

2020



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LIGHT THE WAY

Google

Outstanding 50 LGBTI+ Leaders

In 2016, Deloitte launched its first Outstanding 50 LGBTI+ Leaders Report in partnership with AFR Boss Magazine. In 2018, Deloitte partnered with Google to bring a fresh cohort of Outstanding 50 LGBTI+ Leaders into the spotlight. Spanning new and diverse industries, the scope and background of those profiled in the list was broadened; providing greater visibility of a diverse set of LGBTI+ role models (including increased gender representation).

This year, Deloitte is delighted to have collaborated with Google and EnergyAustralia to celebrate our Outstanding 50 LGBTI+ Leaders of 2020. The purpose of this report is to help LGBTI+ people 'be what they see', inspiring a new generation of leaders from many diverse parts of our community.

Together, we are extremely proud to be recognising the many role models in our community, many of which are beyond the traditional large corporate organisations who have been represented in the past reports. This year's report includes remarkable leaders from the public sector, government, social enterprises, and small to medium-sized businesses, alongside those in traditional corporate roles.

In 2020 we have delivered a report which is more diverse than ever before, including individuals who identify as trans- and gender-diverse; non-binary; queer, and bisexual. Beyond recognising the achievements of these remarkable individuals, the Outstanding 50 LGBTI+ Leaders Report aims to inspire all people to work towards creating more inclusive workplaces and communities, all around our country and the world.

For more on our Outstanding 50 LGBTI+ Leaders of 2020, please visit www.deloitte.com/au/out50.

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Executive Addresses

A message from our executives at **Deloitte**, **Google** and **EnergyAustralia**.

Since its launch in 2016, Deloitte has had the privilege and honour of spearheading the development of the Outstanding 50 LGBTI+ Leaders Report. Since then, its creation has made a real impact that matters. In 2016, 2018 and now in 2020, we have had the incredible opportunity to profile and celebrate some of Australia's most prominent and well-respected leaders. Whether from the business world or other parts of the community, we have proudly profiled role models, trail blazers and those who have inspired others across so many diverse areas.

At Deloitte we believe that when people are able to bring their whole, 'un-edited' selves to work, it unleashes their potential and allows them to truly flourish. We each have a responsibility to contribute to creating workplaces where everyone feels safe, included, and celebrated for who they are.

In September 2018, my first official meeting as the newly appointed CEO of Deloitte Australia was a breakfast and workshop with the Out50 Leaders from that year. I still remember the energy and enthusiasm I felt that day, and to recall it now I feel inspired to renew my personal commitment in ensuring that inclusion and diversity remain at the core of everything we do at Deloitte.

To our 2020 Outstanding 50 Leaders – congratulations, and thank you. Thank you for your involvement in our Out50 Report, thank you for being such incredibly inspiring role models for the LGBTI+ community and Australians more broadly, and thank you for sharing your stories, perspectives and experiences with us. You are all truly inspiring and I know your stories will make an enormous impact across our communities.

Richard Deutsch
CEO, Deloitte Australia

Google's mission is 'to organise the world's information and make it universally accessible and useful'. That word universally means for everyone, so building products for everyone has been a core value for Google since the beginning.

In 2020, we believe these values are more important than ever. Diversity in thinking, background and experience helps us to create more helpful products for our users and helps our teams work together more effectively. Initiatives like the Outstanding 50 LGBTI+ list allow us to celebrate those who exemplify these values of diversity, inclusion and equity and help inspire others to do the same.

It's moments like this that also help me reflect on my own role as a leader and inspire me as an ally and as a mentor. It encourages me to constantly strive to support these diverse voices and continue to cultivate a workplace environment where people are able to be their true selves.

Congratulations to this year's list of nominees and finalists – thank you for continuing to inspire LGBTI+ communities and allies.

Aisling Finch
Director of Marketing, Google Australia

In my career, I have tried to make a difference to the places and companies where I've worked. When you are young and starting out you hope that things will change. But after a while you realise that if you want things to change, you have to do it yourself.

Adam Grant recently made a point that it might be time to stop saying diversity is good, and say, "Diversity is good but it isn't easy." Without commitment, without hard work, it's just a throwaway line. Change requires leaders to take action.

The Out50 report shines a light on the individuals who have taken it upon themselves to help lead change in their workplaces and communities.

To the nominees and winners of Out50, thank you for acting. Thank you for helping to create a culture that embraces everyone for who they are. We know we are at our best when our people are at their best.

While we've made some great improvements over the last decade, when it comes to LGBTI+ representation, we know that we have a long way to go.

My hope, my wish is that every workplace can create an environment where every employee can bring their whole selves to work because that will enable them to do the best work of their careers.

Catherine Tanna
Managing Director, EnergyAustralia

Rania Awad

Head of Asset Management
Damstra Technology



Risking it all to be her true self, Rania shares how her journey as a Middle Eastern migrant in Australia gave her the strength to be a leader who treats inclusivity as a non-negotiable.

Rania holds many titles – as the Head of Asset Management at Damstra Technology; Director and Founder of Digital Smoothie; and a pharmacist at her local community pharmacy. Rania's deep connection to and passion for community is evident as she highlights the continuing journey for acceptance in Middle Eastern communities.

LGBTI+ inclusion and visibility:

It's taken me years to get here but I'm a strong believer that the only path forward is to be visible and out. This is scary stuff and when you are visible, you risk losing loved ones and at times, your community. But being out means not only healing and saving yourself, but also potentially saving someone who is watching from a dark closet somewhere. Now that I've become a mum, I'm determined to share my story and talk about the long and difficult journey that got me to where I am today, so that I can be the role model that I desperately needed when I was fifteen, and for all the young Middle Eastern girls who struggle with their sexuality.

Changing perceptions: Over the years, Western people's perceptions have slowly changed and for most, being an LGBTI+ individual is a non-issue. I would like to highlight that this is still not the case in my Middle Eastern culture

and community. As an LGBTI+ individual, you are at best tolerated and at worst, exiled or excluded from your family or community. Over time, I slowly grew my confidence to come out and have found acceptance and love within my closest Middle Eastern friends. However, in general, being gay is still not accepted by the Middle Eastern community.

Advice: My mum always told me to study hard and be successful so that I never had to rely on anyone else for financial freedom. This advice was given to me as a Middle Eastern girl who had migrated to Australia at eleven years old, after living in war torn Lebanon. From my history and that advice, I developed a mantra that I'd say to myself when faced with a difficult or risky business decision. I'd ask, "What's the worst thing that could happen?". Because once you've survived war, business risks become relatively minuscule in the grand scheme of things.

"Being out means not only healing and saving yourself, but also potentially saving someone who is watching from a dark closet somewhere."

Inclusive leadership: Being inclusive is not a choice, it's everyone's responsibility. It's important because it's simply the right thing to do. People just want to feel equal regardless of where they come from, who they marry, or the colour of their skin. I demonstrate inclusive leadership by always checking my biases (we all have them), and by striving to be welcoming and genuine.

Can you share a story with us that has made the most impact on you during your LGBTI+ journey? When I met my wife Clarissa eight years ago, I was still in the closet with my immediate family (mother, father and brothers). She had never been with a woman before, but we fell in love, hard. One month into our relationship, Clarissa told me that she was going to tell her parents about us and that she wasn't used to being dishonest with them. She was so matter of fact and so confident. She told them and just like that, they opened their hearts and family to me! It felt so easy. It shone a bright, contrasting light for me on how it should be. It helped me come out and be brave. That's the example I want to set for my daughter.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? Surround yourself with people who support and love you as you are. This will help you build the shield you need to be yourself at work and everywhere else.

Words to describe me: Brave, honest, firecracker.

David Anthony

Special Counsel, **Corrs Chambers Westgarth**; Chair of **GiveOUT**



"I'm gay, wear hearing aids, and have a speech impediment ... I aspire to demonstrate that no matter what initial hurdles might seem to be in your way, you can achieve anything."

David is a senior lawyer specialising in litigation and arbitration at Corrs Chambers Westgarth. An advocate for diversity and inclusion, David is also the Chair of Pride@Corrs, the firm's LGBTI+ network. In addition to this, David is the Chair of GiveOUT, a leading philanthropic charity which raises funds for LGBTI+ community groups and projects. David is passionate about using his legal skills to make an impact in the LGBTI+ community.

Role models: When I started my legal career, the only openly LGBTI+ role model I knew of in the legal profession was Justice Kirby – he was and remains a great source of inspiration for me. After university, I worked for Justice Margaret White, who was the first woman to sit on the Queensland Supreme Court. The twelve months I spent in her chambers forever shaped my professional life. Her dedication to duty, generosity of time to those around her regardless of their position, commitment to justice, and a willingness to take on voluntary community work was a great inspiration to me. I finished my associateship knowing that a true leader – whether they are a member of the LGBTI+ community or an ally – acts the same in public and in private because that's the person they genuinely are.

LGBTI+ inclusion and visibility: I think people should never underestimate the value of quiet and genuine demonstration. Simple actions can be so powerful, whether it be having a visible Pride ally sticker on your desk when a colleague walks past, or a supportive comment made in general conversation. Such acts demonstrate a genuine cultural change and, in an authentic way, help to create a safe space.

Changing perceptions: Things have definitely changed for the better over the course of my career and the growth in the number of people who feel comfortable to be their full self in the workplace is amazing. We cannot lose sight, however, that there is still work to be done, particularly at the intersection of LGBTI+ and other diverse communities.

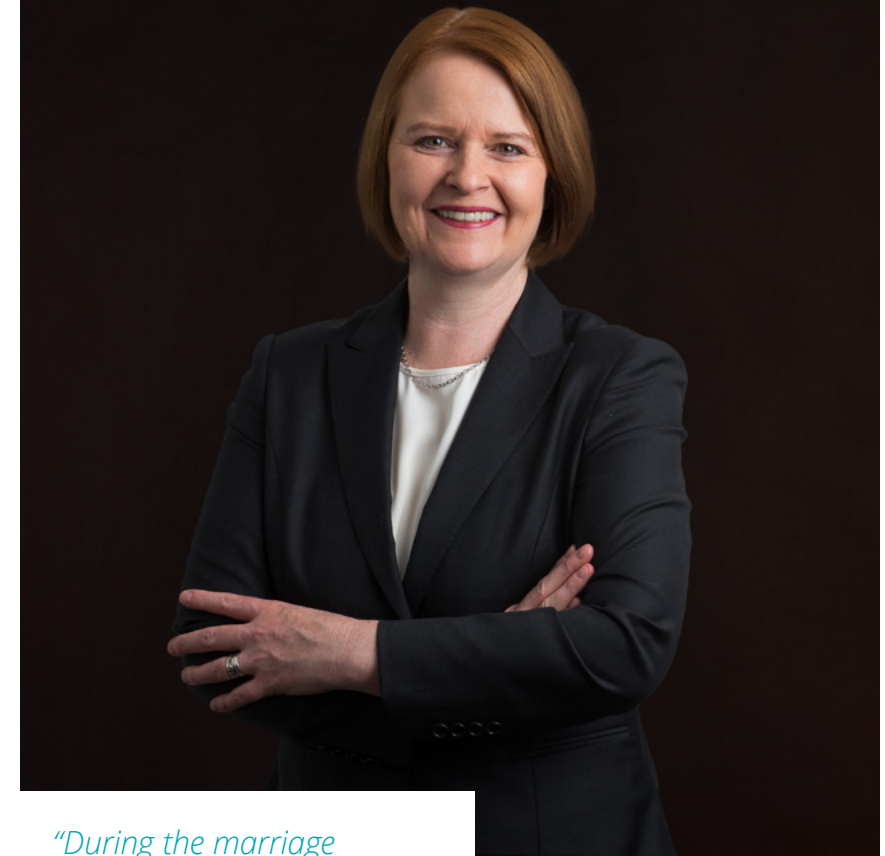
Advice: No one will ever be as passionate about your career as you are.

The kind of role model I want to be: I'm gay, wear hearing aids, and have a speech impediment. I'm grateful for all the opportunities I have had and aspire to demonstrate that no matter what initial hurdles might seem to be in your way, you can achieve anything.

Words to describe me: Compassionate, enthusiastic, focused.

Julie Bale

Chief Information Officer (CIO)
EnergyAustralia



For many years, Julie felt like she couldn't truly bring her true self to work, keeping her private life and professional life separate. It took a new role to highlight the importance of working with the right people, in the right company. Julie took the leap, and it paid off.

LGBTI+ inclusion and visibility:

The difference we can all make is to participate and engage in the conversation about LGBTI+ inclusion. Change is made by those who show up, and we're so fortunate in our organisation to have so many people who volunteer their own time to help make it a better place for all of us. As someone within the LGBTI+ community, I can tell you wholeheartedly that it means a great deal when people show up. Get involved. The reward is huge, and you'll have a lot of fun.

Changing perceptions: During the marriage equality debate, my son sent me an article about Alan Joyce. The article talked about life being too short to not bring every part of yourself to work. My son said to me, "Mum, the next organisation you work for, I want them to know the whole you". I always kept my private life and professional life separate, making sure no one knew I was in a gay relationship. Some of the organisations I've worked at throughout my career, I felt, haven't been a safe place for me to talk openly, particularly as an executive. It was a hard-enough environment as a female at that level without needing to add more pressure.

Being able to bring my whole self to work became a really important factor in choosing to join EnergyAustralia. I did a lot of due diligence before accepting

"During the marriage equality debate, my son sent me an article about Alan Joyce. The article talked about life being too short to not bring every part of yourself to work. My son said to me, "Mum, the next organisation you work for, I want them to know the whole you."

the role. Something that stood out to me was the values of Catherine Tanna, our Managing Director. There is a strong social conscience that runs through the veins of EnergyAustralia. I took a risk, one I felt was worth taking, and it has paid off for me.

Inclusive leadership: I'm sure there are many people who've either felt excluded or been excluded in the workplace. I don't want anyone under my leadership to feel that way, ever. Everyone has an equal right to be at the table, share their opinions and make their contribution in a safe environment.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them?

Seek someone out who you know is LGBTI+, whether they are inside or outside your organisation. Talking to others helps. Hearing first-hand about how others have learned to become more open is worth doing. It gives you confidence. It gives you hope. Just ask me.

Words to describe me: Having integrity, passionate, resilient.

Julie is the Chief Information Officer (CIO) at EnergyAustralia. She is passionate about co-creating solutions to problems and fostering an environment where people can do their best work without fear.

Joe is the CEO at Switchboard Victoria, a community controlled LGBTI+ organisation, specialising in mental health, suicide prevention and family violence prevention. Joe's passion lies in grass-roots solutions to systematic problems, empowering marginalised communities to take power back and regain control over their bodies, lives and futures.

Role models: I've always been inspired by historical leaders and thinkers, especially those who've led grass roots social movements. On my wall at home, I have the picture of Leslie Feinberg displayed because I was heavily influenced by them in my 20s. Other people that come easily to mind, are Audre Lorde and Alice Walker. Thinking about who I am lucky enough to work with today, I am inspired by the Leadership and diplomacy of Brenda Appleton, Chair of Transgender Victoria and the leadership and courage of Dr Lou Bennett.

Advice: It is what you do when no one is watching that determines what kind of leader you really are.

Changing perceptions: When I started out in my career twenty years ago, I could have never dreamed that I would be able to work and lead in my community in this way. Back then, I would have questioned whether a time would ever come that I could be out at work. I think that says a lot about how far things have come.

LGBTI+ inclusion and visibility: I think today's challenge is in understanding the intersectional realities of LGBTI+ lives. We need to understand that without an end to inequality across race, gender, poverty and class we will not

see complete LGBTI+ inclusion and visibility, as the issues are inextricable.

Reflecting on 2020 – inspiration despite the challenges: This year, I drew inspiration every day from the Switchboard Victoria founders who forged our organisation during the AIDS pandemic. I thought of them and how they achieved so much, starting an LGBTI+ helpline with no government or corporate funding all in the middle of a pandemic. I knew if they could do what they did, I could play my role now as we faced another pandemic.

The type of role model I aspire to be: I work in the incredibly hard places - family violence, suicide prevention and mental health – I'm really proud of my work in these areas and ultimately it has made me a better person. I aspire to lead in service to the communities I represent. To always be able to listen, hear, critique and be influenced by others to respond to the emerging and changing needs of our diverse LGBTI+ communities. I want to inspire people to strive to follow as much as to lead; to be loyal, trustworthy and courageous in the face of injustice.

Words to describe me: Dedicated, courageous, kind.



Ben Bjarnesen BM

Police officer, Queensland Police Service; Founding Director, LGBTQ Domestic Violence Awareness Foundation; Regional Coordinator, LGBTI Liaison Officer Program

Ben is an operational police officer at Queensland Police Service and a volunteer LGBTI+ Liaison Officer – a role he has held for more than ten years. Ben is also a founding member of the Queensland Police LGBTI+ Support (employee) Network. Alongside his many roles in the police force, Ben also founded the inaugural LGBTI Domestic Violence Awareness Day campaign in May 2020 to shine a light on LGBTI+ experiences of domestic violence and abuse across Australia.

Role models: I've always looked up to my mum and her resilience and determination in facing adversity. From a policing perspective, I was fortunate enough to meet Deputy Commissioner Neil Paterson from Victoria Police early on in my career, and at that time, he was one of the very few openly gay police officers that I knew of. Having only been 'out' in the police service for a few years, I was still navigating my way through being an openly gay police officer at a time when LGBTI+ inclusion wasn't at the forefront. To see such an authentic, genuine and thoughtful leader in an executive leadership role gave me hope that in the future, my sexuality wouldn't stop me from achieving my goals.

Advice: The hands of change move very, very slowly—though, that can be a good thing. Tiny changes aren't always noticeable to those who oppose you, but those changes eventually become an avalanche!

LGBTI+ inclusion and visibility: We all have a role to play in being active and visible allies to the LGBTI+ community and in changing workplace culture. We all need to continually challenge negative behaviours, jokes and discriminatory behaviour. We need to understand the importance of acknowledging the lived experiences of LGBTI+ people and consult with them about how your workplace can be more inclusive. We need to work to ensure that any inclusion and diversity initiatives are not just tokenistic but backed up by real action and support. Also, understand that you do not have to do everything yourself. In fact, sometimes, other people deliver the change. It's enough to be an influencer of that change, even if it does take years to be delivered.

The type of role model I aspire to be: One who is authentic and willing to back up words with actions, while demonstrating compassion and kindness.

Words to describe me: Caring, passionate, genuine.



"The hands of change move very, very slowly—though, that can be a good thing. Tiny changes aren't always noticeable to those who oppose you, but those changes eventually become an avalanche!"

Gai Bolderrow

Inspector, Regional Operations Manager, State Intelligence, Crime and Intelligence Command Queensland Police Service (QPS)

A story of courage and passion to ignite change. From learning the importance of being authentic, vulnerable and courageous, to marching in uniform at Brisbane Pride in 2015, Gai shares her journey as an LGBTI+ leader in the Queensland Police Service and how she's helping to foster an inclusive and psychologically safe work environment for everyone in the QPS.

LGBTI+ inclusion and visibility: Celebrating LGBTI+ days of significance, wearing a rainbow lanyard or pin and adding pronouns to your signature block, can all show your support towards the LGBTI+ community. It's important to be active, challenge inappropriate language or micro-aggressions and use these interactions as teaching moments. Educate yourself about all diverse groups, as we share common ground.

Advice: Early on in my career I was told, "be yourself, everyone else is taken". This was difficult to do, but over the years I've learned the importance of being authentic, vulnerable and courageous. As a manager, you need to be able to show humanity to connect with people. My leadership journey has been one of self-discovery, lifelong learning and sharing my knowledge with others.

Inclusive leadership: Being an inclusive leader is vitally important to me, as I have seen the consequences of exclusion to careers and personal lives. We need to open our hearts and minds to difference and understand not everyone shares the majority experience of culture, class, race, ability, gender or sexuality.

Our workplaces should be welcoming, inclusive and psychologically safe environments. We can only achieve this when we recognise and appreciate the experiences of diverse people.

