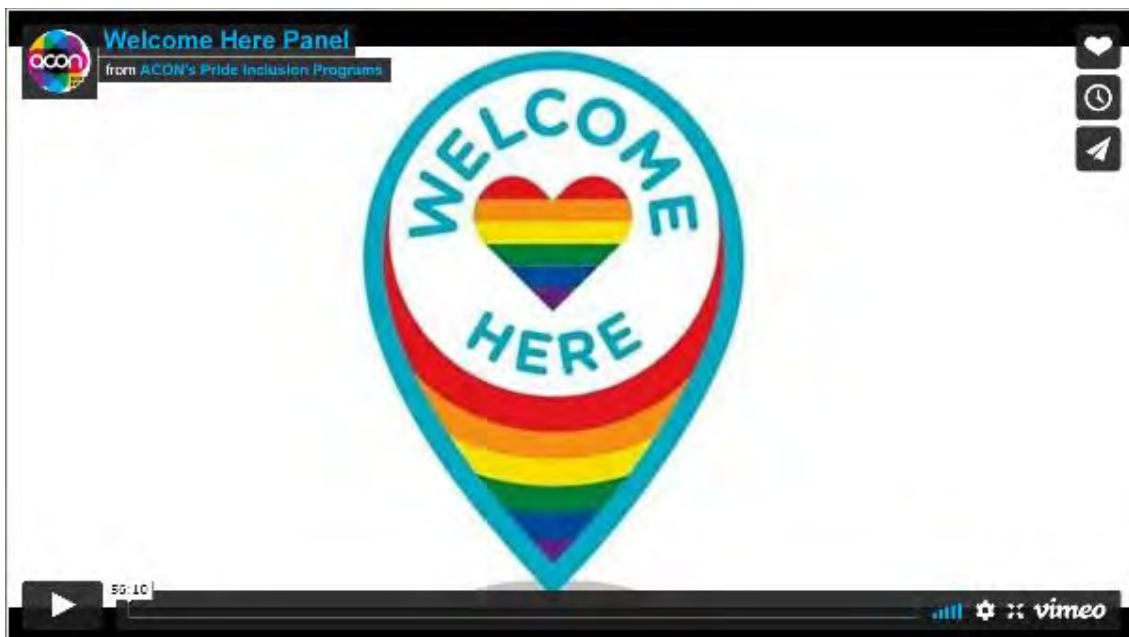
1. Module 1 – Monday 6 December
2. Module 2 – Wednesday 8 December
3. Module 3 – Friday 10 December
4. Module 4 – Monday 13 December
5. Module 5 – Wednesday 15 December
6. Module 6 – Friday 17 December

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

[Click here](#) to register for the December Endorsed Trainer program, and [click here](#) for more information, including costs.

## New on Pride in Diversity's Vimeo Channel

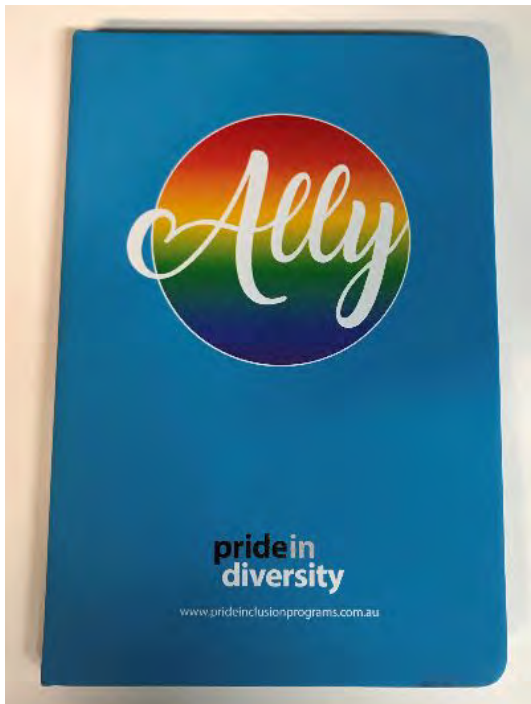
Pride in Diversity has an extensive collection of videos available to member organisations via the Member Resources on our website, and we're adding to it all the time. If you missed either of our online events in August, or would like to watch again, they are both available now!



## New Pride & Ally Merchandise



As a not-for-profit organisation our pride and ally products are not only designed to support your inclusion initiatives, but double-up as a fundraiser, the profits from which directly support the ongoing work of Pride Inclusion Programs and LGBTQ inclusion initiatives within Australian workplaces. We have recently added a range of [hardcover notebooks](#) for each of the Pride Inclusion Programs, soft cover notebooks in [Rainbow](#) and [Trans](#) pride flag colours, and a [tote bag](#) in trans pride flag colours as well! We also have a great range of pins including [Bisexual Pride](#) & [Lesbian Pride](#), get yours now for Bisexual Visibility Day on 23rd September, or Lesbian Visibility Day on 8th October!







