DAY 1	MONDAY 23 NOVEMBER 2026		
8:00am – 9:00am	**REGISTRATION** (Concourse)		
9:00am – 9:05am	**Welcome to Country,** Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation (ACON Room)		
9:05am – 9:20am	**Opening Address – Day 1** Georgie Harman AO, Patron, Pride in Diversity (ACON Room)		
9:20am – 10:00am	**Session 1: Curious, Not Furious: Navigating Hard Conversations Across Deep Divides** Mars (ACON Room) A PC PN LE		
10:05am – 10:45am	**Session 2: Pride in Neurodivergence: From Insight to Action** Pride in Diversity (ACON Room) A PC PN LE		
10:45am – 11:15am	**BREAK FOR MORNING TEA** (Concourse)		
11:15am – 11:50am	**Session 3A** (ACON Room)	**Session 3B** (Dell Technologies Room)	**Session 3C** (Rainbow Room)
	Moments that Matter: Psychological Safety in Challenging Times Australian Financial Complaints Authority (AFCA) A PC PN LE	**Foundation to Gold: Turning AWEI Into a Roadmap** Swinburne University of Technology F PC PN	**Leading Out Loud: Lessons from LGBTQ+ Changemakers and Allies** NBN Co F LE
11:55am – 12:30pm	**Session 4A** (ACON Room)	**Session 4B** (Dell Technologies Room)	**Session 4C** (Rainbow Room)
	Fear is the Mind-Killer: Understanding Resistance to Inclusive Learning ACON's Pride Inclusion Programs A PC LD LE	**Organisations And Inclusive Dress Practices – People Bringing Their Best** Defence LGBTQIA+ Information Service (DEFGLIS) F PC	**Under the Rainbow Hood: The Reality of Building An ERG** NAB F PC PN
12:30pm – 1:30pm	**BREAK FOR LUNCH** (Concourse)		
12:45pm – 1:15pm	**Lunch & Learn 1: Safe in My City: Community-Led Conversations on Safety in Your LGA,** Maribyrnong City Council (ACON Room) F LD		

Level: F Foundational I Intermediate A Advanced

Stream: PC People & Culture PN Pride Network LD Learning & Development LE Leadership

DAY 1 CONT'D	MONDAY 23 NOVEMBER 2026		
1:30pm – 2:10pm	**Session 5A (ACON Room)**	**Session 5B (Dell Technologies Room)**	**Session 5C (Rainbow Room)**
	Silos to Strategy: Building An Intersectional Belonging Action Plan Melbourne Water I PC PN	**Breaking Barriers: The Donation Equality Journey** Australian Red Cross Lifeblood F PC	**Growing LGBTQ+ Inclusion Outside of Our Cities Through Regional Reach** Australia Post & Pride in Diversity F PN
2:15pm – 2:55pm	**Session 6: CEO of the Year Fireside Chat** Glenn Morgan, CEO, Deutsche Bank (2026 Winner) & David Locke, CEO, AFCA (2024 Winner) (ACON Room) F LE PN		
3:00pm – 3:40pm	**Session 7A (ACON Room)**	**Session 7B (Dell Technologies Room)**	**Session 7C (Rainbow Room)**
	The Time for Leadership is Now: Secretary Jim Betts The Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts F LE PN	**Stitching Together Community: Creative Avenues for Connection and Awareness** UNSW Sydney I PC PN	**Continuing Culture: Building LGBTQ+ Inclusion That Lasts** McCullough Robertson Lawyers F PN
3:40pm – 4:10pm	**BREAK FOR AFTERNOON TEA (Concourse)**		
4:10pm – 4:50pm	**Session 8: When Inclusion Isn't Equitable: A FLINTA+ Experience** FLINTA+firm (ACON Room) I PC PN		
4:50pm – 5:00pm	**Closing Remarks** (ACON Room)		
5:00pm – 7:00pm	**NETWORKING EVENT (Level 2 Medallion Club Terrace)**		