Can you share a story with us that has made the most impact on you during your LGBTI+ journey? The event that had the most impact on me during my LGBTI+ journey was the marriage equality debate. I was surprised by this event as I have been out for years and very comfortable in my own skin. There was a lot of negativity around the campaign and it affected a lot of LGBTI+ people. The idea that people, who already had the right to marry, would decide if I was entitled to the same right, left me feeling "less than" and "othered". It felt threatening to me and I was concerned for other LGBTI+ people, especially young people. This experience inspired me to continue my LGBTI+ work



"We need to open our hearts and minds to difference and understand not everyone shares the majority experience of culture, class, ethnicity, ability, gender or sexuality."

with the Queensland Police Service and to highlight the impact that exclusion can have on any diverse group.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? Everyone's journey is their own. If you do not feel comfortable being yourself at work, look for support from other places, outside of work and home. There are great support groups you can get involved in, including LGBTI+ sports and community groups. Discover what is important to you and where you feel most accepted for who you are.

Women are often harder on themselves than anyone else. An important lesson for me has been finding my own way to lead. I'm inspired by the words of Maya Angelou: "Do the best you can until you know better. Then when you know better, do better." This has been my goal throughout my career.

Words to describe me: Dedicated, passionate, determined.

Gai is the Regional Operations Manager for State Intelligence within the Crime and Intelligence Command at Queensland Police Service (QPS). Gai's role is focused on supporting, supervising, managing and leading intelligence practitioners in the regional areas of Queensland. Gai is passionate about organisational diversity and ensuring that our workplaces can provide a psychologically safe environment where everyone can bring their whole self to work.

Anna Brown

**CEO
Equality Australia**

Anna is the founding CEO of Equality Australia, a national organisation dedicated to equality for LGBTI+ people, built from the successful campaign for marriage equality. After years working on LGBTI+ reform at the Human Rights Law Centre and as co-chair of the Equality Campaign, Anna founded Equality Australia, which is now seen as a 'go to' organisation for decision makers, the media and industry on key issues affecting our community.

Role models: After feeling a distinct absence of lesbian role models in corporate law for the early years of my career, I moved into government and felt incredibly lucky to witness and work with some very intelligent, impressive same-sex attracted women in the justice space in Victoria. Louise Glanville (now CEO of Victoria Legal Aid), Gayle King, Julie Ligeti, and Children's Commissioner Liana Buchanan are all women who have inspired me and provided guidance and support throughout my career. They are all incredibly effective operators and leaders. I felt like I was surrounded by lesbian powerhouses! They generously share their wisdom, intelligence and often razor-sharp wit, and made a huge difference to how I perceived career opportunities for same-sex attracted women.

Changing perceptions: I feel like my personal journey of acceptance and comfort about my identity parallels the gains that have been made in LGBTI+ equality and inclusion over the decades. I wasn't 'out' when I first started in corporate law – there were no visible signs of support or out role models. I remember even avoiding telling people that I played women's football.

Looking back, we've seen community attitudes shift remarkably on LGBTI+ equality. In 2004, only 38% of Australians supported marriage equality, with 44% opposed and 18% undecided. In 2005, 35% of the population aged 14 years and over believed homosexuality is immoral (Australian Institute). By 2017, in the marriage postal survey, 61.6% of Australians responded "Yes" to allowing same-sex couples to marry, with 38.4% responding "no". In the postal survey, there was majority support for marriage equality in every state and territory, and in 133 out of 150 federal electorates. I'm sure if we asked Australians today the results would be even higher.

Advice: As I began my career, I already knew I had a passion for social justice and a desire to make a difference. I started at a large law firm which gave me exposure to interesting work and fantastic training, and it became difficult to imagine leaving. A



"Courage is taking a stand when nobody else will stand with you."

partner I worked for encouraged me to take up an opportunity of working in politics when it arose. He had worked as an advisor himself and said I could always come back to law. He also correctly identified that money wasn't a motivating factor for me. This gave me the confidence to take the leap.

LGBTI+ inclusion and visibility: We all have a role to play by supporting the community organisations that support us – volunteer, donate, share and amplify their work. Speak up and speak out on the issues that matter to our community, be an advocate for inclusion in your workplace and call out discrimination and harassment. Let your LGBTI+ friends, family and workmates know that you see them and support them.

Courage is taking a stand when nobody else will stand with you. I am really impressed when organisations take a stand and speak out early on social issues – this is true leadership.

Reflecting on 2020 – inspiration despite the challenges: I have taken heart from our community's response to COVID-19 and our ability to remain positive and find connection despite all the challenges.

I feel uplifted by the U.S. election result and Joe Biden's victory speech – calling out transgender people – and the record number of LGBTI+ candidates elected in the US, and in New Zealand for that matter. These are all strong reasons to feel hopeful for the future, particularly a future that supports and celebrates LGBTI+ people.

Words to describe me: Courageous, calm, compassionate.

Karen Bryant

Chief Executive
Midsumma Festival

Karen is chief executive and creative director of Midsumma Festival. Karen oversees all strategic and business management functions for Midsumma, including an annual arts festival, as well as year-round arts programming and development activities. Through her role and passion for the arts, Karen strives to provide opportunities for people to elevate their creative voices to the centre of cultural conversations.

Changing perceptions: I think there has been a greater understanding of the need for intersectionality, for more diverse voices and faces to be central to vital LGBTQIA+ cultural conversations. There has also been a greater understanding in the arts world, and within communities, about the importance of supporting the development of queer culture in Australia that is unique to our region of the world.

Inclusive leadership: I still see so much discrimination, often based on a lack of understanding and respect, even within diverse groups in our own communities. I believe that representations of LGBTQIA+ culture, unique to our region of the world, requires us to stand together and recognise and respect differences in lived experiences, beliefs and interests. I always aim to bring 'more chairs to the table' rather than make anyone feel as though they are being displaced. Many faces, many voices, many stories take centre stage, together.

Advice: When I was entering my career, I was told to set my goals high and be unafraid of failure—because the greatest outcomes come from experimentation and having the courage to take chances and seek what's next. I got a

"Stories are powerful, as are the personal connections that stem from sharing them."

tattoo early on in my career that just reads, 'Courage and Truth' – two core values I want to live by, personally and professionally.

LGBTI+ inclusion and visibility:

We all need to be more inclusive and open to listening to the lived experiences of others across different cultures, generations, identities and disability. Then, we must actively seek to break down barriers to participation in everything we do. I'm a big believer that the simple act of storytelling – building personal connections where none were present before – is often the only way to bring about real attitudinal change. Stories are powerful, as are the personal connections that stem from sharing them. Our stories are the keepers of our histories. They are the way we come together as vibrant, connected communities to celebrate our present and think about how we can build our future.

Words to describe me: Passionate, diligent, focused.

Kylie Cochrane

Managing Principal of Communication
and Stakeholder Engagement
Aurecon

Kylie is the managing principal of communication and stakeholder engagement at Aurecon. Kylie specialises in helping clients maintain and regain their social licence through mitigating social risk and managing community outrage. Kylie is passionate about providing the community with a voice on contentious and complex infrastructure projects. As the founder of Women in Transport (WiT), she is also passionate about seeing more women in the transport industry. In recognition of her technical mastery and industry eminence, Kylie was recently appointed as an Aurecon Design Director. She is the first non-engineer, first woman and first lesbian to be granted this sought-after recognition.

Role models: I sadly did not have any role models early on in my career, which was really tough. I was also a young parent way before people were having rainbow babies. Trailblazing is exciting and rewarding but it can get lonely. It's hard to be what you can't see.

Changing perceptions: Twenty-five years ago, when I met my partner, I had to consciously decide whether I would feel comfortable to talk openly about my sexuality at work—in meetings or just through general chat, like talking about my weekend. I'd think to myself, is it safe? Would it be held against me? Would it change how I was treated? I'm pleased to say that this has not been an issue for some time.

Passions: My drivers are shaping cities and societies and giving people a voice to participate in that process. I strongly believe in designing infrastructure that sits within communities rather than infrastructure that communities need to live with. I also believe in the magic that comes from combining the lived experience of communities with the deep technical knowledge of engineering.

Advice: Be yourself—the rest will follow.

LGBTI+ inclusion and visibility: LGBTI+ leaders have a responsibility to be out and proud. We need to be visible and present. We need allies to support their out LGBTI+ friends, family and work colleagues and to help create an environment where everyone is comfortable to be themselves.

Words to describe me: Driven, passionate, empathetic.



"Trailblazing is exciting and rewarding but it can get lonely. It's hard to be what you can't see."

Dr Matt Collins AM QC

Queen's Counsel; Vice-president, Australian Bar Association; Past-president, Victorian Bar; Senior Fellow, Melbourne Law School

Matt is a media and commercial law barrister. From 2017–2019, he was the first openly gay president in the 135-year history of the Victorian Bar. Matt is also a Senior Fellow at Melbourne Law School and Vice-President of the Australian Bar Association, which represents over 6,000 Australian barristers.

Role models: When I started out in the early 1990s, I didn't know of any openly LGBTI+ lawyers or judges in Australia. I knew of many who were closeted. In my first week as an articulated clerk, a solicitor I had seen out and about came to my office, closed the door behind him, and begged that I not 'out' him. The absence of role models was striking. I resolved from my earliest days in the profession that I would not be part of perpetuating a culture of invisibility and silence. In the absence of LGBTI+ role models, I looked up to those who had managed to achieve work-life balance, and who were making a contribution beyond the office, particularly through philanthropy, teaching and mentorship.

Changing perceptions: The changes I've seen in relation to LGBTI+ inclusion are dramatic. Where, not all that long ago, a person's LGBTI+ status may have been remarked upon or the subject of gossip, it is increasingly a matter of indifference. I hope we are close to the day when it is not possible for any young LGBTI+ professional to feel that they are alone, that they cannot be themselves, or that their LGBTI+ status may hold them back. Most recently, I think we have successfully turned the trauma of the national marriage equality debate and plebiscite to our advantage. Every Australian was forced to think about LGBTI+ equality and inclusion. Our landslide victory had a legitimacy that has proved to be very affirming for the whole community.

LGBTI+ inclusion and visibility: Visibility is key, as is calling out both overt and unconscious homophobia and transphobia. I am a big believer, however, that progress is best entrenched through quiet advocacy rather than militancy.



"I resolved from my earliest days in the profession that I would not be part of perpetuating a culture of invisibility and silence."

Little things can make a significant difference—speaking openly at work about your home and social life, gently (and without judgement) correcting assumptions about the gender of your partner, being prepared to discuss LGBTI+ issues patiently and openly with colleagues, and remembering that for some, the pace of change has been confronting and they may be labouring under the weight of generations of stereotypes and misconceptions.

Advice: Run your own race professionally, judging yourself not by comparison with others or by outcomes, but rather by whether there were things you could or should have done differently. Always remember, how lucky we are, and never forget that with that luck comes an obligation (not an option) to give back. As a young barrister, I learned the iron law that all successes are due to your advocacy, while all losses are due to the judge getting it wrong.

Words to describe me: Driven, tireless, optimistic.

Casey Conway

**Head of Diversity & Inclusion
Rugby Australia**

To achieve equality for all, our path to inclusion needs to be intersectional and we must challenge all structures that are built to exclude or hold us back. Casey shares his story as a gay Aboriginal man fighting for an even playing field in sport and Australia.



Casey is the Head of Diversity & Inclusion at Rugby Australia and is passionate about creating a truly inclusive and safe space for all. As an inclusive leader, Casey fronts the charge in taking an intersectional approach to learn from others and their journeys, to create sustainable and meaningful change.

My LGBTI+ journey: Coming out in a professional sporting setting really set me up for my working career. In my moments of darkness, I didn't see a way out. Knowing that I had great people and support structures around me, I was empowered to be my authentic self, which gave me the confidence to share my story. I had no idea of the impact it would have, and I'm honoured that it has helped others in their journey of acceptance.

On bringing my whole self to work: Not having to self-edit or second guess myself in the workplace allows me to focus on my responsibilities and produce great work. The confidence and assurance that comes with not having to worry about being treated differently because of my sexuality cannot be understated.

Changing perceptions: Through the power of storytelling, people have become aware of the barriers we face in society, whether entering and feeling safe in the workplace, participating in sport or in the many other communities we exist. When everyone is included equally, we all win. LGBTI+ inclusion has a strong business case and is already a focus of

most diversity and inclusion work, but we still have a long way to go in addressing access to opportunity and safety for many within the LGBTI+ community; particularly gender diverse people, First Nations peoples, culturally and linguistically diverse people, and people living with a disability.

Advice: When I was starting my career, I was told that my experiences and beliefs are only one of many. I had to

"Now more than ever, social inclusion is so important. We need to make sure we are connected to community and that no one suffers or struggles alone."

listen and learn from others to help make sense of my journey, where it fits, and how I can leverage it to make meaningful and sustainable change.

Reflecting on the past year: 2020 has been a very challenging year and I love that the human spirit emerged to get us through bushfires, floods and a health

pandemic that devastated individuals and whole communities in ways we haven't experienced before. With our limited ability to physically be together, we were forced to mobilise differently to support each other. We checked on and supported the most vulnerable in our communities and all played a part in the recoveries. I'm constantly inspired by people that think of others and in moments that matter, act.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? Coming out in the workplace can be a very complex experience that is vastly different to coming out in our personal lives. I would say to consider the workplace culture and identify colleagues, who might be LGBTI+ or an ally, that you feel comfortable and safe talking to, be kind to yourself and don't pressure yourself unnecessarily. Most importantly, be aware of the impacts it is having on you and your work and practice self-care.

Words to describe me: Loyal, honest, determined.



Elaine Czulkowski

Associate Director, Pride Inclusion Programs
ACON

Elaine works with the Pride Inclusion Programs' leadership team to help drive the management and operations of programs directed to increase inclusivity, diversity and equality for the LGBTI+ community. A long-time campaigner for equality, Elaine is deeply involved in the community and is passionate about driving leadership that gives individuals the space to grow and be their best selves.

Role models: Growing up in the 60s and 70s in a northern UK town, I didn't realise that I was Bi or even what LGBTI+ was. I knew I felt different but couldn't articulate it and there weren't any role models to look to. The world and the workplace were very separate—you went to work to do your job and that was it. Instead, I looked to the music industry where artists like David Bowie were talking about sexuality and gender fluidity. But it wasn't until many years later, when I first volunteered for Mardi Gras, that I finally found my place.

Advice: I was very lucky to have a really caring General Manager at Marks and Spencer who saw my potential. At 16, they set me on course for management, a first for someone who hadn't completed higher education. He told me that if I believed in myself, others would follow. This is something I remind myself of still, through moments

of self-doubt and insecurity.

Changing perceptions: Thankfully, the world and workplace are very different to when I started my first job in 1976. It was hard enough being female and from a council house estate without adding bisexuality into the mix. I didn't knowingly work with anyone else who was LGBTI+ or even know what gay was, and it was never ever mentioned in the workplace. Now we have laws to protect and include LGBTI+ people and workers came out in their thousands to support their LGBTI+ colleagues during the marriage equality campaign. We also saw businesses stand up and speak out for their LGBTI+ employees. We now celebrate LGBTI+ inclusion in the workplace but there is still a lot of work to do, particularly for trans and gender diverse people and LGBTI+ multicultural members of our community.

“Being a leader is very different to being a “boss”. A true leader is not here to tell their team what to do, but to guide, assist, step in when needed, and help people develop.”

LGBTI+ inclusion and visibility: We can all educate ourselves more to be better allies to our wonderful rainbow community. When we are informed, we can call out inappropriate language and we can be respectful to our LGBTI+ family, friends and colleagues by using the correct pronouns and terminology. We can also help increase visibility, especially for those in our community who still aren't treated equally by law and society, by supporting LGBTI+ days of significance.

Inclusive leadership: I believe it's important that everyone has a voice and a platform to speak up and contribute. Being a leader is very different to being a “boss”. A true leader is not here to tell their team what to do, but to guide, assist, step in when needed and help people develop. We have team get togethers where everyone has the opportunity and freedom to express themselves, input ideas, discuss issues and find solutions. It gives them the confidence and security to “have a go” and not be afraid to fail.

Can you share a story with us that's made the most impact on you during your LGBTI+ journey? I think all my years of campaigning for marriage equality hit me while I was on stage in Prince Alfred Park on the 15th of November 2017 waiting for the results of that very damaging and unnecessary postal survey. Looking out at the thousands of faces waiting for the result, was just polarising. My day had started at 4am managing the bump in. I was the only person in the park, a bush turkey even trotted past and it was just all so surreal knowing what was to come. We also didn't know if anyone would turn up. But at 8am I saw a small crowd and then from all corners of the park, people started to arrive. It became a sea of rainbows. When the result of 61.6% in favour of marriage equality was announced, the whole park just erupted. That moment will stay with me forever.

Words to describe me: Caring, dedicated, exuberant.

Sharon Dickson

Chair
Alliance for Gambling Reform

Sharon is the chair for the Alliance for Gambling Reform, which works to prevent and minimise the harm caused from gambling and remove the shame that surrounds gambling addiction.

Role models: Starting out in my career, I had to look hard for LGBTI+ role models! It wasn't safe, it wasn't discussed. I was fortunate to get a job interview with someone that I just found amazing. I wanted that job just so I could work with her. I didn't really know myself very well or where I belonged in the world, but I knew I wanted to be as professional and capable as she was. I was delighted to get the job and I worked for her for several years. She has now become a lifelong friend.

LGBTI+ inclusion and visibility: I believe you need to be the change you want to see. Plenty of people talk about things, but actions speak louder than words. As a leader, people look to me and my actions, to set the tone and for guidance.

Advice: Listen, think and reflect. There's so much to learn from listening to people and noting what is and isn't said.

Changing perceptions: Over the course of my career, there have been significant changes. I'm proud to have been part of that change. I am now comfortable about living authentically. My gender has been more a barrier than my sexuality.

Inclusive leadership: This year, we've been plagued by drought, bushfires and a pandemic. As a result, wellbeing and mental health is front and centre and much more openly discussed. As a leader, I really keep an eye out for my people and ensure I check in with regularly. This is even more important now we are working from home and I'm not around in the hallway for a quiet word.

Words to describe me: Committed, compassionate, resilient.



"I believe you need to be the change you want to see. Plenty of people talk about things, but actions speak louder than words."

Caitriona leads the Western Region of Perpetual Private's Private Client business, helping families, business owners and communities to achieve their aspirations. She also leads Perpetual's Community and Social Investment business, which focuses on working with For-Purpose organisations, philanthropists and Aboriginal and Torres Strait Islander communities. Caitriona is also a board member of GiveOUT Australia, where she focuses on increasing philanthropic foundation awareness of the need to direct greater levels of funding support to rainbow communities.

Role models: When I started working in philanthropy in Australia, there were not a lot of openly LGBTI+ folk working in the space, and that is one reason why we saw so little of Australia's philanthropic dollars flowing to rainbow communities. I did benefit enormously from the 'few' who reached out to me on my journey and all have reminded me, that if we are not there to support each other and to lift each other up, then who can we rely on? I have benefitted from people like Leonard Vary at the Myer Foundation and Neil Pharaoh when he worked with the Foundation for Young Australians and The Channel.

In business I greatly admire the grit of people like Kate Gill from Professional Footballers Australia (PFA), who has been a champion of women and equality in sport, as well as Georgie Harman at Beyond Blue and Holly Ransom. I've been lucky to see them work and get to know a little about how they tick and think about the worlds they operate in.

Changing perceptions: The perceptions of those around me in relation to LGBTI+ inclusion have changed enormously and in a positive way. The transformation has been rapid, especially since the marriage equality campaign. There are

a lot of people who will feel scarred and wounded by that campaign, but it forced many companies and leaders to think about LGBTI+ inclusion in ways they may have avoided. Sunlight is the best disinfectant, and I think that campaign shone a light on things we needed to face to ensure our rainbow communities were engaged, supported and cared for.

Advice: You'll work in jobs across your career that aren't perfect, but if they involve working for and with leaders and organisations that are value aligned, you'll always learn, grow and get out of bed a little easier in the morning.

