

Talking LGBTQ+ workplace inclusion with Pride in Diversity

Webinar starts at 1:00pm (AEST)

View live captions via Zoom closed captions [cc]

or at au.ai-live.com, enter the Session ID: **AUDCAT3009A**
into the “Join a Live Session” box





Acknowledgement of Country

We acknowledge and pay our respect to the Custodians of this land, Elders, past and present.

We acknowledge the many Aboriginal and Torres Strait Islander peoples who have made an important contribution to this land and community and continue to do so.

At DCA, we express our ongoing solidarity with First Nations Australians, as we acknowledge the outcome of the Voice to Parliament referendum with enormous disappointment.

DCA is committed to supporting truth-telling and meaningful actions that contribute to achieving a just, equitable and reconciled Australia.

Buranbaa Ngarran (New Dawn) by artist Kirsten Gray for DCA Innovate RAP 2024-2026



Captions and Socials



Captions via au.ai-live.com Session ID: **AUDCAT3009A**

[CC] Captions also available on Zoom webinar



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Questions



- Select Q&A at the bottom of your screen.
- Submit your question to the panel.
- You can upvote an existing question by using the thumbs up icon.

ADDRESSING THE 'LEADERSHIP GAP' FOR LGBTQ+ PEOPLE

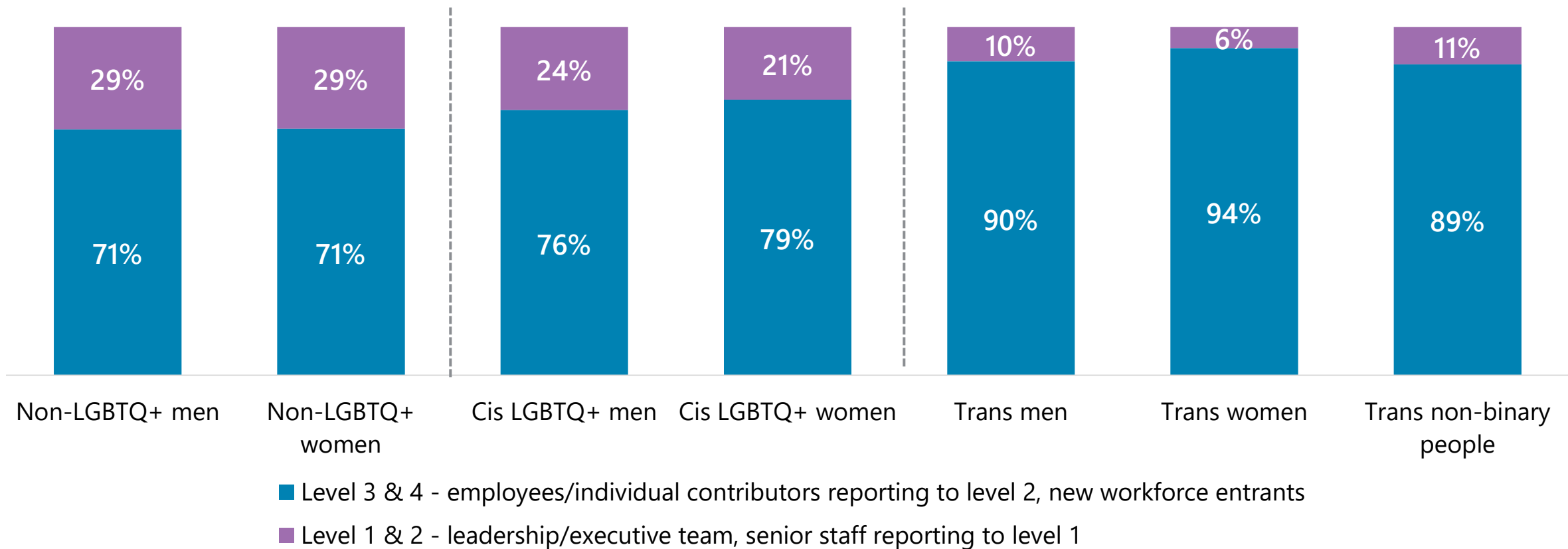
Nicki Elkin (they/them)
ACON's Pride Inclusion Programs



A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY

pridein
diversity

Do we have a 'leadership gap'?



Pride in Diversity (2025). Australian Workplace Equality Index (AWEI) Employee Survey. ACON's Pride Inclusion Programs