Shop Now

## Pride in the Top End

While most of Pride in Diversity is locked down on the Eastern seaboard, one of us was able to swoop in on Darwin and represent Pride in Diversity (and Pride Inclusion Programs) at the Top End Pride Festival.

Perth-based Relationship Manager Alyce Schotte flew up to Darwin on Wednesday last week to spend some time with our Northern Territory members.

Alyce was invited to the official government reception to celebrate the launch of the Top End Pride Festival by the Hon. Lauren Moss MLA, Minister for Women and Minister for Youth at Parliament House, who expressed her delight at the Northern Territory Government becoming members of Pride in Diversity.

Minister Moss said the Northern Territory Government stands with LGBTIQ communities with hope, solidarity and most importantly action.

"We are committed to building a safe and inclusive community for LGBTIQ Territorians by progressing our legislative, policy and service delivery reforms. Recognition of our efforts as members of Pride in Diversity places our Government

amongst a progressive, dynamic group working towards an inclusion benchmark.”



Alyce (L) pictured here with the Hon. Lauren Moss MLA (R).

## National LGBTQ Executive Allies Forum

The Forum is designed to bring together across Australia, those who have taken on the leadership responsibility of being a visible and proactive ally to the LGBTQ community in their workplace, and to communicate, to educate and to motivate. By gathering peers on a regular and structured basis, facilitated by PID, the cohort will humbly learn from each other and be enabled and motivated to drive change in their own organisations with confidence and imagination.

The ideal executive sponsor ally is a Senior Leadership Team member with influence and visibility within their organisation; a leader who can drive change in the context of their organisation and industry.

If you are interested in joining the next National LGBTQ Executive Allies Forum on **Thursday 25th November**, contact [Mark Latchford](#), Associate Director, Pride in Diversity.

## 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 Senior Relationship Manager [Andrew Georgiou](#), particularly around these key areas:

- Building and promoting international Executive leadership, sponsors and champions
- Fostering LGBTQ regional network reach internationally
- Importance of Allyship and Ally networks
- Responsibility and empowerment of local leaders and leadership
- LGBTQ employee intersectionality considerations
- Navigating local laws within international offices
- Travel safety considerations for LGBTQ employees

## Member Organisation News

Is your workplace hosting an event or doing something interesting that you'd like to share with other Pride in Diversity members? Email [Member Support Services](#) with the information, we'd love to promote your LGBTQ Inclusion work!

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:**

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**Sent:** Wednesday, 22 September 2021 10:12 AM  
**To:** s47E(d)  
**Subject:** 2021 Pride in Practice Conference

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22 , s22



## 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

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



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**Sent:** Wednesday, 29 September 2021 1:30 PM  
**To:** s47E(d)  
**Subject:** 2021 Pride in Practice Conference

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** s22



**EARLY BIRD TICKET SALE ENDS SOON!**

Dear s22

Be sure to get your tickets to the **Pride in Practice Conference before 5:00pm AEDT Friday 1st of October** to take advantage of the Early Bird Ticket Sale.

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
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[CLICK HERE TO PURCHASE TICKETS](#)



### CHECK OUT OUR PROGRAM

Our program is now live, and we're thrilled to bring you a range of sessions 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!

[CLICK HERE TO VIEW OUR PROGRAM](#)

### 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](#).

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**From:** AWEI Announcement <awei@prideindiversity.com.au>  
**Sent:** Wednesday, 22 September 2021 4:00 PM  
**To:** s47E(d)  
**Subject:** AWEI 2021 Practice Points - now available!

**Follow Up Flag:** Follow up  
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Dear s22

We are please to inform you that the first four [AWEI 2021 Practice Points](#) are now available for download. This set of topics includes:

- **Key Insights**
- **Being Out at Work**
- **Bi+ Visibility**
- **Trans and Gender Diverse Inclusion**

To utilise the data collected within the annual AWEI Employee Survey, Pride in Diversity publishes a series of data materials, videos and blogs under the heading of [AWEI PRACTICE POINTS](#) each year.



This helps to keep those within the Diversity & Inclusion profession informed and current in LGBTQ workplace inclusion. This data driven analysis and commentary would also be of immense value to network leaders, executives and those responsible for training within your organisation.

Stay tuned for our additional AWEI 2021 Practice Point topics, which will be available in October! The next set will include:

- **LGBTQ Women**
- **Allies in the Workplace**
- **Aboriginal and Torres Strait Islander**
- **Regional Australia**

You can also read other AWEI Survey insights at the [Pride in Diversity Blog](#).

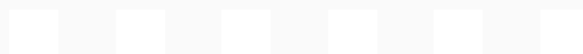
### Reminder

A reminder that you can now request a unique URL on our website for your organisation to participate in the AWEI 2022 Employee Survey. If your organisation has not yet done so, [click here to fill out the request form](#).