Inclusive leadership: Inclusive leadership is a key that when used in the right ways it unlocks better ways of working, engaging and innovating. Inclusive leadership means you can be more confident that you are shining a torch in the shadows of your own understanding and that you are creating a workplace that continuously grows.

Words to describe me: Kind, generous, motivated.

Caitriona Fay

Managing Partner, Perpetual Private;
Board Member, GiveOUT Australia

"Inclusive leadership is a key that when used in the right ways it unlocks better ways of working, engaging and innovating. Inclusive leadership means you can be more confident that you are shining a torch in the shadows of your own understanding and that you are creating a workplace that continuously grows."



Christine Forster

Councillor
City of Sydney

Christine is a councillor for the City of Sydney. In addition to this role, Christine is an Ambassador for Pride in Diversity's Sapphire Program for lesbian, bisexual and transgender women in the workplace. She is passionate about making Sydney the world's best place to live, work and visit. Christine is also proud of the role she was able to play in the Australian campaign for marriage equality.

Role models: I wasn't out when I was starting my career. It was the mid-1980s and I was working as an industry journalist in London and to be honest, very few people in my immediate circle were out then. I certainly looked up to my predecessor in my first job: he was strong, smart and unflappable in what was an extremely demanding and stressful role, and I really admired that. Many years later, when he was based in Singapore, he became my boss and despite the fact he is now back in Europe, we remain in touch.

Advice: The best advice I received when I was going into politics was from someone who was not a politician themselves, but very close to the game. She told me quite bluntly (and excuse the language): 'Chris, you're a politician now, you've got to grow a set!' She was right and I still use that as a touch stone in those moments when my resolve might waver.

Changing perceptions: As someone who came out relatively late in life and who was coming out to colleagues who had known me for years as a straight woman, wife and mother, it was pleasantly surprising to have been accepted and respected in the way that I was. I've found in my professional life that I have to come out constantly and there are still times when that is personally difficult. What I have seen over the course of the past eight or nine years though is the incredible embrace of the LGBTI+ community by the corporate sector. So many of our large financial services, engineering and resources sector companies have been proactive and genuine about implementing diversity and inclusion policies and support networks in their workplaces, and that has made a real difference. The small business sector might still be a challenge, but the big end of town has come a long way. Of course, the game changer was marriage equality. When that was achieved—thanks to the support and goodwill of the big-hearted Australian people—it sent an incontrovertible



"My family is an example of how people can have profoundly differing views on important subjects, but still advocate for their positions in a respectful, rational and empathetic way."

message to everyone that LGBTI+ people have the same rights to a fair go as everyone else.

Inclusive leadership: I don't intentionally try to be a leader, but I do my best to live an authentic life and I don't shy away from sharing my experiences publicly. Nor do I refrain from speaking out when I see a wrong that I think should be righted.

Role highlights: There have been many, but the highlight was the role I was able to play in the Australian campaign for marriage equality. I was able to leverage my position as a public figure to strongly advocate the yes case, and openly rebut the arguments being presented by the high profile no campaigners, particularly Lyle Shelton (who I debated weekly on Sky News) and my brother Tony Abbott (who I challenged publicly throughout). I also think my family is an example of how people can have profoundly differing views on important subjects, but still advocate for their positions in a respectful, rational and empathetic way. I'm proud that Tony and I were able to do that and show that families don't need to be torn apart by differences of opinion or belief but can in fact maintain strong and loving relationships despite them.

Words to describe me: Loyal, strong, opinionated.



Alex Greenwich

Independent Member for Sydney in NSW Parliament; Chair of Inner-City Legal Centre Foundation

"Don't be afraid to confront the difficult issues."

Alongside his role as the Independent Member for Sydney in the NSW Parliament, Alex is also chair of the Inner-City Legal Centre Foundation. Across his roles, Alex champions the LGBTI+ community by ensuring the community has a voice at all levels of government, driving law reform to better represent and protect trans and gender-diverse groups, and advocating for access to safe and supported housing for vulnerable people. Prior to this, Alex was the co-chair of the successful YES campaign, which delivered marriage equality in Australia in 2017.

Role models: When I was starting out in my career, I looked up to Senator Bob Brown—he was the only openly gay elected person I knew of in my early 20s. Clover Moore has also always been a role model, due to her strong support for our community.

Advice: Don't be afraid to confront the difficult issues.

LGBTI+ inclusion and visibility: I believe that by celebrating the success of LGBTI+ people, we can shine a light on their strength, resilience and the people who support them.

Role highlights: Some of the achievements I'm most proud of are achieving marriage equality and the marriage equality campaign as a whole – it gave me the opportunity to travel the country and meet so many wonderful advocates and allies of our community. I'm also extremely proud of the work I've done in supporting the trans and gender-diverse communities, working to end homelessness in NSW, and securing NSW's support to end the ban on gay blood donation.

Changing perceptions: Since starting my career, I believe perceptions about the LGBTI+ community and LGBTI+ inclusion have improved significantly. Still, there is much more work to do to support the trans and gender-diverse communities.

Inclusive leadership: I strive to proactively demonstrate inclusive leadership by always listening and ensuring diversity is in the room.

Words to describe me: Caring, passionate, genuine.

Described as a trailblazer and change agent by her peers, Lisa looks after the technology needs of QBE Insurance and leads a team of people who work with the business to deliver and maintain technology services. Lisa is passionate about inclusion and believes that everyone has the right to feel safe to be themselves in the world, including when they're at work.

Role models: Working in technology for a car manufacturer in the north of England, I didn't know anyone who was LGBTI+. In the absence of LGBTI+ role models, I looked up to strong female leaders. The ones I admired most were the ones who treated people well and still delivered amazing business outcomes. Now, I am lucky enough to have a gay boss. We naturally understand each other and it's really nice to have other openly gay people in the team. It makes such a difference to be yourself at work.

Changing perceptions: Attitudes in relation to LGBTI+ inclusion have changed a lot – we aren't fully there yet but the changes have been huge. In my first couple of roles, there was no option to be 'out'. You just wouldn't even think about it. Prior to starting at QBE, I researched 'QBE Pride' and was thoroughly impressed by what I found. It played a major factor in my decision to join the company. Visibility at QBE is amazing – we have Mardi Gras parties, social activities, education campaigns, and it's a big deal. Inclusion is certainly not a 'tick the box' exercise here. I've found that if I work somewhere where I can be myself, my life can be so much richer.

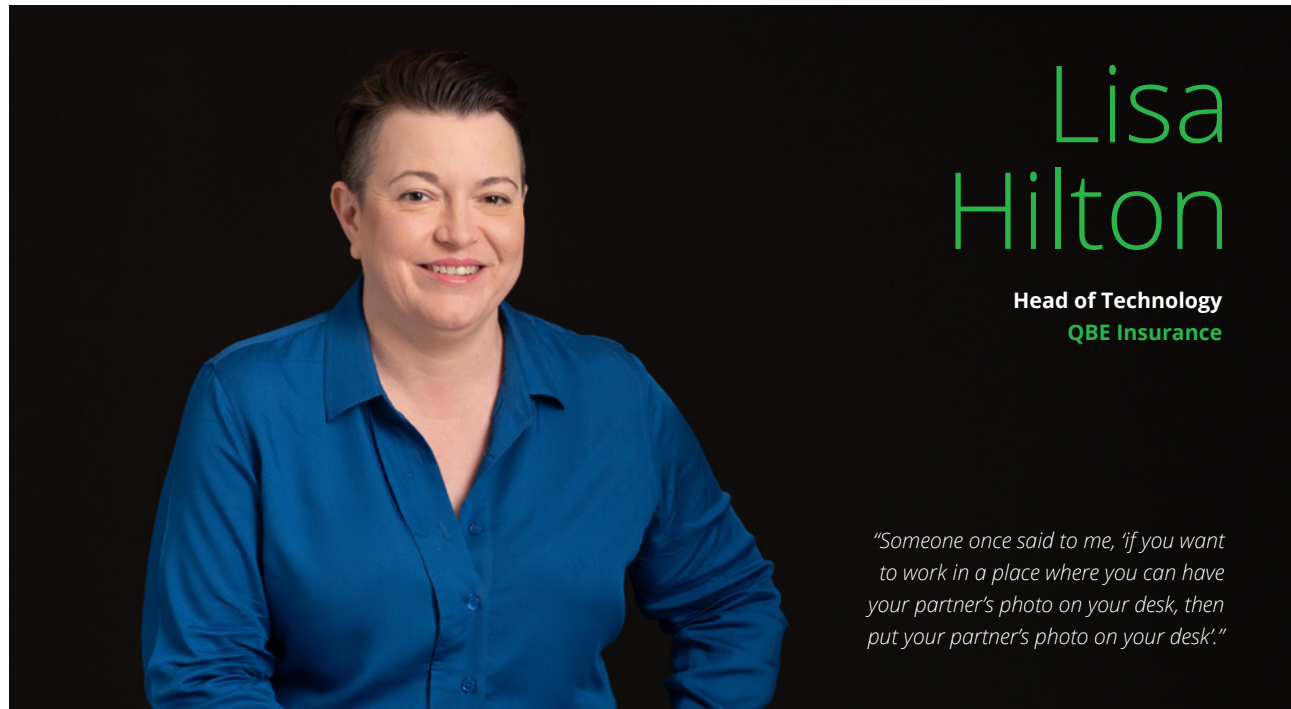
Advice: The best advice I've received is to just keep

challenging yourself. The companies I have most enjoyed working for are ones with an entrepreneurial culture where people are encouraged to take risks for amazing outcomes. This has served me well and I still push myself to take chances now.

LGBTI+ inclusion and visibility: Someone once said to me, 'if you want to work in a place where you can have your partner's photo on your desk, then put your partner's photo on your desk'. Such a simple but powerful statement. You have to take action and be brave to challenge the norm.

The type of role model I aspire to be: When people can bring their whole selves to work, you get the best out of them. Inclusive language is so important. I've had some really awkward experiences over the years, so I try to be very mindful and to encourage people to share what they are comfortable with in a way that works for them. It's important to lead by example. Don't make assumptions about gender or orientation. Don't make assumptions about someone's home life. Share your own stories where appropriate and celebrate differences and similarities.

Words to describe me: Determined, trailblazer, change-agent.



Josephine McDonnell Inkpin

**Lecturer in Church History and Senior Tutor
St Francis (Theological) College Brisbane**

To truly foster inclusion, we must understand the complexities of intersectionality. Josephine shares her experience at the intersection of LGBTI+ inclusion and faith, and how we can all learn by giving space to all marginalised communities.

My LGBTI+ journey: We need to develop stronger intersectional understandings and commitments to one another—including listening to, and giving space to the more marginalised among us, and refusing to fall into binaries such as 'LGBTI+ people versus people of faith', which not only incites violence to the realities of those who are both, but plays into the hands of those who would use such simplistic divisions to strengthen themselves.

Tokenism—or what great Christian theologians call 'cheap grace' is far too easy. Organisations make a real difference when they don't just put rainbow or LGBTI+ stickers on their work and developments, but seriously commit to change. They can do this, by making clear and resourced statements of affirmation, enabling education of themselves at every level, and resourcing with time and money.

How has bringing your whole self to work shaped your career? Bringing my whole self to work makes me happier, and more capable of fruitfulness and constructive partnerships with others. In the wider faith sphere I inhabit, it does also mean I am now a much greater target for attack. I look forward to the day when, in every walk of life, our identities are not questioned or used as sources of privilege or denigration.

Inclusive leadership: Being an inclusive leader is about embodying the respect and value that we all deserve, and which will enable us all to grow fully. I seek to recognise my own privileges and not hog the floor; to highlight and engage the contributions of others in what I say, write and do; to make space for others by supporting them in sharing their own voices and building strong advocacy and support structures; and to be open to new insights, relationships, and ways of doing things.

Can you share a story with us that has made the most impact on you during your LGBTI+ journey? The walls finally came down on my gender identity struggles when, on a long-haul flight, I watched a French film centred on a transgender



person emerging into her own authenticity. The film included scenes of death—particularly that of the trans woman's partner and with her laid out in a coffin, tenderly but tragically attended to for her funeral. 'What will you make of your life?', the film screamed within me, and 'will you only live death-bearing?'

This vital existential, and profoundly spiritual moment drove me out of the narrowing passageway of death in which I was ever more enclosed. It remains real on a wider level for us all: what will we do with 'our one wild life' and how will help others live theirs?

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? Above all, I would encourage someone lacking confidence or support to know they are infinitely loved and loveable, as unique precious gifts to themselves and others. Practically speaking, I would also encourage them to look around for others who they can walk and grow with, or who can point them in the right direction. Ultimately, my faith's main message is repeatedly 'do not fear for love conquers'. Finding that trust in life can blossom wonderfully, however tough times are now.

Words to describe me: Passionate, sensitive, creative.

Josephine is a lecturer in church history, a senior tutor at St Francis (Theological) College Brisbane and writes and researches across a broad range of Christian historical and theological issues. As a proud transgender Anglican priest, Josephine is passionate about seeking and expressing love, truth, justice and beauty, through relationships, partnerships, solidarity, and celebrations.

Matthew Jackman

Deputy Representative
Global Mental Health Peer Network
(Western Pacific Region)



*"Speak loud and speak proud!
Utilise your lived experience to
give a voice to others."*

Matthew is the deputy representative for the Global Mental Health Peer Network, in the Western Pacific Region. He leads the lived-experience perspective by identifying and connecting local mental health care user groups and providing input into mental health related documents from the perspective of lived experience. Matthew is passionate about promoting human rights and equality within the lived-experience movement to help give a voice to the service user community in mental health. His goal is to make space for others who have experienced mental distress, trauma and poverty reflective of his own experiences, to have a voice.

Role models: Unfortunately, upon entering the workforce I didn't have any LGBTI+ role models and I did find this quite isolating. However, I have looked up to Senator Jordan Steele as a role model from a disability advocate perspective. He has achieved exceptional things at such a young age (entering parliament at just 24) and is a real testament to using one's lived experience as a superpower.

Changing perceptions: I've definitely observed a notable drive towards inclusivity within my primary field (social work), with a visible effort by others in the field to use more inclusive language and celebrate key days of significance on the LGBTI+ calendar. That said, I feel like this is something that we should constantly be improving on by addressing unequal power at an individual and structural level.

Advice: Speak loud and speak proud! Utilise your lived experience to give a voice to others. These words were spoken to me by a lecturer at university and have always resonated with me.

LGBTI+ inclusion and visibility: We should all focus on championing and giving a voice to intersectional communities within our own communities, by recognising the privileges that we hold (both visible and invisible).

Words to describe me: Empathic, driven, vivacious.

Shay Johnston

Executive Manager, Personal Injury Assurance
Suncorp



A story of determination and optimism. From discrimination at school, to the inclusive environments they eventually worked in, Shay shares their journey to be the role model they wish they had.

Shay is the Executive Manager of Suncorp's Personal Injury Assurance team and Chair of Amplify, Suncorp's Employee Resource Group for Suncorp's LGBTI+ staff and allies. Shay is also Chair of Open Doors Youth Service Inc.—Queensland's leading youth service, supporting LGBTI+ youth and their families. Shay is passionate about promoting the stories and lived experiences of minority groups within Australia and across the world and working towards achieving true equality in all aspects of life.

Role models: I do not remember there being any openly LGBTI+ senior role models in my career. While certainly there may have been one or two people who identified and were in senior positions, mostly, it was not the case. Instead, I focused on the incredible talent of LGBTI+ folk around me at all levels—and found a creative, personable, hardworking and passionate group of people at every turn. It made me realise that it was on my generation of queer leaders to be the senior role models—and so we did! And although we have a long way to go, there are now more out, queer senior leaders at Suncorp than I can ever remember there being.

Changing perceptions: I feel like there has been a huge shift and across Australia there is an enormous affection for our community. We still do have a way to go and it's important to not lose sight of the challenges still to face, but I am so proud of the progress we have made and grateful to past leaders for their work and sacrifice too.

How can we all (the LGBTI+ community and allies) play a role in LGBTI+ inclusion and visibility? First: gain an understanding of the issues facing the community, by reading queer news and following queer voices on social media. Second: add your voice to theirs—share, write letters, donate, say a prayer, ask someone if they're ok, celebrate queer events and history. Third: repeat.

Inclusive leadership: Being an inclusive leader is critical to me. The role of a leader is to bring out >

the best in their people in pursuit of their shared goals, and you can't bring out the best in someone who isn't being themselves. The key ways I find I demonstrate inclusive leadership is to role model these behaviours—sharing personal stories which shine a light on my queer identity, suggesting we celebrate or mark days of significance to various communities, encouraging folks to share their identities, cultures and perspectives, talking about bias and promoting the voices of all minority groups.

Can you share a story with us that has made the most impact on you during your LGBTI+ journey? My school journey had a big impact on me. In high school, I was outed to my parents by my school principal. I was suspended for holding hands with my girlfriend in breach of the 'hands off policy'. Remarkably, the kids who dated people of the opposite sex to them didn't get suspended for such breaches. Then, I was the only student who applied to be a house leader and didn't get a role somewhere in the student council. Finally, I was nominated for prefect but was told by a teacher that it was unlikely I would get this role as I 'wasn't a good role model'.

I didn't end up having to serve the suspension and I did get the role of prefect, but it taught me something about how the world worked for people like me. These experiences—perpetrated by adults against a teenager—ignited in me a commitment to do all I could to end inequality, an understanding that I had to work harder and be better than my peers just to be treated the same, and that any mistakes I made could cost me more than others. This combination of determination and optimism has served me well, and although these were hard experiences, I know I wouldn't have followed the path I did if they had not occurred.

“Being an inclusive leader is critical to me. The role of a leader is to bring out the best in their people in pursuit of their shared goals, and you can't bring out the best in someone who isn't being themselves.”

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? It's ok. Coming out is hard and sometimes circumstances around us can make it even harder. Most people do feel so much better once they are out and find that while it was hard to come out, it often doesn't go as badly as they think it might.

You may not be able to come out right now, but you can think about a plan and start taking little steps. Think about what is blocking you and how you could work towards overcoming or removing that blocker. Think about how you could build support from allies and use that to build confidence in yourself. If you're really stuck, reach out to an out friend or colleague and ask them to help you come up with a plan to come out. You're never alone, there is a whole LGBTI+ community waiting to welcome you.

Words to describe me: Passionate, hardworking, caring.

Chris Keely

Executive Director
Create NSW - Department of Premier and Cabinet NSW

Chris is the executive director of Create NSW, leading the NSW Government's arts and culture policy and development body. Through his role at Create NSW, Chris helps to support artists as well as key arts and cultural organisations. An inclusive leader, Chris empowers and cares for his team, encouraging them all to bring their full selves to work.

Changing perceptions: There have been significant developments which have led to increased inclusion of the LGBTI+ community. Despite these welcome changes, there is still a lot of work to be done to fight for the powerless who still face a daily battle for inclusion.

Advice: When I was starting out in my career, a partner in my first law firm advised me to go with my passions and leave the law. I followed that advice and never looked back!

LGBTI+ inclusion and visibility: We all have a role to play and I think we can all start by being brave, being out, and being ourselves.

Inclusive leadership: I am dedicated to making sure my teams reach their full potential and bring their full selves to work. I'm always advocating for the inclusion of all in our workplace and beyond.

Reflecting on 2020 – inspiration despite the challenges: COVID-19 significantly impacted the arts, screen and cultural sectors, second only to that of the hospitality sector. I've been privileged to work within Government supporting the arts, screen and cultural sector through the \$50 million Arts Rescue and Restart package along with many other initiatives. I've also been so inspired by the energy and resilience of the arts, screen and cultural sector in exploring new ways to continue their important work.

Words to describe me: Good connector, enthusiastic, optimistic.

“There have been significant developments which have led to increased inclusion of the LGBTI+ community. Despite these welcome changes, there is a lot of work to be done to fight for the powerless who still face a daily battle for inclusion.”