A ROADMAP
AN AUDITING TOOL
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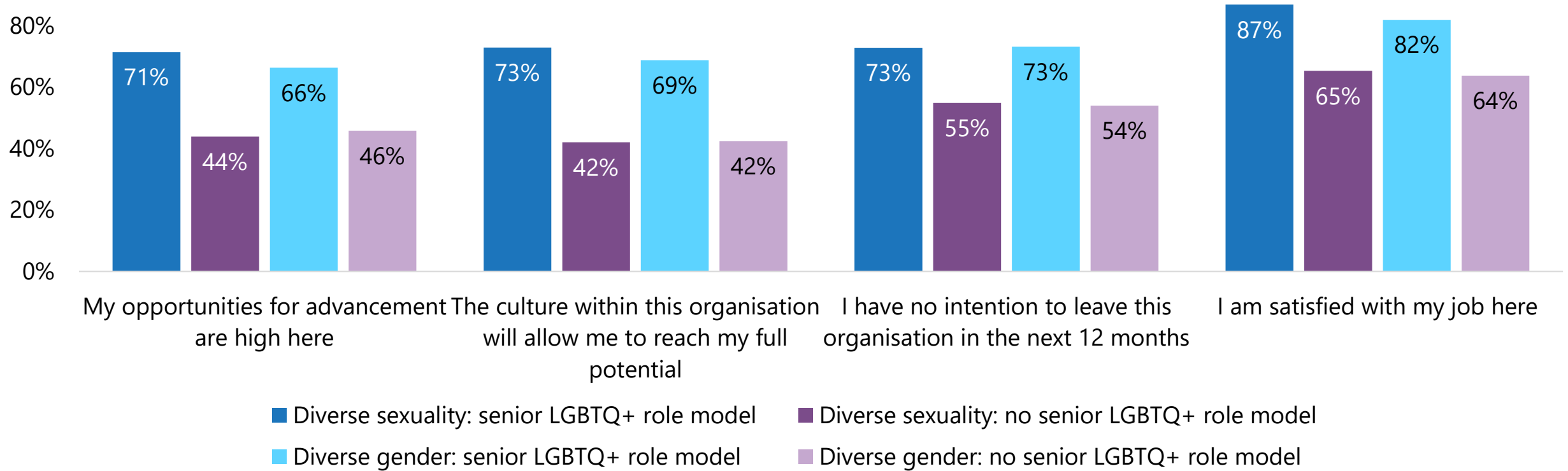


What impact do visible LGBTQ+ leaders make on workplace wellbeing score? (1=poor, 5=great)?



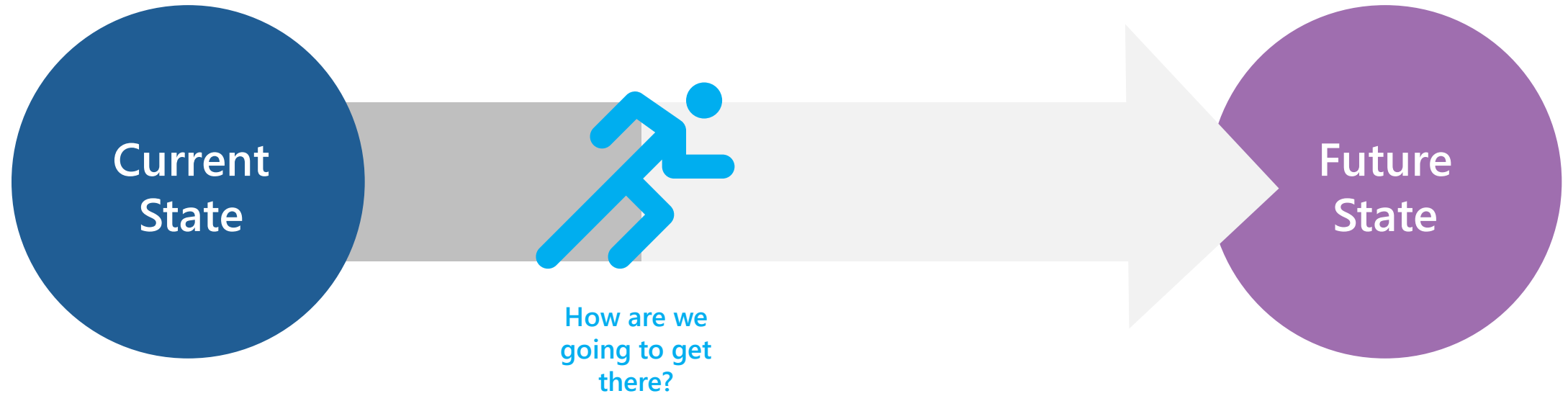
Pride in Diversity (2025). Australian Workplace Equality Index (AWEI) Employee Survey. ACON's Pride Inclusion Programs

What impact do visible LGBTQ+ leaders make on perceptions of opportunity and satisfaction?



Pride in Diversity (2025). Australian Workplace Equality Index (AWEI) Employee Survey. ACON's Pride Inclusion Programs

What can we do?



PRIDE PATHWAYS: FUTURE LGBTQ+ LEADERS



**pride in
diversity** + **Authentic
Leaders**

Speakers



Nicki Elkin
(they/them)



Jules Pooley
(she/her)



Hank Paul
(they/them)

Coming Event

- October 15 – DCA's New Research on Class Inclusion at Work – In-person at Herbert Smith Freehills Kramer, Sydney



Thank you

- Craig Mutton (he/him), Board Member, Diversity Council Australia
- Nicki Elkin (they/them), Associate Director, Quality, Training and Research, ACON's Pride Inclusion Programs
- Jules Pooley (she/her), Head of Diversity, Equity and Inclusion, The Star Entertainment Group
- Hank Paul (they/them), Communications and Fundraising Manager, Transgender Victoria
- Uncle Eddie Ruska, Nunukul Yuggera Aboriginal Dance Company



Event Sponsor



Diversity Days

- Wednesday October 1 - International Day of Older Persons
- Wednesday October 1 to Friday October 31 –
 - Augmentative and Alternative Communication Awareness Month
 - ADHD Awareness Month
 - Mental Health Month