- **The Survey will be open from 1 November 2021 - 11 February 2022.**
- Your URL will be sent to you and available from Monday 1 November 2021. Should you request one between now and then, a confirmation of your request will be sent to you.
- The Survey will close Friday 11 February 2022.

If you have any outstanding questions, please reply to this email.

**Kind Regards,**  
**Will Reilly**  
**Index Project Manager**  
**ACON's Pride Inclusion Programs**



You are receiving this email because you have signed up to the AWEI Practice Points mailing list - providing AWEI data driven analysis for D&I and HR Professionals and Network Leads.

**Sign up to our AWEI Practice Points**

AWEI data driven analysis on all things LGBTQ for the HR/Diversity Professional, Executive Sponsors and Network Leaders. [Click here](#) to sign up.

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[Click here](#) to view archived AWEI communications.

**From:** Pride in Diversity <info@prideindiversity.com.au>  
**Sent:** Tuesday, 5 October 2021 12:22 PM  
**To:** s47E(d)  
**Subject:** Pride in Diversity October E-News

**Follow Up Flag:** Follow up  
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**Categories:** s22



## Member E-News - October Edition

Dear s22

It's hard to believe that it's already October but here we are in the final quarter of the year and we've got lots coming up in the next few months.

Pride in Diversity's Sapphire Initiative for LGBTQ women and non-binary people who may be perceived as women has partnered with Clifford Chance's Arcus and Accelerate>>> Networks to bring you a [virtual event](#) for Lesbian Visibility Day, with a diverse panel discussing the issues and challenges LGBTQ women face in the workplace. Our sibling program **Pride in Sport** is also delivering a fantastic [online panel](#) for Lesbian Visibility Day hosted by renowned journalist Mon Schafter, and featuring stellar out female athletes Moya Dodd, Sharni Williams and Rowie Webster.

AWEI Project Officer Will Reilly will be delivering another round of [AWEI Practice Points](#) showcasing data from the 2021 AWEI, starting with LGBTQ Women this Wednesday 6th Oct, and moving on to Allies in the Workplace, Aboriginal & Torres Strait Islander People, and Regional Australia through the month.

We're also delighted to be bringing you a webinar for [Asexual Awareness Week](#), presented by member guest Jenny Ratsep from BHP.

November will see our final series of [State Roundtables & Networking](#) events for 2021, and registrations are open now so don't miss out. Of course, our annual Pride in Practice Conference is coming up in November as well and the full program is now available online! Keep reading for the link, plus everything else coming up including our regular monthly e-learning sessions.

Best regards,

The Pride in Diversity Team

## Key Dates in October & November

- **Wed 6th Oct** - [LGBTQ Women - AWEI Practice Point](#) (Zoom)
- **Fri 8th Oct** - International Lesbian Visibility Day
- **Fri 8th Oct** - [Sapphire & Clifford Chance Lesbian Visibility Day Virtual Event](#) (WebEx)
- **Fri 8th Oct** - [Pride in Sport - Celebrating Out Women in Sport](#) (Zoom)
- **Tues 12th Oct** - [LGBTQ Awareness Training](#) (WebEx)
- **Wed 13th Oct** - [Allies in the Workplace](#) - AWEI Practice Points (Zoom)
- **Wed 20th Oct** - International Pronouns Day
- **Wed 20th Oct** - [Aboriginal and Torres Strait Islander People](#) - AWEI Practice Point (Zoom)
- **Mon 25th Oct** - Ace (Asexual) Awareness Week begins
- **Mon 25th Oct** - [Barriers to Embracing Ace/Aro Identities in an LGBTQ World](#) (WebEx)
- **Tues 26th Oct** - Intersex Awareness Day
- **Wed 27th Oct** - [Regional Australia - AWEI Practice Points](#) (Zoom)
- **Tues 9th Nov** - [LGBTQ Awareness Training](#) (WebEx)
- **Wed 10th Nov** - [HR & Recruitment Training](#) (WebEx)
- **Wed 10th Nov** - [Perth & Brisbane Roundtable & Networking Events](#)
- **Tues 16th Nov** - [Canberra Roundtable & Networking Events](#)
- **Wed 17th Nov** - [Melbourne & Sydney Roundtable & Networking Events](#)

- **Tues 30th Nov - [Adelaide Roundtable & Networking Events](#)**

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 September:

- Kinetic
- Synergy
- NSW Department of Education
- Office of the Fair Work Ombudsman
- Hillrom
- University of New England



### **Clifford Chance & Sapphire event: International Lesbian Day**

#### **International Lesbian Day: Celebrating your HERstory**

In recognition of **International Lesbian Day**, the **Clifford Chance's Arcus and Accelerate>>> networks** in partnership with the **Pride In Diversity Sapphire Network** are delighted to invite you to attend our virtual event on **Friday 8 October 2021 at 1:00pm AEDT**.

Our diverse panel, consisting of members of the LGBT+ community will discuss the