The Honourable Michael Kirby



Former Justice of the **High Court of Australia** and Chair of the Commission of Inquiry of the **UN Human Rights Council** on North Korea. Current Co-Chair of the Human Rights Institute of the **International Bar Association**

Michael Kirby is an international jurist, educator and former judge. He served as Justice of the High Court of Australia and chair of the Commission of Inquiry of the UN Human Rights Council on North Korea and is the current co-chair of the Human Rights Institute of the International Bar Association.

“The LGBTI+ community should not only be concerned with issues relating to sexual orientation and gender identity; they should be engaged with all forms of discrimination, inequality and injustice.”

Role models: Unfortunately, most of the LGBTI+ people I saw in my youth and earlier life were usually undercover. I actually received the following advice when starting my career journey, ‘Hold your head high on law and human rights. But keep your head down over LGBTI+ equality.’ Had I done otherwise; I would have been destroyed. That’s how it was in those days in the law.

Changing perspectives: LGBTI+ inclusion has come so far, and I think it’s largely due to people (including my partner, now spouse, Johan) starting to stand up for themselves and stand up for equality for all. Inclusion has certainly changed over the course of my career and continues to change.

LGBTI+ inclusion and visibility: I think we all have a part to play in LGBTI+ inclusion and visibility by standing up.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? Young people can find confidence and support because of improvements in communication and information. Things are getting better in countries like Australia. The real challenges today are in poorer and needy countries. Moreover, the LGBTI+ community should not only be concerned with issues relating to sexual orientation and gender identity; they should be engaged with all forms of discrimination, inequality and injustice.

Words to describe me: Focused, energetic, kind.

Craig is the deputy secretary of the Department of Premier and Cabinet in Tasmania. Craig is also the state recovery advisor and has played a critical role in Tasmania's COVID-19 response and recovery. Craig is passionate about making a difference in society and improving the outcomes for the current and future generations.

Role models: Coming from a small country town in central Queensland, LGBTI+ role models were limited. It wasn't until I moved to NYC where there were many open LGBTI+ people, did I start to meet role models who supported my development and self-confidence.

My career has been shaped by strong women and men who shared their knowledge and actively invested in my professional development.

Changing perceptions: I was always concerned about being out and proud and was very lucky that my family supported and accepted me from a young age. Today, I think that perceptions have drastically changed for the better, especially over the last 10 years. Yes, there are further

challenges such as gender identity laws, but we do continue to move forward.

Advice: It is so important to be out and proud, to believe in yourself, to experiment, and to be prepared to fail and pick yourself up. Always remember that legacy is planting seeds in a garden you may never get to see grow.

Reflecting on 2020 – inspiration despite the challenges: I have been inspired by my team. For ten months now, we have focused on the COVID-19 response and recovery. Despite the challenges we have faced along the way, my team continues to show up with a smile, dedicated to making a difference.

Words to describe me: Energetic, creative, determined.



Conrad Liveris

Non-profit Executive and Economist
The Piddington Society

As the executive officer at The Piddington Society, Conrad seeks to bring together justice and collegiality by providing a supportive environment for lawyers to learn and develop together, through a suite of high-quality professional development programs.

Alongside this role, Conrad runs his own HR advisory and labour economics practice, where he works with everyone from small regional WA non-profits through to foreign governments and global technology giants on workplace performance, engagement, and the changing workforce. His work has been cited by business and political leaders in Australia and globally.

Role models: I didn't have any openly LGBTI+ role models at the start of my career. Instead, as I was beginning to understand gender inequality issues in the workplace, I drew inspiration from the leading women in business and politics who were able to make important contributions despite difficult pressure and judgement. Where LGBTI+ people could hide their sexuality if they felt uncomfortable, though this isn't recommended or ideal, these women couldn't. They were great people to emulate – many who I get to call friends now.

Changing perceptions: The changes to society's perceptions of the LGBTI+ community and inclusion has changed profoundly in the past decade. Fundamentally, workplaces and communities now see homophobia and transphobia as poor judgment and distasteful. Also, there are now many obvious LGBTI+ leaders for young people. This was not something that was around when I was coming of age.

Advice: Success happens at the intersection of competence and engagement. There are plenty of people who are exceptionally competent who cannot bring people with them. Likewise, there are plenty of popular people who shouldn't be in their job. Balancing being good at your job and bringing people with you is where true action and outcomes happen. Also, it doesn't matter who takes credit - the people who matter will know.

LGBTI+ inclusion and visibility: For LGBTI+ people, be confidently yourself. Don't try to fit into a box that doesn't fit



"Balancing being good at your job and bringing people with you is where true action and outcomes happen."

you. Have the courage to step outside and be bold. Take the leap because it isn't as scary as you may imagine – it will help your career and people will respect you. For allies, be ready and willing to engage in meaningful conversations with LGBTI+ people as well as bigots. To bring people along with you on your allyship journey, speak to their hearts and minds.

Inclusive leadership: Inclusive leadership is about providing a voice to other people. Many people don't have the opportunity to share their unique perspectives and valuable expertise. I know I have the ability to give people a platform, and I always make an effort to do so.

Words to describe me: (Hopefully) insightful, engaging, determined.

Outstanding 50

Hamish Macdonald

Host of ABC's Q+A and Radio National Breakfast

Hamish McDonald is the host of ABC's Q&A program where he leads discussion on the big issues of our time with politicians and people in power. Giving a voice to all Australians, Hamish pursues answers from those who wield power, facilitates important conversations and shares unique and often unheard perspectives.



Role models: Starting my career, I looked up to people like Jana Wendt, George Negus and Chris Masters for their journalistic grit and tenacity.

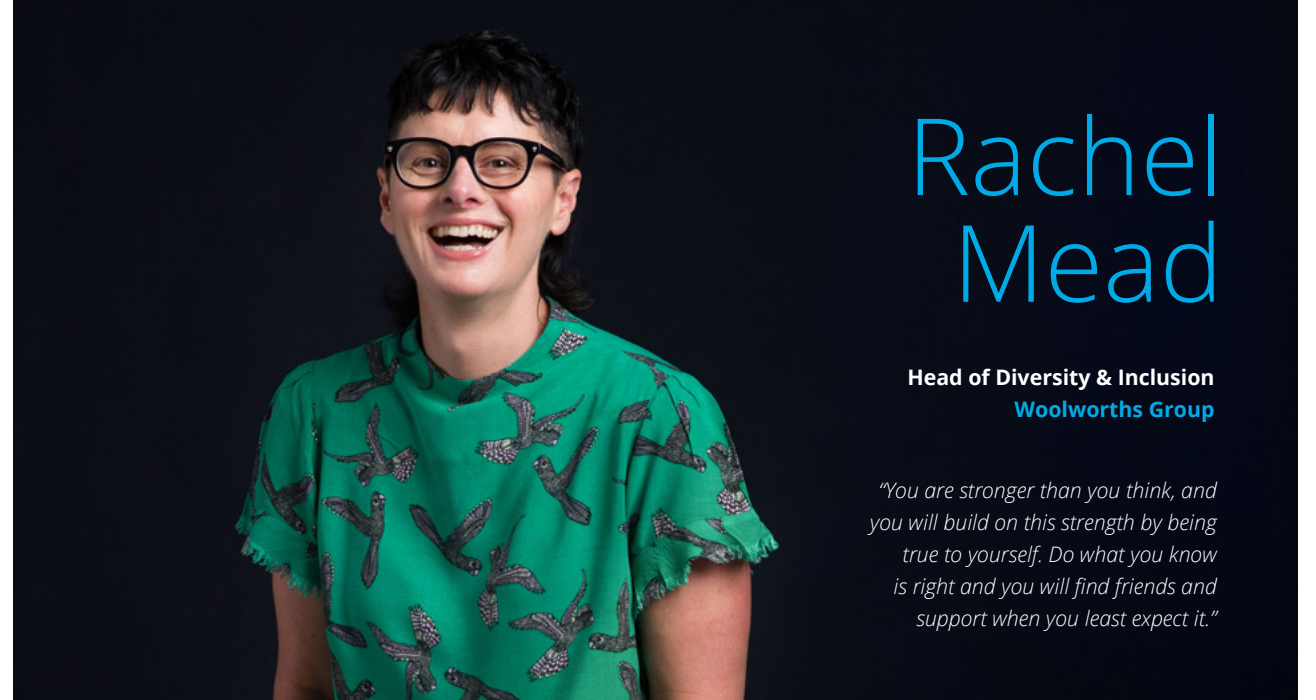
Passions: I'm passionate about bringing different voices, opinions and perspectives into the same conversation. In these fractious and divided times, it can be hard to burst through the bubble of people's echo-chambers, but I firmly believe it is still possible to draw people together for robust but respectful debate and discussion. Listening to each other, seeing and understanding differences are more important than ever.

Changing perceptions: Early in my career much of my work was in places with strict laws on LGBTI+ rights. I worked and travelled to places like Afghanistan, Malaysia, and the Middle East, where there were real world implications both for me and for those working with me. I also found in Australia that tabloid journalists frequently tried to pressure and coax me into speaking about myself in ways that seemed neither positive nor accepting. As a young, private and generally cautious person, I found it confronting. Thankfully, it seems clear that Australia has changed a lot since then and that today our differences are openly recognised and celebrated.

"Learning a language taught me how important it is to really listen to different voices who might otherwise go unheard. The simple act of opening a conversation in someone else's language gave me access to stories I would likely never have been able to tell."

Advice: Entering my career, I was told to learn a language, which led me to study Indonesian. It proved a great advantage when I worked in South East Asia because it opened my eyes to new perspectives and different ways of doing my work. It taught me how important it is to really listen to different voices who might otherwise go unheard. The simple act of opening a conversation in someone else's language gave me access to stories I would likely never have been able to tell.

Words to describe me: Loyal, energetic, easily encouraged.



Rachel Mead

Head of Diversity & Inclusion
Woolworths Group

"You are stronger than you think, and you will build on this strength by being true to yourself. Do what you know is right and you will find friends and support when you least expect it."

Rachel is the head of diversity & inclusion at Woolworths Group, leading initiatives to ensure Woolworths is a truly inclusive place to work and shop. Rachel is passionate about creating an environment where people can be themselves, which in turn allows them to be their best.

Role models: I started my career as a 15-year-old, working in my local supermarket. Like many teenagers, I was coming to terms with my sexual orientation. I always knew that I was different, and it didn't take me too long to work out why. As a young LGBTI+ person, I had no role models, either at work or outside of work, nothing to show me it was safe to be out and as a result for a number of years, I wasn't. That experience of constantly filtering aspects of my life was isolating and exhausting and I know this impacted my ability to be my best at work.

It was more than ten years before I had the opportunity to work with a leader I could look up to. He was endlessly encouraging and created an environment where I felt safe to be myself, sharing all aspects of my life in a way I had never experienced up until that point. This psychological safety enabled me to concentrate on doing great work. He was and still is the leader I aspire to be.

Changing perceptions: Perceptions have changed dramatically over the course of my career. When I

started work in the late 80s during the AIDS epidemic, discussion about the community was often negative and the concept of LGBTI+ inclusion did not exist. Over time, societal attitudes have changed, and this change is reflected in the workplace as well. In more recent years, companies have identified the benefits of creating inclusive workplaces and many have made good progress with LGBTI+ inclusion. There is still much work to be done, particularly in transgender and gender diverse inclusion but given how far we have come in the last thirty years I feel very positive about the future.

Can you share a story with us that's made the most impact on you during your LGBTI+ journey? I was diagnosed with cancer when I was in my early 30s. Thankfully, my treatment was successful and I'm very healthy today. That experience provided me with the opportunity to reflect on my personal values, what was important to me, and the kind of person I wanted to be. I realised that I had dealt with one of the most challenging things I would ever face, and I had come through

the other side. Any residual fear I had about what people thought of me and my sexuality disappeared, it just didn't matter anymore. As a result, I became braver, took more risks and spoke up about what was important to me. It was a pivotal moment in my life and career, and I can attribute much of what I've achieved in the subsequent years to that mindset shift. I'm incredibly grateful for the opportunities that experience has provided me and I take nothing for granted in my life.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work - what advice would you give to them? You are stronger than you think, and you will build on this strength by being true to yourself. Do what you know is right and you will find friends and support when you least expect it.

Words to describe me: Authentic, encouraging, resilient.

Tara Mckenty

Creative Director
Google



Using the power of creativity for social good, Tara shares how her experience and passion for diversity, equity and inclusion are helping her shape the future of advertising to truly represent the entire community.

Tara is Google's creative director and founder of Rare, Google's diversity and inclusion initiative for the creative industries. Across her seven years with Google, Tara has also led the creative execution of Google's Mardi Gras initiatives (Places of Pride and Love by Numbers), ensured diverse talent is represented in all communications, and built a platform to help remove unconscious bias from machine learning algorithms (Project Respect). Tara is passionate about diversity, equity, and inclusion in the creative industries and using advertising as a medium for social good.

Role model: Starting out in my career, I didn't have any openly LGBTI+ role models because there were very few. I had never even heard of a LGBTI+ leader in my industry and we also had very few females in leadership in advertising. When I started my career, the global leadership team within my agency network was actually called the 'Band of Brothers'. Because of this experience I have consciously tried to be open and out about my identity, to ensure that the generation behind me has visible LGBTI+ role models, so they can see what they want to be, and know that there is a place in our industry for people like us.

Changing perceptions: When I started my career our community just wasn't there. We were not cast or represented in any advertising or communication. Now we are seeing more LGBTI+ people appear in mainstream communication which is normalising our community, or at least sending the message that if large corporates have accepted our communities, then prejudiced attitudes are dated and are no longer accepted by the mainstream of society. That is the influence large brands and their significant media budgets can have. Brands influence culture and that responsibility needs to be taken seriously. Continuing to increase diverse representation of LGBTI+ creatives, marketers, and allies will contribute to having a positive impact on how authentic brands are able to be. There is a long way to go, and we still have negative stereotypes and unconscious bias that does exist, but in recent years it has felt like there has been progress.

Advice: My first CEO David Walden, a fantastic character that unfortunately our world lost in 2015, would round off a difficult situation by saying 'it's just advertising, it's not a cure for cancer'. Often our industry can take itself too seriously, and this is a great piece of advice to stay grounded. We are not an essential offering to the world, but we can inspire, entertain, and use our craft to influence good in the world. I try and look at every new brief with an incentive to do something positive while solving the business problem at the same time, and I've seen success with this approach.

LGBTI+ inclusion and visibility: We can all play a role in LGBTI+ inclusion and visibility by being fiercely proud, open, and seen. The more we can be seen by the mainstream, and by corporations and organisations, the more we can break down the negative stereotypes that the world puts on us, and normalise being LGBTI+ for new generations to not feel like the other, but to feel integrated into society. It often feels uncomfortable to out yourself, and can make you feel vulnerable to prejudice, but if an LGBTI+ person is in a position of visibility, what we do today will impact so much on what the next person in our community can become. The hope is that for every generation to come it will get easier and that we always remember the sacrifice and struggle that has come before.

"I have consciously tried to be open and out about my identity, to ensure that the generation behind me has visible LGBTI+ role models, so they can see what they want to be, and know that there is a place in our industry for people like us."

Reflecting on 2020 - inspiration despite the challenges: I have to say as a proud New Zealander having Jacinda Arden announce the most diverse cabinet in history was a highlight of the year. That coupled with the first female and person of colour becoming US vice president has really inspired me and given me hope that there will be more equity to come for our community and others.

Words to describe me: A lot of hustle and heart!

Adele (delsi cat) Moleta

Founding Director
Unicorns



In 2012, Adele founded the LGBTQIA+ community organisation, Unicorns, with the vision of creating events that celebrate every part of the LGBTQIA+ community across Melbourne and Sydney. Adele was recognised as a Finalist for LGBTI+ Person of the Year in the 2019 GLOBE Awards and as a Finalist for 'Hero of the Year' at the Australian LGBTI Awards, for the impact she has made throughout her diverse career.

Role models: While they may have been fictitious, I looked up to the characters in the television series, 'The L Word.' I wanted to find my people and form a community like they had.

Changing perceptions: I think there have been vast improvements - we obviously still have a long way to go but the world is definitely a different place to what it was when I first started working for the queer community. I see more celebration of diverse identities and less segregated spaces. I'm excited for more moments when we come together across the whole LGBTQIA+ spectrum and work together to lift each other up and fight for the injustices that are still being experienced across our community.

Advice: I remember the CEO of a not-for-profit festival organisation I worked for in my early 20s once said to me, "language is a powerful tool," and that has always stuck with me. I think about that a lot now when I step on to a stage at an event. When I'm holding the microphone, I think very carefully about the words I say and consider how I could use these moments to educate, uplift, inform or inspire.

"When I'm holding the microphone, I think very carefully about the words I say and consider how I could use these moments to educate, uplift, inform or inspire."

LGBTI+ inclusion and visibility:

I believe we can make change by giving a platform to the voices within our LGBTI+ community who are less heard and by fighting for the rights of those who still face injustices. We can leverage the power and privilege some of us are fortunate enough to have to lift up others, educate ourselves and consult with the community about what inclusivity and visibility looks like, and how we can work in solidarity to achieve it.

Words to describe me: Passionate, determined, kind.

Cherie is a financial advisory partner at PwC, the national co-sponsor for Shine (PwC's LGBTI+ network) and was one of the founders of the Shine women's network. Cherie is also an active member of Be (PwC's diverse cultural background network). As a bisexual, Asian female, Cherie is also passionate about educating and raising awareness of issues that women face in our community, and how intersectionality can impact discrimination and privilege.

Changing perceptions: I think perceptions have changed a lot. Yes, we can get married but there is still a long way to go before we really achieve equality, particularly for our trans and gender diverse friends and family.

Advice: Be your authentic self. I know it sounds obvious, but the less time I spent worrying about what other people thought of me (and censoring myself), the more I could focus on other things. I think coming out at work really helped me build stronger relationships with my team and clients. I appreciate that being part of an inclusive work environment may not be an option for everyone. Where you can, choose a workplace where you can be yourself, and if you can't - try to be part of the change. Find people who you can talk to, and who can support you.

LGBTI+ inclusion and visibility: Everyone has a role to play. Be overt and explicit in how inclusive and accepting you are (and also call out micro-aggressions).

Everyone has individual stories and hardships - share and be open and honest about yourself as vulnerability fosters a culture of inclusiveness.

Inclusive leadership: I think role modelling and living out and proud is incredibly important. I recently took part in a short video for Pride Month and was humbled by the messages I received. I had Asian Australians reach out to me and share their stories of their upbringing and experiencing casual or overt racism, and so many wonderful messages from our LGBTI+ community. It was so heart-warming.

Reflecting on 2020 - inspiration despite the challenges: I've been inspired by the resilience of people, particularly in my direct team and our Shine community. This year has been full of challenges, but it is inspiring to hear stories of kindness and care through it all.

Words to describe me: Passionate, authentic, driven.



Cherie Mulyono

Partner, Financial Advisory, PwC;
National Co-Sponsor, Shine
(PwC's LGBTI+ network)

"Everyone has individual stories and hardships - share and be open and honest about yourself as vulnerability fosters a culture of inclusiveness."

Mark Nielsen

**Global Chief Executive Officer
Talent International**

Mark is the global CEO of Talent International and board member of Talent's foundation, 'Talent RISE', which focuses on youth unemployment through the mentoring and placement of young people into technology-related roles. Mark is a passionate believer in vulnerable and authentic leadership, purpose and supporting people to bring their whole selves to work. Amongst many professional accolades, in 2018 Mark was awarded CEO of the year by CEO Magazine.

Role models: I grew up in South Africa which 25 years ago was not at all progressive in terms of LGBTI+ acceptance. I really struggled to be comfortable with my identity as a gay man. It was only when I relocated to London with newfound anonymity that I was able to meet other out gay men. There was not one individual but being part of gay professional groups and having a group of professional gay friends had a really positive impact. At the same time, my non-LGBTI+ friends really embraced and respected me for having the courage to come out. This resulted in these friendship bonds being much stronger.