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DAY 2	TUESDAY 24 NOVEMBER 2026		
8:30am – 9:00am	**REGISTRATION** (Concourse)		
9:00am – 9:05am	**Welcome to Day 2** Pride in Diversity (ACON Room)		
9:05am – 9:20am	**Opening Address – Day 2** Chris Nelson, Associate Director – People, Pride in Diversity (ACON Room)		
9:20am – 10:00am	**Session 9: Pride, People and Plenty of Common Ground** Department of Local Government, Water and Volunteers (ACON Room) I PN LE		
10:05am – 10:45am	**Session 10: Stop Fixing LGBTQ+ People: Developing Leaders by Changing the System** ACON's Pride Inclusion Programs (ACON Room) A LD LE		
10:45am – 11:15am	**BREAK FOR MORNING TEA** (Concourse)		
11:15am – 11:50am	**Session 11A** (ACON Room)	**Session 11B** (Dell Technologies Room)	**Session 11C** (Rainbow Room)
	Intent and Impact: Building Enduring Trans & Gender Diverse Inclusion Vicinity Centres F PC PN	**Foundations of Pride: Lendlease's Journey to Creating their Network Strategy** Lendlease & Pride in Diversity F PC PN	**Silos to Strength: Uniting through Fairness, Inclusion & Respect** Ventia I PC PN
11:55am – 12:30pm	**Session 12A** (ACON Room)	**Session 12B** (Dell Technologies Room)	**Session 12C** (Rainbow Room)
	Beyond the Rainbow Lanyard: From Tokenism to Authentic Allyship EY Australia F PC PN	**Strengthening Resilience in Challenging Times** Pride in Diversity A PC PN LD	**You Can't Have the D without the I** University of Sydney F PC PN
12:30pm – 1:30pm	**BREAK FOR LUNCH** (Concourse)		
12:45pm – 1:15pm	**Lunch & Learn 2: Results to Reality: Turning AWEI Insights into Strategy and Impact** ACON's Pride Inclusion Programs (ACON Room) F PC PN LE		

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PRIDE IN PRACTICE

THE AUSTRALIAN LGBTQ+ INCLUSION CONFERENCE
MELBOURNE • 23 – 24 NOV

acon PRIDE INCLUSION PROGRAMS

DAY 2 CONT'D	TUESDAY 24 NOVEMBER 2026		
1:30pm – 2:10pm	**Session 13A (ACON Room)**	**Session 13B (Dell Technologies Room)**	**Session 13C (Rainbow Room)**
	A Little Less Conversation, A Little More Action, Please GPT & Pride in Diversity I PC PN	**Partnerships with Impact: Corporate Responsibility & Partnership Without the Morning Tea** Endeavour Group F PC	**Inclusion By Design: Curriculum, Care and Culture** Torrens University I PC LD
2:15pm – 2:55pm	**Session 14A (ACON Room)**	**Session 14B (Dell Technologies Room)**	**Session 14C (Rainbow Room)**
	Building an Employee Network for Parents of Trans & Gender Diverse Youth Victoria Police A PC PN LE	**How, Now…? Building Staff Capabilities for LGBTQ+ Inclusion** ACON's Pride Inclusion Programs A PC LD	**Passion Into Practice: Growing a Sustainable Pride Network** Gadens F PN
3:00pm – 3:40pm	**Session 15: The 2026 AWEI Employers of the Year Panel** Bendigo Bank & Russell Kennedy Lawyers (2026 Winners) (ACON Room) F PC PN		
3:40pm – 4:10pm	**BREAK FOR AFTERNOON TEA (Concourse)**		
4:10pm – 4:50pm	**Session 16: Digging Deeper: Unearthing the Value Of LGBTQ+ Inclusion for All** BHP (ACON Room) F PC PN		
4:50pm – 5:00pm	**Closing Remarks** (ACON Room)		

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