Passions: I'm a passionate believer in vulnerable and authentic leadership, purpose and supporting people to bring their whole selves to work. This together with taking away fear of failure and prejudice, creates an environment where people continually push boundaries, grow and develop both personally and professionally. Vulnerability and authenticity are incredibly important leadership traits. We all have chinks in our armour, and we all make mistakes. Owning, accepting and sharing these imperfections allows for a deeper and more meaningful connection. People need to be able to interact with you as a real person and not a veneer. In doing so, this builds trust.

Changing perceptions: We are fortunate to live in a country like Australia where rights are protected and in most scenarios we can be out. I am reminded when I travel to other countries around the world that LGBTI+ equality is definitely not universal. In Australia, in most cases, there has been a significant shift in people's attitudes towards the LGBTI+ community and other minority groups. I would say this is



"We all have chinks in our armour, and we all make mistakes. Owning, accepting and sharing these imperfections allows for a deeper and more meaningful connection."

due to a few reasons, one of the most prevalent being the openness of LGBTI+ leaders, successful sportspeople and the overall community which illustrates the contribution we make to society. Most non-LGBTI+ people will have a friend, family member or co-worker who identifies as LGBTI+. There is still however, a significant amount of work to be done in furthering inclusion for the trans and gender diverse community.

Advice: The best piece of advice I received was when I was looking for an organisation to join. It was to identify organisations that are known to be progressive and have evidence of leadership, including your direct manager, that don't just tolerate but embrace diversity. I also was encouraged to make a point somewhere in the interview process of mentioning my husband in conversation. This shows authenticity and tackles any unwarranted concerns one may have.

Words to describe me: Resilient, empathetic, optimistic.

Lynne O'Brien

Lynne has worked across the not-for-profit management and government space for the past 35 years, including end to end event management, creative, technical, media, strategic communication and procurement. Lynne is the current President of the Canberra SpringOUT Pride Association and has led the team for the past 3 years to produce Canberra's LGBTQIA+ Pride festival in November. Lynne is also the Project Manager for the Goulburn community-owned Solar Farm, a passionate farmer and LGBTI+ activist.



"Find your tribe – which I have done. They live all over the globe and are people who understand and support me, and I them. They are my chosen family."

Project Manager, Goulburn Community-owned Solar Farm; President, Canberra SpringOUT Pride Association; Board Member, National Folk Festival

Role models: I was fortunate to have grown up in Canberra where there was an incredibly supportive lesbian network. My friend Kim and I started Canberra's first 'out' gay nightclub called 'Heaven' – once that happened it was impossible not to live authentically. I also remember that Raylee Wilson, a feminist and women's services worker, helped me to see that I had choice in my life and that was ok to be my authentic self. She was a strong lesbian woman who supported many young Canberra women in their careers and life journeys. She pushed me to follow my dream of theatre, event production and the technical side of events. This ultimately led to my career that followed, including the invitation to join the board of Mardi Gras, due to my reputation in Sydney as a mover and shaker with event experience.

Changing perceptions: In the 80s when my kids were at school, I was working in radio, theatre and music. Sadly, there were times when they were bullied because I was 'different'. There was one situation where my daughter was surrounded by a group of kids and taunted by comments like "your mums' a lesbian". I removed her from the school immediately.

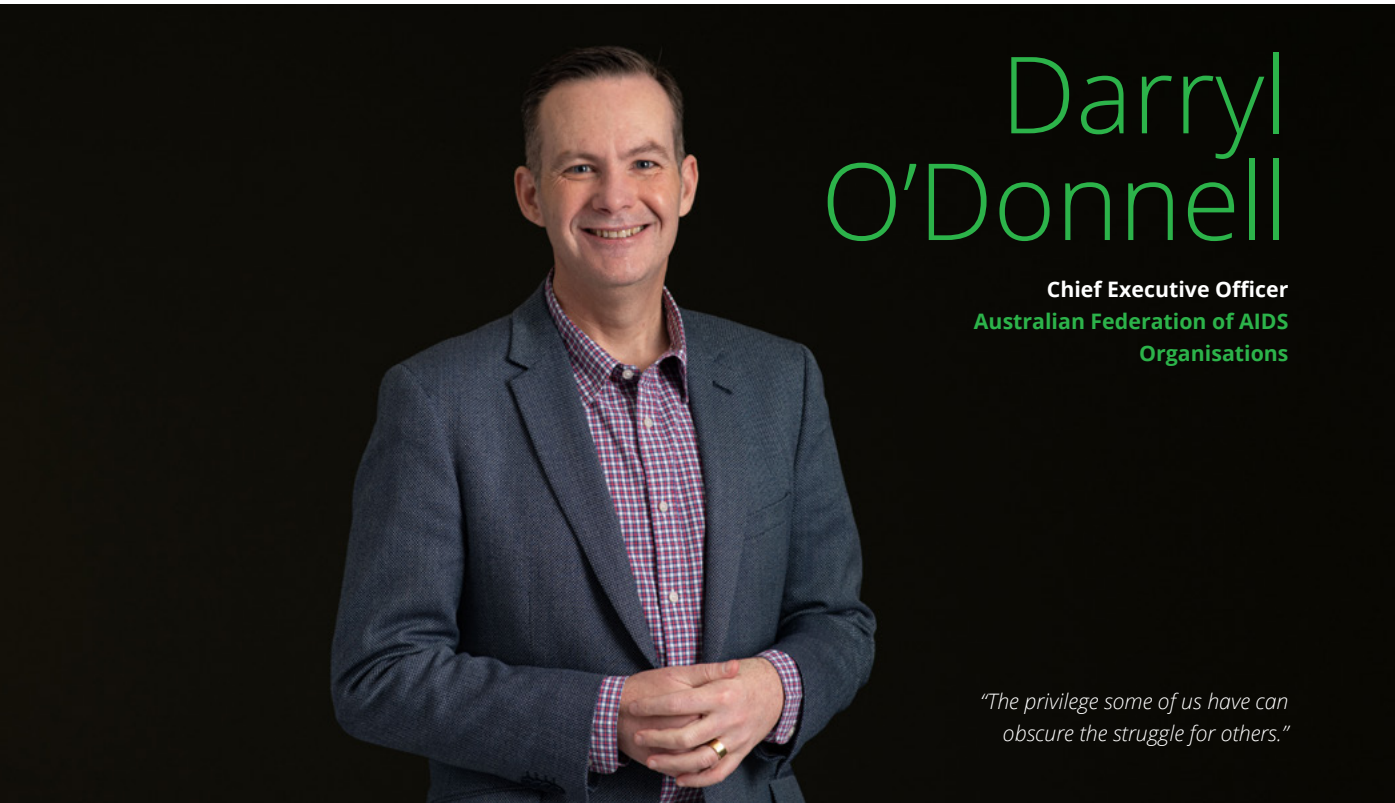
She is now an adult, with children of her own and I'm happy to say that over the years a lot of those kids have apologised for the bullying. This behaviour would not be condoned or tolerated today – a true example of how things have changed.

Advice: Be yourself, be true to yourself, and love and forgive yourself often. The rest will follow.

Also, find your tribe – which I have done. They live all over the globe and are people who understand and support me, and I them. They are my chosen family.

LGBTI+ inclusion and visibility: I am loving the corporate lead on LGBTI+ inclusion, and whilst there may be some awkward moments, the willingness of organisations to embrace and engage with our communities is unprecedented. I am so heartened to see the acceptance of trans people, and while we still have a long way to go, I am inspired by my trans and non-binary friends who are able to move freely in the world as themselves.

Words to describe me: Brave, determined, creative.



Darryl O'Donnell

Chief Executive Officer
Australian Federation of AIDS
Organisations

"The privilege some of us have can obscure the struggle for others."

Darryl leads political engagement and advocacy for Australian Federation of AIDS Organisations (AFAO), the voice for communities carrying the burden of HIV. His hope is to see the HIV epidemic through to its end.

Role models: When I came out in the early 1990s, many of my friends were gay men in their 40s, a generation hit especially hard by HIV. At the time of finding my community, I was also losing people. That's an experience a young person doesn't forget, and it helped me on my path.

Changing perceptions: Life is better. Many battles have been fought and won and we have much to be thankful for. We owe our community elders a great debt and we have a long way to go in recognising and celebrating their fight.

But better isn't good enough. The privilege some of us have can obscure the struggle for others. Life is hard for many in our communities at home and in our region. It's easy to live in comfortable bubbles and forget that family life, neighbourhoods and workplaces are hostile places for many. There is a long way to go for real social justice and inclusion across our communities.

LGBTI+ inclusion and visibility: Our diversity has made us strong and fabulous. We are so incredibly different and being curious about that difference while also celebrating it is what makes our community special. Social media bubbles can make our worlds small again. Inclusion and visibility are about affirming people in our communities who aren't like us, not just those that are.

Reflecting on 2020 – inspiration despite the challenges: I've been inspired seeing our LGBTI+ community organisations mobilise during COVID-19. We've avoided the worst of COVID-19 so far in deaths, yet the impacts on our mental health and on domestic violence are shocking. While many mainstream organisations closed, our community organisations really stepped up to provide support when people needed it most.

Words to describe me: Meticulous, focused, generous.

The Honourable Chansey Paech

Member for Gwoja in NT Assembly,
Minister for Remote Housing and Town Camps, Local
Government, Art, Culture and Heritage, Central
Australian Reconstruction, Indigenous Essential Services.

Chansey is a member for Gwoja in the NT Assembly and the Minister for Remote Housing and Town Camps, Local Government, Art, Culture and Heritage, Central Australian Reconstruction, and Indigenous Essential Services. Chansey is passionate about giving remote communities the opportunity to develop socially and economically and drive their own decisions.

Role models: I've always looked up to Senator Penny Wong. I am constantly inspired by her strong advocacy for LGBTI+ issues and progressive politics. I've also found Harvey Milk's story to be important and one that definitely resonates with me. Harvey is a trailblazer for LGBTI+ representation in the political arena.

Changing perceptions: Sexuality can be a taboo issue in remote Indigenous communities. I knew that perceptions were starting to change when one of my constituents told a campaign worker, 'we don't care he's a gay one, we just want better houses.' That's when I knew that people will support what you stand for and not be deterred by what others think of you.

LGBTI+ inclusion and visibility: Stand tall, stand proud and stand by your convictions. Never be afraid to be who you are. And embrace your allies - this isn't a race, it's a team effort.

Advice: Be true to yourself. Don't deny people the opportunity to get to know you and who you are. Know your line in the sand. Don't let people define you by your sexuality. It is part of my story, not my whole story.

Inclusive leadership: My job depends on being inclusive and ensuring we look at all we do through an inclusive lens, whether its policy development or implementing new legislation. We need to deliver for all, not the few, and ensuring that our processes are open and inclusive of all sectors of our community is the only way to achieve this.

Progressing LGBTI+ inclusion: It's important to be publicly supportive of the LGBTI+ community. That can be through simple acts such as publicising your office as an inclusive space, supporting Pride events, speaking out about issues around inclusivity and most importantly, creating an environment where young people feel comfortable to talk about issues involving their sexuality.

Words to describe me: Energetic, driven, cheeky.



"Don't let people define you by your sexuality. It is part of my story, not my whole story."

Nicolas is the CEO of ACON, Australia's largest LGBTI+ health organisation. He's passionate about ending HIV transmissions, improving health outcomes for LGBTI+ people and eliminating homophobia, biphobia and transphobia. He wants to help create an Australia where LGBTI+ people are celebrated and afforded dignity, respect and equality.

Role models: In my first job after university I was not 'out' and I continually self-edited who I was, to try and fit in. I was also not aware of any other openly LGBTI+ people in the company. It was exhausting. When leaving that role, I made a conscious decision not to go through that again and I have been privileged enough not to. In all subsequent roles, I have worked with many LGBTI+ people in senior leadership roles, in a range of different organisations. Their visibility, positions of trust, and mentorship have been incredibly powerful and something that I will always be grateful I had access to.

Changing perceptions: I think perceptions have changed remarkably, and in a positive and affirming way. Having said that, we still have a long way to go and we can never take for granted that progress is a given, or that it cannot be rolled back.

It's also important to acknowledge that the progress we have seen is not equitable for all in our communities and there is still significant work to be done for the trans and gender-diverse community, for Aboriginal and Torres Strait Islander LGBTI+ people, for women in our communities, and for

ethnically diverse people, among many others.

Inclusive leadership: I have been the beneficiary of inclusive leaders and understand the impact that such practices can have on an individual, as well as an organisation. Of course, inclusion is good for business, organisational culture, and cohesion, but it can also have a profound impact on people's mental health, which cannot be undervalued.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? Have hope that this will not always be the way and start to put in place a plan so that you can make a change. Your health, success and happiness depend on it. The amount of work that is being done by Australian workplaces to be inclusive for our communities has never been greater, so choices and options are constantly opening up. In time, you will find a place where you can be yourself and the benefits will be long lasting.

Words to describe me: Principled, determined, empathetic.

Neil Paterson APM

**Deputy Commissioner, Capability,
Victoria Police**

As a deputy commissioner at Victoria Police, Neil's role is to provide a safe community for all Victorians, and strengthen ethical health and culture within Victoria Police, through education and training. Neil is responsible for the organisation's work with Government, ensuring policies and legislation are contemporary to police needs so that they can deliver the best possible outcomes for the community. He also leads a service delivery transformation program to ensure police continue to evolve to meet the expectations of the communities they serve.

Role models: I wasn't 'out' when I joined Victoria Police in 1988 and looking back, I know I was in absolute denial about my sexuality. Back then, there were very few openly LGBTI+ police and those that were open suffered significant harm in what was a strong hypermasculine culture. In terms of policing, when I started my career, I looked up to people who had a good work ethic, treated people with respect and displayed integrity.

Changing perceptions: The change in Victoria Police has been dramatic. Historically, police enforced laws that criminalised homosexuality and even after those laws were repealed, some police continued to behave in abhorrent ways to their LGBTI+ colleagues and the community. If police can't treat their own LGBTI+ colleagues with dignity and respect, then how on earth would the LGBTI+ community have trust in us to treat them with dignity and respect? I have seen the most significant changes over the last five years - Victoria Police has done momentous work by partnering with the Victorian Equal Opportunities and Human Rights Commission (VEOHRC), focusing on eliminating sexually predatory behaviour and sexual harassment, internally. I have witnessed significant improvements across Victoria Police in terms of embracing all aspects of diversity and this has a flow-on positive effect to the service we provide to the broader LGBTI+ community.



"'Coming out' is a choice, but if you are 'out', then be proud and participate in all aspects of life so that others who may not be as comfortable with their sexuality can gain strength from you."

Advice: Policing deals with people from all walks of life. I remember being told that one of the most important skills of being a police officer is being able to talk and build rapport with anyone. Working on that skill has served me very well over the years.

LGBTI+ inclusion and visibility: We can all play a role by ensuring we are never bystanders to poor behaviour. If you are present when someone voices a LGBTI+ phobic view by their words or behaviour, have something to say that draws a line in the sand so they know that it's not acceptable. 'Coming out' is a choice, but if you are 'out', then be proud and participate in all aspects of life so that others who may not be as comfortable with their sexuality can gain strength from you.

Words to describe me: Loyal, thoughtful, fair.



Nicolas Parkhill

**CEO
ACON**

"The progress we have seen is not equitable for all in our communities and there is still significant work to be done for the trans and gender-diverse community, for Aboriginal and Torres Strait Islander LGBTI+ people, for women in our communities, and for ethnically diverse people, amongst many others."

Role models: My career started in the legal and accounting profession, and, at that time, the only LGBTI+ role models I had were several of my gay and lesbian friends who were open and proud about their sexual orientation; they were inspirational. In the professional arena however, there were virtually no visible LGBTI+ leaders. Justice Michael Kirby's appointment to the High Court was one of the few examples of an LGBTI+ leader being visible and being successful. There are still very few visible transgender leaders in business, although, the example set by Australian Army Captain Cate McGregor AM was very important to me, as it demonstrated that even in the conservative army environment, it was possible to transition.

Changing perceptions: The change has been enormous. In the 1990s, there were very few, visibly out gay and lesbian members of the business community. Bisexuality was generally frowned upon, and there were no openly transgender business-people (although trans people have always been there).

Things really started to change in the early 2000s and acceptance accelerated from there, enabling a significantly greater level of visibility. The decades of the ground-breaking marriage equality campaign forced people to have conversations that they did not usually have. In many ways, it was that ongoing tortuous conversation that allowed me to feel I could be open about my gender identity.

Advice: Early on, I was advised to always keep doors open and never burn bridges. Consequently, the decision to transition was extremely difficult as I could envision that it would, likely, close doors and destroy many bridges. However, I had also

been told to always keep learning and through my learning I came across the wise words of Anais Nin - "Life shrinks or expands in proportion to one's courage" - and it was time to expand my life, so I did.

LGBTI+ inclusion and visibility: Inclusion only occurs once we are seen. As LGBTI+ individuals, we must allow ourselves to be seen to allow those around us to accept and include us. There were many transgender people who would have been great examples for me when I was young, however they were required to live stealth existences. We were all denied the opportunity to see the magnificence and courage of those who did transition. Visibility is critical.

For transgender people who do not physically match the physical appearance norms of their gender and/or are unable to access to appropriate identity documents, visibility is merely being part of society. These can be a challenge every day, and I admit that I used to call ahead to warn people that I was transgender - but now my gender identity is a non-negotiable object of pride!

Inclusive leadership: Sometimes leading means stepping back and allowing space, and time, to listen and learn from others. Inclusion occurs when we recognise those who are not included and provide them with platforms to speak, be heard and to excel. Living authentically has helped me to see there are facets of diversity all around us. Just as each transgender experience is unique, so too are the experiences of every other individual I interact with. When it is possible to step back, listen and learn my life is enriched and my ability to lead improves.

Words to describe me: Driven, courageous, funny.

Rochelle is the co-founder of Chimaera Capital Limited, an independent financial services firm. Rochelle is also the treasurer for Transgender Victoria, treasurer for Carlton Pride and vice chair of YPO's LGBTI+ Families & Allies Network. Rochelle is passionate about sharing her journey, educating others and cultivating growth and acceptance amongst the community.



Rochelle Pattison

Director, Chimaera Capital Limited.
Treasurer, Transgender Victoria.
Treasurer, Carlton Pride.
Vice Chair, YPO's LGBTI+ Families & Allies Network.

"I used to call ahead to warn people that I was transgender - but now my gender identity is a non-negotiable object of pride!"

Senator Louise Pratt

Senator for Western Australia; Shadow Assistant Minister for Manufacturing and Employment Services

As Shadow Minister for Manufacturing and Employment Services, Louise works closely with organisations standing up for the rights and needs of the unemployed. She advocates for manufacturing jobs by working on changes to laws, policies, government funding and strategies. Louise is passionate about using politics, government and her role as a Senator to improve people's lives, including in the pursuit of equality and inclusion for LGBTI+ people.

Advice: I was very lucky to have people around me early in my career who encouraged me to overlook fear and negative self-talk and just get in and have a go. It was advice from women who had to fight for a seat at the table where decisions were made - they wanted to see young women come in behind them.

I was reminded of the need to hold true to this advice a few weeks ago in Canberra. I was feeling down and doubtful. My mood changed when I was sent a video of my son who is six, encouraging one of his friends. As he leaped off the playground equipment, he said to his friend, "It's ok if you are scared. Just do it if you are scared. Just do it and you will be fine."

Changing perceptions: I have worked hard along with many others to influence the perceptions politicians have of LGBTI+ people. Over two decades I have seen their views change from negative to positive as they have escaped the stereotypes in their own heads and become more familiar with the lived experience of the LGBTI+ community.

The perceptions of those I work with in politics have become radically more inclusive, which has been driven by LGBTI+ people participating in politics. In my political circles, lesbian and gay identities are no longer the exception. There are big networks of lesbian, gay and some trans people working in politics, and many in senior positions They are decision makers and are relied on for their skills, judgement and expertise.

LGBTI+ inclusion and visibility: We need to be brave and open about our own experiences, while also staying curious about others. Without curiosity about the lived experience of others, there is no visibility, as people aren't truly seen. I have been fortunate to have many brave LGBTI+ people openly



"We need to be brave and open about our own experiences, while also staying curious about others."

share their experiences with me, so that these experiences can form the basis for visibility, which in turn informs advocacy and creates change. We can all find ways to be brave and curious, no matter how big or small these actions.

What kind of role model do you aspire to be? I work to share the feelings of inspiration and meaning that come from being involved in and committed to causes you believe in. I know I stand on the shoulders of many great Labor, union, feminist and LGBTI+ activists who have fought for change before me. They showed me that change is possible and that it's worth being involved in making that change. I am happiest when I see people I have encouraged, encouraging others and building momentum for the things they care about.

Words to describe me: Brave, curious, fun.



Latoya Aroha Rule

Academic Educator,
Researcher, and
Community Organiser

Latoya is a queer and non-binary, Aboriginal and Maori person. They work as an academic educator, researcher and community organiser. They are passionate about educating students on issues of social work and allied-health practice, particularly on ethical practice with Aboriginal and Torres Strait Islander communities, as well as supporting students in their self-development through critical and political awareness. Latoya is also the organiser of the #JusticeforFella campaign and has co-led the organisation of national and global rallies—not just for their brother, Wayne Fella Morrison, but for all Aboriginal people brutalised in custody.

Role models: My mum is my role model. A queer Aboriginal person who has overcome great battles in their life, including raising 5 kids. After the death of my brother in 2016, my mum began establishing a 'deaths in custody' resource centre in Sydney for the Aboriginal community and our allies. My mum continually reminds me of what unconditional love looks like in practice.

Changing perceptions: People are coming to terms with the fact that many of their leaders and most loved public figures identify as part of the LGBTQI+ community. For example, some of the co-founders of the Black Lives Matter movement, including key Black Lives Matter organisers in Australia, are queer.

It is important to recognise the increasing numbers of Black people, transgender people, particularly transgender woman, who are being held in prisons that violently subjugate their identities. The issue of the number of transgender people who are being murdered within and outside prisons

indicates that we have much more to do before we can truly celebrate inclusivity and mean it.

Role highlights: Within my current role, I'm most proud of the journey that I get to experience with students every day. From watching students first join the class, to their development and questioning the structures within their own world is something I'm very proud of.

One of my greatest highlights was the very first time I taught a class. I opened up with a conversation on class norms and included 'no homophobia or transphobia' as a point of discussion. Some of my students had never heard of transgender identities. In the classes that followed, six of my students stood up and announced that for the first time at university they had felt safe enough to state their pronouns and identify publicly as transgender and/or non-binary. I felt so proud of my class and myself for creating and honouring such a welcoming and liberating space.

Advice: The best advice I have

"We must bring people with us and ensure we are always passing on and sharing the knowledge and resources that are provided to us."

received on my journey so far is to: 'lift as you climb', words by queer prison abolitionist Angela Davis. We must bring people with us and ensure we are always passing on and sharing the knowledge and resources that are provided to us.

I have been privileged to sit with incredible people in my short life who have given me their time, mentorship, expertise and teachings. They saw something in me that was worth fostering, many times that I have not seen in myself. It's meant that I've had the capacity to follow suit.

Words to describe me: Passionate, resilient, witty.

Mon Schafter

Content Lead, **ABCQueer**; Reporter, **7.30 ABC TV**;
Board Director, **Twenty10**

Throughout her ten-year career at the ABC, Mon has had the opportunity to provide platforms for people from marginalised groups and diverse backgrounds to tell their stories. Currently, Mon leads the content and editorial direction of *ABCQueer* – the ABC's social media project aimed at young LGBTI+ Australians and is a reporter for 7.30 on ABC TV. Mon is also a Board Director of *Twenty10*, a non-profit organisation that supports young people of diverse genders, sexualities, and/or intersex variations in NSW.



"I aspire to be someone who helps make the world a more empathic, fair and fun place through innovative storytelling."

Role models: I didn't really know I was queer until I fell for the lesbian producer on a TV show I worked on fresh out of uni. She was in a relationship, so it was unrequited - but it definitely ignited a fire inside me! I wouldn't call her a role model, but realising I was queer was huge in my development as a storyteller. I learnt to listen to and trust my instincts, which unleashed my creativity.

These days, I look up to people like Manda Hatter, who is the ABC's Head of Operations and the Chair and Founder of ABC Pride. She's also a former president of 'Dykes on Bikes'. Creatively, I'm inspired by people like non-binary American television creator, Joey Soloway.

Changing perceptions: The visibility of LGBTI+ people has increased dramatically, both on and off screen. In 2017, the ABC established its first ever staff led LGBTI+ group called 'ABC Pride', who are committed to LGBTI+ diversity and inclusion. This year, we even marched in Mardi Gras for the first time!

I think the marriage equality movement helped grow society's acceptance and understanding of sexually diverse people – but there's still a long way to go in terms of transgender equality, and many people from culturally diverse backgrounds and rural areas still face challenges.

Advice: Be aggressively you.

LGBTI+ inclusion and visibility: We need to continue to create safe and inclusive environments whether that's in the family home, at school, work or on the sports field. We need to call out homophobia, transphobia or any queerphobia whenever we hear it and do our best to educate ourselves and others.

What kind of role model do you aspire to be? I aspire to be someone who helps make the world a more empathic, fair and fun place through innovative storytelling.

Words to describe me: Passionate, optimistic, diligent.

Christopher Schiavello

Executive Director for **Schiavello Construction** and Co-chair for **InterBuild**



Christopher is the executive director for Schiavello Construction and co-chair for InterBuild, a network for LGBTI+ property and construction professionals and allies in Australia. Christopher is passionate about bringing LGBTI+ inclusion to the forefront of the property and construction industry and ensuring those in the industry can be their authentic and true selves at work.

Role models: Personally, I've looked up to a lot of people during my career. While none of them identified as LGBTI+, I admired their integrity, passion, entrepreneurial attitudes, ability to listen and empathy. The people I looked up to always created inclusive environments that supported people from all backgrounds. Innately they saw the value of an inclusive and dynamic team, it wasn't a conversation that had to be forced. It was just natural.

When it comes to LGBTI+ identifying people in the public eye, I have always looked up to people like Alan Joyce and Penny Wong. Both are tremendous leaders and their successful careers are a great source of inspiration to young LGBTI+ people, especially those looking to make an impact in business or politics. They have overcome adversity to achieve amazing things in their fields and will pave the way for future generations.

Changing perceptions: The work that we have done in the property and construction industry has helped a lot. Firstly, I think everyone felt like they were the 'only gay in the village', but that's not the case because we have established a growing network. Secondly, it is now evident success can be achieved irrespective of how you identify, what you look like or what your culture is. This, along with a noticeable societal cultural shift, has given people a lot more optimism and belief.

Advice: If you don't ask, you don't get. My mother would always say this, and I think it's so true. There is no point in sitting on the sidelines waiting to be gifted an opportunity, and disappointed when it doesn't happen.

I think a lot of LGBTI+ people feel afraid to speak up, because they feel like they don't fit in with their company culture. Don't assume that, and don't let that stop you from trying. Sure, if you are

“Conversation needs to be more inclusive of those who have more traditional views. Too often we like to stay in our circles and preach to the converted, but if we want to go far, we must go together, and that means bringing others along with us, with patience, respect and education.”

deprived of opportunity because of your sexual orientation, then explore other opportunities that are the right fit for you, they are out there, allies are out there. But don't walk away without trying first. Our mind can be our biggest supporter or our biggest deterrent.

LGBTI+ inclusion and visibility: I think we can be the biggest drivers of change, but at the same time our own worst enemy. We have so many great role models and stories that we should celebrate, but we can be too focused on trying to please everyone, that we bog ourselves down in politics. I believe that progress is often about taking a few steps forward, knowing you might need to go one step back every now and then.

Don't get caught up in fear of wanting to try and consider everyone and everything. With that attitude, you won't even take the first step towards change.

I also think our conversation needs to be more inclusive of those who have more traditional views. Too often we like to stay in our circles and preach to the converted, but if we want to go far, we must go together, and that means bringing others along with us, with patience, respect and education.

Inclusive leadership: We need more role models. We need to show this generation and the next generation that your sexual orientation shouldn't hold you back. Don't be scared! Get out there and find your support network. We are out there and reachable thanks to technology. We must keep the public conversations around inclusion going. We need to make sure they are positive, professional and break down the stereotypes associated with the LGBTI+ community.

Reflecting on 2020 - inspiration despite the challenges: Mental health has become such a huge focus with job uncertainty, social isolation and health concerns for individuals and their loved ones.

What has inspired me is the shift from asking 'are you OK?' occasionally, to having conversations of real substance with people. Everyone has been impacted in different ways and those in more fortunate situations, including myself, should be using our resources and networks to help those in need. 2020 has shone a spotlight on empathy and treating people in the same way you would treat your neighbour or family.

Words to describe me: Determined, compassionate, honest.

Micah Scott

Founding CEO
Minus18



“One day when I was really struggling to come up with the words to say for a broadcast, I was told, “speak from the heart, and people will listen.” This advice resonated with me and has helped me bring vulnerability to my work every day.”

Micah is the founding CEO of Minus18, a charity improving the lives of LGBTI+ youth. Micah leads the day to day operations of the charity which focuses on life-affirming events, school workshops, workplace training and creating digital peer-led resources.

Role models: I’m fortunate to have had some exceptional queer women as my mentors and role models over the past 12 years. Roz Ward, the founder of Safe Schools, taught me to be strong and resilient when responding to challenges. Jenny O’Keefe was my producer while I was volunteering at a radio station as a teenager. One day I was really struggling to come up with the words to say for a broadcast, Jenny told me to “speak from the heart, and people will listen.” This advice resonated with me and has helped me bring vulnerability to my work every day.

Changing perceptions: I’ve been in my role for 12 years now, and there’s been some great wins in terms of LGBTI+ inclusion in Australia, that have contributed to a growing acceptance of the LGBTI+ community. Workplaces and community groups are bringing a more inclusive view into their organisational strategies, and we’re seeing a lot more visibility within the LGBTI+ community. Unfortunately, this experience of inclusion isn’t the same for all identities, particularly trans and gender diverse people, people of colour, and people living in regional and remote areas. There’s more work to do in these spaces, which has been a renewed focus of the work we do at Minus18.

Reflecting on 2020 – inspiration despite the challenges: COVID-19 has brought about challenges for everyone, but in particular, LGBTI+ youth. We’ve heard heartbreaking stories of young people who are experiencing disadvantage across their life, from isolating at home with unsupportive families to losing their casual employment. I’m inspired by the way that our team at Minus18 has responded to these challenges, building digital spaces to support almost 1 million young people, teachers and parents throughout the year. Whether it’s adapting overnight to digital environments, and checking in with one another on an interpersonal level, I’m constantly impressed by my team’s courage and love for their work, and for one another. They make me very proud.

Words to describe me: Passionate, innovative, cheeky.

Role models: When I was starting out my career in science in the early 1990s, there weren’t really any openly LGBTI+ professional role models – the concept was barely there. In the UK at least, the only open gays and lesbians were in the creative or performing arts. I was aware of them but, of course, they weren’t very helpful role models to a molecular biologist!

I’d say it’s only within the last 10 to 15 years that there have been role models within my areas of academia. That’s one of the reasons why I think it is so important for LGBTI+ people, and people with disabilities, to be visible; it’s not narcissism, but an important way of ensuring that younger people coming up feel confident that there’s a place for them.

Changing perceptions: Over the course of my career, perceptions of those around me have changed massively in relation to LGBTI+ inclusion. When I was starting out, there was very much a sense that ‘deviant’ sexual orientations or gender identifications were something to keep

quiet about because they really were seen as perverse. There is now real acknowledgment of the value of diversity and difference, and effort on the part of organisations and companies to demonstrate inclusivity.

“The organisations that are most effective, and the ones I respect most, have worked steadily towards greater inclusion for everyone, sometimes over decades.”

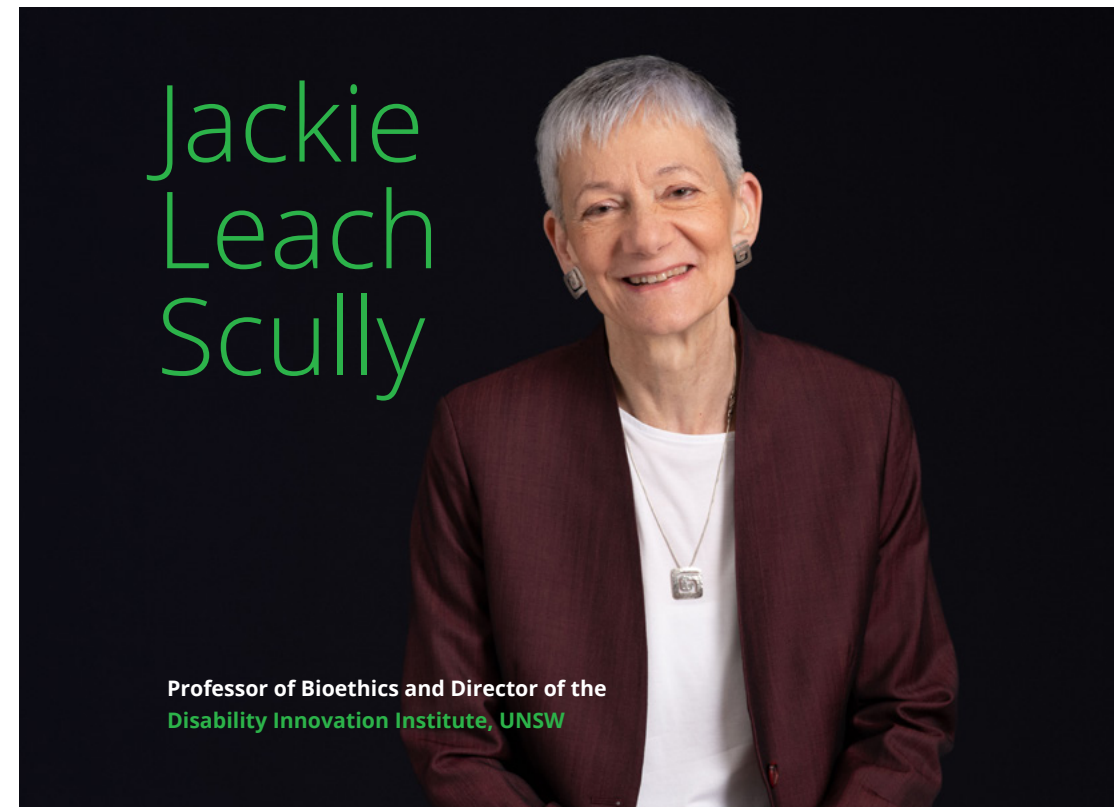
Advice: My own PhD supervisor gave me two very good pieces of advice. One was to follow what I was genuinely interested in when I was doing research, rather than whatever was fashionable or likely to get funded. It was as a result of this that I eventually moved from biology into bioethics, because the kind of questions I was interested in changed. The other piece of advice was always to

take my full holiday entitlement – I’ve never been very good at that but am trying to get better (with my partner’s encouragement).

Inclusive leadership: Being inclusive as a leader is essential to doing a good job. Whatever the aim of your leadership is, the more experiences, skills and views it can draw on, the better the result is likely to be. The best way to demonstrate inclusive leadership is not to just talk about it but actually get out there and do it. It won’t always be easy, because it takes constant effort and vigilance not to fall back into the habits and the people you’re already familiar with.

Reflecting on 2020 – inspiration despite the challenges: I’ve been inspired by the way that so many people have been looking out for each other and, in many cases, being willing to disadvantage themselves (for example, going into lockdown) so that more vulnerable members of the community can stay safe.

Words to describe me: Loyal, determined, sparky.



Professor of Bioethics and Director of the Disability Innovation Institute, UNSW

Jackie is a Professor of Bioethics and Director of the Disability Innovation Institute (DIIU) at the University of NSW (UNSW). As Professor of Bioethics, Jackie leads research into a range of bioethical issues including assisted reproduction, gene editing, artificial intelligence and global health emergencies. As Director of the DIIU, Jackie also heads a centre that supports research into improving the lives of people with disabilities, running research activities within UNSW, across Australia and internationally. The Institute is located within UNSW’s Division of Equity, Diversity and Inclusion, and aims to ensure that disability is taken seriously as part of our community’s efforts towards inclusion.

Stuart is the parish priest for Saint Mark's Anglican Church Fitzroy, guiding and caring for the spiritual and community life of his parish. A passionate figure for living an authentic life, Stuart demonstrates in his actions and life how spirituality and sexuality can be integrated in one's identity.

Stuart Soley

Parish Priest
Saint Mark's Anglican Church Fitzroy

Living in harmony with faith and one's true self, Stuart Soley shares the importance of being an open spiritual leader.



"All who are vulnerable need those with freedoms to be open, confident, authentic and unafraid. It's how we need to be, to advocate for those who cannot do it themselves."

Role models: Other LGBTI+ priests and their partners have let me see what a grounded and integrated spiritual life could be for a person who is ordained. They helped me see there was no contradiction in being gay and being a priest.

Changing perceptions: I believe the vast majority of people, in society and within the churches, do see the LGBTI+ community as equal members of society. Within the churches there is certainly a growing movement of LGBTI+ people of faith. Society is seeing that we have the same desires, hopes and dreams as anyone else.

I think that most people want to do more than accept us but also celebrate us and our lives. That band of allies is more than willing to call out non-inclusion. On the other hand, there are those who are still uncomfortable with us, even hostile, and this is true for some with religious convictions. We need to be realistic about protecting our hard-won gains and respecting the fragility of the situation for others.

LGBTI+ inclusion and visibility: We can all play a role in LGBTI+ inclusion and visibility by being open and honest in our vulnerability and hopes. Visibility makes it easier for those who may not have many LGBTI+ people in their families or communities of origin.

Following the events of 2020, how can we continue to make an impact on the community and those within the community who may be struggling? I have started making a list of the things I don't want to lose after coming out of pandemic restrictions. I think these speak to any of us struggling with life and who we are.

Pace; to slow down and not be driven to be frantically busy. Quiet; to make times for quietness. Stillness; to do the inner work of not being anxious or drawn into others' definitions, urgencies or agendas. Reflect; to have time to 'be' and ponder. Bonds; to remember that we are all connected and need to foster these connections. Hope; to know that this will pass and that it gets better. If we are not where we want to be, where we are is enough for now. We will work on getting where we want to be.

Inclusive leadership: I've gained so much from seeing LGBTI+ people in leadership positions like mine. It lets those of us who are fragile or 'on the

edge' of life know that there are ways and places where we can be safe.

Can you share a story with us that has made the most impact on you during your LGBTI+ journey? One of the difficulties in following the vocation I have is that I have learnt it requires constant gentle work to be authentic as a priest and as a gay man. Sometimes I feel wedged between the anger in people who see me as compromised because I am in the church, and another group of angry people in religious traditions who see LGBTI+ people as deprived or unworthy. So, the most profound moments are when people see me for who I am and not what I do. There are times I have felt affirmed for holding together the life of faith and an openness about sexuality. In recent years, a gay colleague had not been renewed in his position in a church that is not affirming of LGBTI+ people. We had never met, but he had heard about me. He came to my parish at a time when I was struggling with loneliness and the tensions described above. After Mass he said seeing me exercising my role gave him such inspiration to carry on with his vocation. I felt overwhelmed and humbled. I realised how important being visible is – even when I don't feel it makes a difference. He now is in a very affirming position within the church, we have become good friends, and he is a very effective advocate for us.

Not everyone has the confidence or support (whether that be from family or colleagues) to be themselves at work – what advice would you give to them? I fully acknowledge how oppressive some workplaces can be in culture and perspective, but while not exhaustive, I would say the following things are important to me: Be strong and hold fast your dignity. You are made in the image of God, just as you are, and no one can take away or belittle your beauty. And – to reinforce this point – you are wonderful whether you are a person of faith or not. Resist being defined or pressured by others. Seek out those who respect and love you for who you are to balance out your life.

Words to describe me: Passionate, compassionate, funny.

Nevena is the co-convenor of the Victorian Pride Lobby. Nevena coordinates the work of the Victorian Pride Lobby, a community-based advocacy group that works towards equality, social justice, and advancing human rights for lesbian, gay, queer, bisexual, and same-sex attracted Victorians. She is passionate about working alongside the community to fight for social justice and supporting grassroots movements that advocate for LGBTI+ rights, climate justice, and the fight against structural disadvantage.

Role models: At my first corporate role in 2006, I was incredibly fortunate to work alongside a trans colleague who was also part of the executive leadership team. As a leader, she had an immeasurable impact on the organisation and the people around her as she advocated for meaningful and significant structural change to improve the lives of LGBTI+ employees.

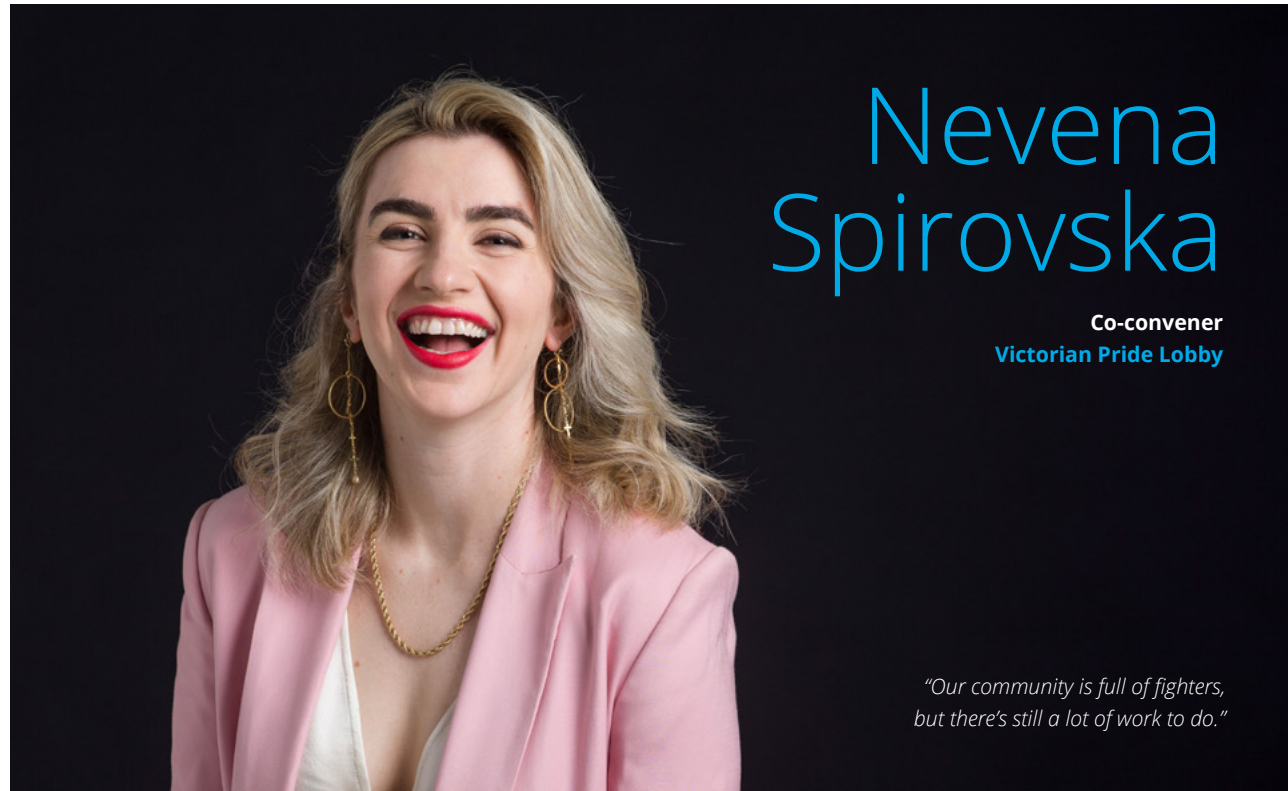
Working with her in the early days of my career provided me with an understanding of how to bring my activism into the workplace and taught me the importance of challenging organisations to live up to their values to improve the working conditions of all employees. Thanks to her advocacy, this workplace introduced a 'Gender Affirmation Leave Policy' nearly

15 years ago, which remains in place to this day.

Changing perceptions: Our community is full of fighters, but there's still a lot of work to do. Social and legislative reforms have meant that workplaces have become significantly more inclusive and responsive to LGBTI+ Australians over the course of my career. Employers embracing their duty to fight against discrimination in the workplace has been a seismic shift in the community and one I've positively experienced firsthand.

Advice: The advice I've been given that's impacted me the most is be bold, be you, and knowing when to step up is just as important as knowing when to move aside.

Words to describe me: Bold, exuberant, determined.



Andrew Staite

Chief Executive Officer & Managing Director - The Pinnacle Foundation and Non-Executive Chair of SHK Asia Pacific

Andrew is the chief executive and managing director of the Pinnacle Foundation, which provides educational scholarships, mentoring and opportunities for young LGBTI+ Australians, to help them realise their full potential and overcome challenges arising from their identity. Andrew is also the non-executive chair of SHK Asia Pacific, a specialist people advisory firm that he co-founded in 2007.

Changing perceptions: Early on in my career, I recall a senior leader saying to me, "Of course X will never become a Partner, because he's gay." I wasn't open at the firm about my sexuality at that time, and this certainly reinforced my decision. When I resigned from the firm, I felt an extreme sense of relief to be escaping the challenging environment. The need to be constantly on guard and to avoid situations where I may have been forced to disclose I was gay was exhausting. I decided after that experience, I was only going to work in environments that clearly signalled they were inclusive.

Today, I am so pleased to see many large firms and businesses actively promoting inclusion - things have certainly progressed. But there is still a long way to go. Too many people still aren't comfortable to express themselves fully at work.

LGBTI+ inclusion and visibility: The importance of actively promoting inclusiveness is paramount, backed up by tangible actions to support others. Showing that you are respectful of people who may be different to you, and supporting them when they need it, is a huge start. Calling out offensive behaviours is also incredibly important.

Inclusive leadership: I like to listen, encourage and cause others to reflect. So many times, people have the answers themselves - and making them feel confident about reaching a decision is a powerful thing. Showing my own vulnerabilities usually helps inspire confidence in others to express themselves more freely. I also believe that role-modelling the behaviours you expect from others is vital. This includes apologising (and learning from your mistakes) when you get something wrong yourself.

Reflecting on 2020 - inspiration despite the challenges: I have been inspired this year by the resilience shown by our community, and the willingness of people to put



"I like to listen, encourage and cause others to reflect. So many times, people have the answers themselves - and making them feel confident about reaching a decision is a powerful thing."

the wellbeing and safety of others to the forefront. And while it is easy to knock the now ritual Zoom and Teams calls, for people in regional, rural and remote Australia, the opportunity to participate and be included has been enhanced significantly. I think this will be a lasting good to come from this particularly challenging year.

Words to describe me: Energetic, conscientious, maybe funny.

Chris Steel

ACT Minister for Transport, Minister for Skills and Special Minister of State

Role models: Only having come into the Legislative Assembly in 2016 I really feel that I am the beneficiary of a path that has been hard won by current ACT Chief Minister Andrew Barr. He made it easier for everyone in the LGBTI+ community that has come after him in parliaments around Australia, and for their families. Well over a decade ago, and prior to coming out, I worked for Andrew when the Government took the first step in enacting civil unions, and now I'm pleased to work with him in the Assembly on reforms like banning gay conversion therapy. What impresses me with the Chief is that he is constantly thinking ahead to the next thing, the next reform, and is prepared to be courageous to get things done to achieve equality. It's why the ACT is the most progressive jurisdiction in the country on all matters including LGBTI+ equality, and there's more reform to come.

Changing perceptions: I really feel that marriage equality has seen a significant change. When marriage equality became legislated in Australia, we woke up to a more inclusive Australia. However, high rates of mental illness and suicide, discrimination at work and bullying in schools still remain present. While Australia has changed for the better and has made it easier for work on further reforms, there's still a long way to go.

Passions: I'm passionate about early childhood education. I worked as an early childhood advocate prior to coming into the ACT parliament. The visible emergence of inequality starts to open at age three, before children even enter the classroom for the first time. That's where we need to start giving children the education opportunities. I'm so proud that we have just won an election to deliver two years of preschool to every child.

Advice: I received advice early on in my career to "put on your armour". This was the advice given to me when I first ran for office and it's all about having a calm and resilient mentality in the face of adversity. Whether I'm doorknocking for marriage equality or withstanding the most potent attacks by the other political side, it's served me well.

Words to describe me: Sanguine and hard working.



"I received advice early on in my career to "put on your armour". This was the advice given to me when I first ran for office and it's all about having a calm and resilient mentality in the face of adversity."

Chris is the ACT Minister for Transport, Minister for Skills and Special Minister of State. Chris is passionate about early childhood education and worked as an early childhood advocate prior to starting his role within the ACT Parliament. He's proud of the new changes to pre-schooling that will give children the education opportunities they deserve. Through his multi-faceted role, Chris is working on banning the use of plastics through to major infrastructure projects, such as the introduction of the light rail.

Dr Elise Stephenson

Postdoctoral Fellow at the Policy Innovation Hub, Griffith University, co-founder of Social Good Outpost

Elise is a strategist, researcher and social entrepreneur and has been recognised for her extensive research and entrepreneurship around gender equality, LGBTI+ inclusion, and foreign policy. Elise has also been formally recognised for her achievements including named Griffith University's Outstanding Young Alumni of 2020, one of 25 Young Women to Watch in International Affairs, and an Out for Australia 30 under 30 LGBTI+ Role Model, among other notable awards.

Changing perceptions: On entering university, I was pretty nervous to reveal anything about my sexuality, which says something about what wider society thought, considering that universities were in fact (and remain) quite liberal, educated and worldly institutions. Since then, the support for LGBTI+ communities has been far more obvious and normalised - it's much more of a given now. Interestingly, I was working out in rural NSW, SA and the NT during the marriage plebiscite, literally working across the most isolated and remote communities in Australia with my female partner (now fiancée). We were always careful - no hands held, and whenever anyone asked, we were just two good friends on a road trip. We still feel some of that nervousness on the road, but since we gained marriage equality, we also feel much more confident in just being ourselves outback, as it feels like the rest of Australia's on our side, even if we encounter one person who is not. Working out in the bush has always been a good way for conducting a 'temperature check' on the state of the nation around LGBTI+ acceptance. While there is much more to do, I'm also really proud of how far we've come.

LGBTI+ inclusion and visibility: You've got to get the policies right, but you also need to focus on practices and culture. In most cases you can't produce meaningful organisational change without both. Whilst changing culture and practices is something that needs to be undertaken at quite a personal and communal level, there's a lot that organisations can do from the top. Organisations need to ensure their policies have been reviewed with a 'gender lens', an 'LGBTI+ inclusive lens' or even a 'racial lens' to understand how these policies affect and can better >



“It’s important to ask, “who’s not in the room right now?” If they’re not, why not? How can we advocate for their interests anyway? And how can we ensure they are included next time?”

support specific communities. It’s also important to ask, “who’s not in the room right now?” If they’re not, why not? How can we advocate for their interests anyway? And how can we ensure they are included next time?

Can you share a story with us that’s made the most impact on you during your LGBTI+ journey? An experience that has always stuck with me was sitting in a workshop on gender-based violence prevention only a week after a transgender woman had been murdered streets away from where I lived in Brisbane. It had come to the attention of some of the participants that I identified as a queer/lesbian woman. One of the women opposite me in the room turned to me, and in front of everyone, said: “I fundamentally disagree with who you are”. It was a poignant reminder of just how far we still have to come. It reminded me that even spaces dedicated to improving the lives of others can still be spaces affected by homophobia, racism and marginalisation of people who do not fit the norm. You don’t get let off the hook if you do great work for some communities whilst deriding others.

Reflecting on 2020 – inspiration despite the challenges: I have always sought to ask myself the questions that matter from perspectives often unconsidered. What are the effects of this topic or issue on a transgender woman in the Pacific? What would this mean for an intersex person in rural Queensland? What impact would this have on a young person still working out where they fit? In other words, it’s important we consider looking beyond our own experiences (of life or of an issue), to understand others’ experiences and actively champion the issues that may face them and only them - even if not ourselves.

Words to describe me: Creative, adventurous, kind.

Driven by a mission to do something ‘good’ through his work, Mark makes a tangible difference to the lives of others through his role as COO and company secretary for the Sydney Children’s Hospitals Foundation. Mark is responsible for the finance, IT, HR and facilities management of the organisation across three sites and is passionate about helping those around him grow, personally and professionally, and speaking up for those who need a helping hand. Mark is also on the board of the Pinnacle Foundation, an organisation helping the young LGBTI+ community through scholarships and mentor support.

Role models: As a young boy from country Victoria, my move to Melbourne to work in hospitality, which was very gay friendly, was a real eye opener. That was the first major step towards gaining my self-confidence. Now, I really admire anyone who is respected as an expert or leader in their field, and openly and plainly incorporates LGBTI+ issues into their every day. Paul Zhara has had phenomenal achievements and never backed away from supporting LGBTI+ issues. Michael Kirby, who I’ve met several times, is also proudly gay and absolutely brilliant.

Changing perceptions: Support for the LGBTI+ community is much more comfortably demonstrated now. When I was younger, even if support was there, it was often quiet and not spoken about out loud. I hope we can continue to make these conversations more open and comfortable.

Advice: From early on in my career, I would always be encouraged to open up, speak up and believe in myself. The courage and ability to question others, in the right way, has been an essential skill and tool to build a successful career.

LGBTI+ inclusion and visibility: We can all play a part

in LGBTI+ inclusion by not shying away from our identities, speaking up when there are opportunities, and showing the world that LGBTI+ has so many facets, and each of those is brilliant in its own way.

Inclusive leadership: I’ve always been very aware of people’s body language and the small gestures people make when they have something to say. When I notice this, I ensure the individual gets a voice at the table, and that it is acknowledged and reinforced as being just as valid as any other opinion at the table.

Reflecting on 2020 – inspiration despite the challenges: Remaining strong and optimistic in support of those around me really provided me with a sense of purpose and motivation. The pandemic did take a toll on me, personally, and I had to learn how to manage that. However, people really opened up this year and showed their vulnerability, allowing friends and colleagues to reciprocate and provide support in ways I’ve never seen before. I hope that remains in the years ahead.

Words to describe me: Loyal, honest, cheeky.



**Chief Operating Officer and Company Secretary,
Sydney Children’s Hospitals Foundation;
Board Member, The Pinnacle Foundation**

“Support for the LGBTI+ community is much more comfortably demonstrated now. When I was younger, even if support was there, it was often quiet and not spoken about out loud. I hope we can continue to make these conversations more open and comfortable.”

Changing perceptions: I was comfortable being 'out' and 'coming out' when I first started my career. But over time, I've come out, and out again. This year I came out as genderqueer - finally - and I think that is a reflection of where we are now and of the positive societal and cultural shifts we are seeing in organisations.

I believe that there is a better and deeper understanding of our community, and people are more willing to come to the party, be active allies, and stand up to discrimination in all of its forms. There are also more out leaders and role models that people can relate to, and by sharing our stories and experiences, colleagues will connect, and workplace cultures will continue to shift in a positive direction.

Advice: The best advice I received early on, was that I can't force people to change. I can't demand that they change because 'it's the right thing to do' - I need to find common ground, connect with someone, and then start to share experiences to help with

awareness and understanding. I was young and a bit of a bull in a china shop, I couldn't understand why people didn't understand. Communication is key!

LGBTI+ inclusion and visibility: This year we saw the Black Lives Matter movement re-ignite across the globe. It was important to me to shift our Pride month messaging in light of these events, so we changed our messaging around what it meant to be an ally - 'allyship in all of its forms for diversity in all of its forms', taking allyship beyond the rainbow. We can all be allies to each other. There are a few obvious and practical things we can do, using pronouns and gender-neutral language, inviting people to the conversation who might be overlooked because of their diverseness of gender, race, or beliefs.

Inclusive leadership: It's so important to set a standard of inclusive leadership. For a long time, I've worked in a space that isn't always inclusive - not necessarily in a purposeful or nasty way, just in a very unconscious bias

way. If you've not experienced hardship or adversity, then you aren't aware of what that feels like - and I think you can easily and blindly carry on. If, by sharing my stories and bringing colleagues on a journey with me, I can make a difference - I'll keep doing it! It takes time, repetition, creating safe spaces, and more. It takes leaders in this space to bring about change.

Reflecting on 2020 - inspiration despite the challenges: The strength that people have shown, this year in particular, has been next-level inspiring. The determination to keep going, even in the darkest moments of 2020, has meant that we kept delivering on our strategy and purpose.

A turning point for us was the Black Lives Matter movement and George Floyd's murder happening at the start of June, which was Pride Month. That was when we launched "Allyship: It's not a noun." We knew we had to do more.

Words to describe me: Kind, generous, motivated.

Lauren is the chairperson of Mercer Australia's Pride Business Resource Group and the Asia Pacific Regional lead. Lauren is responsible for curating and delivering the firm's pride purpose - which is 'creating a safe and inclusive culture that leaves a lasting legacy for everyone.' Lauren is also a product owner, looking after superannuation operational communications for all the firm's clients and customers.

Lauren Wilkerson

Chairperson of the **Mercer Pride Business Resource Group** and the **Asia Pacific Regional lead**



"There is a better and deeper understanding of our community, and people are more willing to come to the party, be active allies, and stand up to discrimination in all of its forms."

David Winters

Partner, Risk Advisory
Deloitte Australia



"Having LGBTI+ role models can have a transformative impact on creating truly inclusive workplace cultures and communities."

David is a partner at Deloitte Australia, leading a successful practice of risk specialists who work with organisations undertaking transformation programs. David is also a partner champion for Deloitte's internal LGBTI+ community (GLOBE), both in Canberra and Brisbane and an active member of the firm's LGBTI+ Mentor Program.

Role models: My role models have always been my parents and my life partner of the last 30 years, for their honesty and unconditional love and support. My career started in the 1990s in the United Kingdom in financial services where work-life was very different from today. The culture was conservative, male, and hierarchical. LGBTI+ role models were unicorns. However, there was one leader who really embraced inclusion and demonstrated different values in their thinking and actions. Specifically, he had strong listening skills, giving everyone a voice, and an acceptance of the differences in people. His actions resonated with my values as the 'right things to do' and were possibly the catalyst to the start of my personal journey to be my best self in my professional career.

Having LGBTI+ role models can have a transformative impact on creating truly inclusive workplace cultures and communities. I think we often

underestimate the impact that visibility can have to people. I hope to continue to show it's okay to be your true self and that who you are should not be a limit to what you can achieve.

Changing perceptions: I have experienced an exciting and positive change in the understanding and acceptance of the LGBTI+ community. The community has evolved, and we now have the voice to demand to be heard, to be visible, and to achieve acceptance and equality in many countries where it was never possible before. This has provided greater opportunities for the LGBTI+ community across many organisations to become their best selves in their chosen professions.

LGBTI+ inclusion and visibility: Even today, in the LGBTI+ community, it's important for people who are on their personal journeys to discovering their best selves to have visible LGBTI+ role models. Everyone can play a part through a greater understanding of diversity and inclusion of others

Inclusive leadership: I enjoy leading, motivating and supporting people. I believe it's my role to provide the environment that brings out the best in everyone. I see work as a learning opportunity every day and I believe in being authentic - leading is about providing the 'guardrails' for everyone to grow through motivation and honesty.

Reflecting on 2020 - inspiration despite the challenges: This year, a number of lives have completely changed, both personally and professionally, and the line between the two has become increasingly blurred. The impacts on young LGBTI+ people has been particularly difficult. What inspired me has been the LGBTI+ youth's ability to adapt, their resilience and desire lean on their chosen communities.

Words to describe me: Authentic, resilient, trusted.

Our alumni: a collaborative community

In 2016, Deloitte launched its first Outstanding 50 LGBTI+ Leaders Report and in 2018, Deloitte partnered with Google to bring a fresh cohort of Outstanding 50 LGBTI+ Leaders into the spotlight. These lists have provided visible role models to LGBTI+ Australians of all ages. This community continues to thrive and inspire, playing an active role in sharing insights and driving LGBTI+ visibility.

2016 alumni



Craig Andrade
Head of Equity Capital Markets,
Baker & McKenzie

Craig is the Head of Equity Capital Markets for Australia at Baker & McKenzie. He is listed in Chambers as one of Australia's leading equity capital markets and private equity lawyers.



Sally Auld
Managing Director; Chief Economist
and Head AUS/NZ Fixed Income and FX
Strategy, J.P. Morgan

Sally joined JP Morgan in 2008 and is a senior sponsor of its Pride group. She was formerly at ANZ and Credit Suisse.



Stephen Barrow-Yu
Non-Executive Director, The Diversity
Council Australia and The Victorian
Pride Centre; Chief People Officer;
Consultant; Speaker and Writer.

Stephen has worked in the people and HR consulting space for more than 20 years. Stephen coaches and mentors extensively and strives to create an environment of inclusiveness.



Marcy Beitle
Managing Director, Australia
New Zealand; 2017 Board Director,
A.T. Kearney

Marcy leads A.T. Kearney's Australia/ New Zealand business and is the Asia Pacific leader of the firm's Leadership, Change & Organisation Practice – working with global and Australian executives to bring about large-scale transformation.



Ian Perkins and Richard Bootle
Founders and Directors,
Lawlab and Rundl Solicitors

Lawyers Ian and Richard founded Rundl, an open business network for secure and transparent business to consumer collaboration. They lead Lawlab, Australia's largest conveyancing firm.



Adam Boynton
Chief Economist and Head of Fixed
Income Research, Deutsche Bank

Adam is also a trustee of the Centennial Park and Moore Park Trust and a member of the NSW Skills Board.



Liam Buckley
Group Head of Culture and Talent,
QBE Insurance Group

Liam has global responsibility at QBE Insurance Group for embedding an effective culture for the Group, and all group-wide talent, capability and leadership strategies.



James Collins
Chief of Staff,
PricewaterhouseCoopers (PwC)

James joined PwC in 2005, and has held leadership roles locally and globally. James returned full time to the Australian business in 2012 as Chief of Staff, and is a member of the PwC Executive Board.



Frank Costigan
Chief Customer Officer, Personal
Insurance at QBE Insurance

Frank joined QBE in October 2018, prior to this, he was the CEO of Youi insurance and also held senior roles at Berkshire Hathaway Specialty Insurance.



Louise Daley

Deputy CEO, AccorHotels Asia Pacific

Louise has more than 26 years' experience in hospitality in the Asia Pacific region. Louise led AccorHotels to a proactive position in supporting LGBTI actions and initiatives including publicly supporting Marriage Equality.



Susan Darroch

Former Senior Managing Director, State Street Global Advisors (SSGA)

Susan retired from State Street Global Advisors in 2019 where she was the head of passive equity portfolio management in the Asia Pacific ex Japan.



Moya Dodd

Partner, Gilbert + Tobin

Moya, a former Matilda and campaigner for gender equality, was one of the first women on FIFA's governing body. She was the overall winner of the 2016 AFR/Westpac Women of Influence.



Pippa Downes

Non-Executive Director, Australian Technology Innovators; Windlab Limited; ALE Property Group; Sydney Olympic Park Authority; ASX Clearing and Settlement

Pippa is an Executive and Non-Executive Director with more than 25 years' experience in the international business and finance sector. In 2016 Pippa was named as one of the Financial Review/Westpac's 100 Women of Influence.



Michael Ebeid AM

Former Group Executive, Enterprise - Telstra

Michael has 30 years' experience in senior management and executive roles in Australia and abroad. In 2017, Michael was made Member of the Order of Australia and was also named CEO of the Year by the CEO Magazine.



Warwick Evans

Chairman NAOS, Asset Management

Warwick is a former Managing Director of Macquarie Equities, Executive Director at Macquarie Group, and Chair of the Newcastle Stock Exchange.



George Frazis

Chief Executive, Consumer Bank Westpac Group

George is Chief Executive of Westpac's Consumer Bank, which comprises of 14,000 bankers who serve nine million customers. Previously, George was CEO of St.George and Chief Executive of Westpac New Zealand. George has also held leadership positions at the Royal Australian Air Force.



Brendan French

Executive General Manager and Customer Advocate, Commonwealth Bank

Brendan is a dispute resolution and consumer affairs expert, and is a founding member of Commonwealth Bank's LGBTI network.



Andrew Hall

Chief Executive Officer, Insurance Council of Australia

Andrew joined the Insurance Council of Australia in September 2020, prior to which, prior to which he worked at the Commonwealth Bank, Woolworths and was National Party Federal Director.



Georgie Harman

CEO, beyondblue;

As beyondblue's CEO, Georgie leads a team supporting Australians to achieve their best possible mental health, and works to reduce stigma and prevent suicide in the places where people live, learn, work and play.



Mark Hassell

Partner, Customer, Brand and Marketing Advisory, KPMG

Mark joined KPMG in 2017 from Virgin Australia where he was the Chief Customer Officer. At Virgin, Mark significantly contributed to transformation of the airline from 'low-cost into a premium carrier' through defining and implementing a customer, brand and marketing strategy. Mark is the Director of the Sydney Dance Company.



Mark Henry

Public Law Practice Group Head, Maddocks

Mark practises in administrative law and statutory interpretation and has been involved in five Royal Commissions for government agencies.



Savannah Jackson

CEO, Trading Pursuits and Simulated Trading Systems

Savannah has been a financial markets educator for 22 years. More than 200,000 people have attended her live seminars on financial instruments.



Alan Joyce AC

CEO, Qantas

Alan has been the CEO of Qantas Group since 2008. Alan has overseen the biggest transformation of Qantas since it was privatised in 1995. This transformation drove Qantas to the best financial performance in its 96-year history in 2016, together with record customer satisfaction and employee engagement.



Amanda Lampe

Former Group Executive; Corporate and Public Affairs and Marketing, Cochlear

Amanda was a corporate affairs manager at ASX prior to Cochlear, and Chief of Staff in the Gillard government.



Rob McGrory

General Counsel and Project Lead for Royal Commission, Westpac Banking Corporation

Rob is responsible for leading the Westpac Group's response to the Royal Commission into the financial services industry and leads a large multi-disciplinary team of lawyers and other subject matter experts.



Ross Miller

General Manager, St.George Bank

As General Manager for St.George Retail Bank, Ross' top priority is responsibly helping more Australians into their homes using his 20 years of experience across retail and financial services in Australia and overseas.



Paul O'Sullivan

Chairman, Optus; Chairman, WSA Co.

Paul has been Chairman of Optus since October 2014. Previously Paul was CEO from 2004-2012. During this time Optus experienced strong growth including 18 quarters in a row of EBITDA growth and seven consecutive half years of mobile revenue share gain. Paul was appointed Chair of the new Federal Government funded international airport in Western Sydney in August 2017.



Andrew Parker
Group Executive, Government, Industry, International, Sustainability - Qantas

Andrew joined Qantas in 2013 after six years in a similar role at Emirates Airline, and was previously a journalist, government adviser and CEO of an Asia Pacific.



Robbie Robertson
Partner, Deloitte

Robbie has worked for 21 years in HCD Customer Experience and Spatial Design. He is also the National Lead for GLOBE, which is Deloitte's LGBTI network.



Tanya Sale
CEO, Outsource Financial

Tanya is the founder and CEO of multi-award winning National Mortgage Aggregator Group, Outsource Financial Pty Ltd. Tanya is the only female CEO/Owner of a Mortgage Aggregator in Australia.



Geoff Selig
Executive Chairman, IVE Group Ltd

Geoff is the Executive Chairman of ASX listed IVE Group Ltd, a diversified print and marketing communications group. Geoff is a former State President of the NSW Liberal Party and sits on the Board of the Pinnacle Foundation.



Paul Shetler
Former CEO, Digital Transformation Office Australian Government

Paul had over 25 years' experience in financial and digital services, including at the UK Ministry of Justice and GDS from 2014 -15. Paul sadly passed away earlier this year.



Tom Snow
Co-Chair, The Equality Campaign

Tom co-chaired The Equality Campaign, which is a broad coalition of Australian supporters including Australian Marriage Equality who worked together to achieve Marriage Equality.



John Steedman
Director and Executive Chairman, WPP AUNZ

John's advertising career spans 45 years, including being instrumental in establishing Mindshare in the Asia Pacific and GroupM Asia Pacific.



Victoria Tavendale
General Manager, Asset Management, Mirvac

Victoria has been in the property industry in Australia for more than 20 years. Her career has focused on Asset Management across a diverse range of asset classes.



Leonard Vary
CEO, The Myer Foundation and Sidney Myer Fund

In his role as CEO of The Myer Foundation and Sidney Myer Fund, Leonard oversees two of the largest, oldest and most respected philanthropic entities in Australia.



Michael Vavakis
Chief Operating Officer, Lendlease (London)

Michael joined Lendlease in 2010. He is currently the Chief Operating Officer for Europe. Previously he worked for HP in the US, Singapore and Australia.



Jeff Weeden
CEO, Forager Funds Management (FFM)

Jeff is the CEO of FFM – a boutique fund manager investing in Australian and global equity markets. Prior to that Jeff was at Macquarie where he was an Executive Director within the Equity Markets Group.



Jennifer Westacott
CEO, Business Council of Australia

Jennifer has been CEO of the Business Council since 2011. Since 2013, she has been a Non-Executive Director of Wesfarmers Limited and Chair of the Mental Health Council of Australia.



Kate Wickett
Technical Director, Aurecon

Kate is a Technical Director at Aurecon and her most recent project was as the Project Director of Future Transport at Transport for NSW. Kate is also the Co-Chair of the Sydney Gay and Lesbian Mardi Gras.



Skipp Williamson
CEO, Partners in Performance

Skipp founded Partners in Performance, which, in the last four years, has helped its clients achieve \$10bn of EBIT improvements.



Peter Wilson
Managing Director, Greenhill & Co, Inc

At NYSE-listed Greenhill, Peter advises corporations and governments, including on some of Australia's largest completed mergers and acquisitions.



Andrew Wood
Division Director, Head of Client Services and Sales Centres Banking and Financial Services, Macquarie Group

Andrew has worked at Macquarie for more than 23 years. Andrew Co-Chair's Macquarie's LGBTI employee network group, Pride@Macquarie, which aims to promote a diverse and inclusive work environment.



Anthony Wood
Partner, Herbert Smith Freehills (HSF)

Anthony is a Partner at HSF, dealing with enterprise bargaining, industrial relations disputes, bullying and whistleblower issues. His main clients are large employers in the financial services, health, vehicle, and power industries.



Michael Woodbury
Partner, Bain & Company

Michael is a global expert in customer strategy and service delivery. Before Bain, he was a principal at Trident Partners, a US-based private equity firm.



Paul Zahra
Chief Executive Officer, Australian Retailers Association

Paul is a leading force in the retail industry and has a strong history of advocating for diversity in the workplace. Paul is currently the CEO of the Australian Retailers Association and Chair of The Pinnacle Foundation.

2018 alumni



Feyi Akindoyeni
Partner, Office Head Melbourne - Newgate Communications

Feyi is one of the country's most sought-after strategic communication consultants. She leads a team of experts in digital disruption and public affairs.



Dean Allright
Head of Legal, IT & IP - ANZ

Dean is an IT Law specialist who heads ANZ's IT and IP legal teams based in Melbourne and Singapore.



Andrew Barr MLA
Chief Minister & Treasurer - ACT Government

Andrew has led a positive and progressive agenda for Canberra since becoming ACT Chief Minister in 2014. He has championed LGBTI rights for two decades including moving the change to the ALP national platform to support Marriage Equality in 2011.



Simone Bartley
Founder, Chief Brand Officer, the BR&ND Co.

Simone has a 30-year career in advertising and marketing, creating and building some of the most powerful and purposeful brands in the world. She spent close to a decade leading the world's No.1 creative agency, Saatchi & Saatchi in Australia and Singapore.



Mark Baxter
Chief Risk Officer, RACQ

Mark is an experienced Director who has over the last 30 years served on major financial services Boards in the UK, South Africa and Australia. He's served on a number of Not-for-Profit Boards. Prior to his current role, Mark held senior roles at QBE Insurance and Prudential.



Nicole Brennan
Executive Manager Simplification & Cost at Commonwealth Bank

Nicole joined CBA in the Group Productivity team in 2012 and currently drives productivity change in the Retail Bank. She is one of the co-chairs of Unity, the Commonwealth Bank's LGBTI employee network, where in 2013 where she has consistently focused on advocating for trans and gender diverse employees and customers.



Tony Briffa JP
City Councillor, Former Mayor, Hobsons Bay City Council

Tony was elected to Hobsons Bay City Council in 2008, 2012, 2016 and 2018 and in that time held the positions of Deputy Mayor and Mayor. Tony initiated the Western Suburbs Councils participating in the Midsumma and has been an intersex human rights activist for 19 years.



David Brine
Change Management Lead - Australian Securities Exchange Board Chairperson - Out for Australia

In his current role David leads the ASX's industry-wide change program to replace the current Clearing & Settlement system. Formerly he held senior roles at Commonwealth Bank where he led their Pride Network.



John Caldwell
CEO - RWR Group, Radio & TV Presenter

John founded his own company, RWR Group, at 24 years old. RWR Group operates multiple recruitment brands globally. John has also worked for Channel Ten as a media and entertainment reporter and was Chairman of Midsumma Festival.



Magali De Castro
Clinical Director - Hotdoc

Magali is the Clinical Director at HotDoc, a tech start-up that helps practices better connect with patients. As a general practice nurse, Magali discovered a passion for developing and implementing systems for patient care which led to creating her own consulting business.



Emma Dunch
Chief Executive Officer - Sydney Symphony Orchestra

Now the CEO of Sydney Symphony Orchestra, Emma was an international leader in the cultural sector based in New York, advising arts organisations globally on strategy, fundraising and finance.



Cathy Eccles
Managing Director - Eccles Realty, AIM Software; Non-Executive Director - BlueCross

Cathy has been involved in the aged care industry for more than 30 years. She bought her first facility in 1992 and is Co-Founder of Blue Cross Group. As Non-Executive Director of Blue Cross she transitioned from male to female in 2017.



Luci Ellis
Assistant Governor, Reserve Bank

Luci is responsible for the Bank's Economic Analysis and Economic Research departments and is the Chief Economic Advisor to the Governor and the board. She chairs the Bank for data strategy and is the Executive Sponsor of the LGBTI Allies Employee Resource Group.



Tiziano Galipo
Travel Operations Manager, Netflix Former General Manager, Stage & Screen Travel

Tiziano has been in the travel industry for more than 20 years, with 12 of those at Flight Centre Travel Group (FCTG). Tiziano received the FCTG Directors Award in 2016 for continual year on year growth, and the highest employment satisfaction and client retention rates.



Mark Gay
Chief Information Officer - QBE Insurance

In his current role Mark holds end to end accountability for all Digital and Data assets at QBE. Prior to this he was Chief Information Officer at ME Bank where was instrumental in driving LGBTI inclusion initiatives at ME, he is one of the executive sponsors at QBE Pride.



Alasdair Godfrey
Owner, Operator & Director - Health Technology Analysts

Alasdair joined Health Technology Analysis (formerly Optum) as Senior Director and Asia Pacific Leader in 2014. Previously he held various roles in medical device and pharmaceutical industries.



Dr Cassandra Goldie
Chief Executive Officer - Australian Council of Social Service

Cassandra is CEO of the Australian Council of Social Service. She has represented the interests of people who are disadvantaged, at national, regional and international levels, including at the G20 and the United Nations, as well as in grassroots communities.



Matthew Groskorth
Vice President Global Marketing, LifeStyles

Matthew has held sales and marketing roles at Unilever, L'Oréal and Ansell and is currently the Vice President of Global Marketing for LifeStyles - the company created when Ansell sold their sexual wellness division.



Manda Hatter

Head of Operations & Chair ABC Pride at Australian Broadcasting Corporation

Manda is a television industry professional who started 30 years ago as one of the first female camera operators in NSW. Manda has worked across all facets of TV including producing, directing and various production and operational roles.



Jane Hill

People & Culture Director - Lion.

Jane's professional background includes marketing, sales and human resources in food, beverage and pharmaceuticals. Jane has worked for large multinational organisations including Pfizer, Cadbury Schweppes and Lion and provides mentoring support to young LGBTI people.



Dawn Hough

Director, Pride Inclusion Programs - ACON

Dawn has held a diverse range of roles throughout her 37-year career, in 2009 Dawn left the corporate sector to join ACON to establish the Pride in Diversity program at ACON.



Steve Jacques

Group Chief Executive Officer, Key Assets

Steve qualified as a social worker in 1995. Over the past 23 years he has spent his career working in government and non-government social services. Steve has been a Senior Executive with Key Assets, a children's services provider, for 15 years and is currently the CEO.



Leigh Johns OAM

Commissioner, Fair Work Commission Non-executive Director, YMCA NSW

Prior to his appointment to the Fair Work Commission, Commissioner Johns was the CEO of a Commonwealth Government Agency and the Chief Counsel of the Fair Work Ombudsman. He is a past President of the Midsumma Festival and the Victoria AIDS Council.



David Jones

Owner - David Jones Electricians

David started a four-year apprenticeship at 16, worked for another two years and achieved Leading Hands status. Today, David's company has 15 vans doing electrical repairs, appliance repairs and replacements as well as air conditioning installations and service.



Jason Laufer

Senior Director Asia Pacific, Talent and Learning Solutions

Jason is a senior executive in the technology industry with more than 20 years' experience across LinkedIn, IBM, Microsoft and Gateway Computers. He is the Executive Sponsor for Out@In within the APAC region, LinkedIn's LGBTI employee resource group.



Virginia Lovett

Executive Director, Melbourne Theatre Company Board of Directors, Committee of Melbourne

Virginia is Executive Director of Melbourne Theatre Company. Previously, she was the Executive Director of the Melbourne International Comedy Festival, a NSW Government Advisor and worked at many arts organisations including National Gallery of Victoria, STC and Sydney Festival.



Denise Lucero

Partner, Consulting

Denise's career journey commenced with 23 years served in the US Marine Corps. She began her tech career in a small firm, making partner at Deloitte US, before joining the Australian practice as partner in Enterprise Applications.



Graeme Mason

Chief Executive Officer - Screen Australia

Graeme has 25 years of global experience in film, television and multimedia content creation, distribution and business. As CEO of Screen Australia since 2013 he has steered the agency through a rapidly changing environment of how content is made and seen.



Matthew McCarron

Chief Executive Officer, Lewis Land Group

Matthew is the CEO of Lewis Landgroup, one of Australia's largest privately-owned property groups, where he also held the role of CFO. Prior, Matthew spent 18 years with KPMG, where he was among the youngest to make partner. He was chair of KPMG's LGBTI employee network and led the firm's support for Marriage Equality.



Jennifer Morris OAM

Chief Executive Officer, Walk for Freedom Non-executive Director, Fortescue Metals

Jenn is the CEO of Walk Free Foundation as well as the Non-Executive Director for Fortescue Metals and the Commissioner for Australian Sports Commission. Prior to this Jenn was a Partner at Deloitte.



Jude Munro AO

Chair, Victorian Pride Centre and Victorian Planning authority Co-owner and Director, Jude Munro and Associates

Jude was formerly CEO of Brisbane City Council from 2000 to 2010. As a Co-Founder of Gay Liberation in Melbourne in at age 21, she went on to more activism including publishing the Young, Gay and Proud publication. Jude participated in the 1978 Mardi Gras march.



Rachel Nicolson

Partner, Allens

Rachel joined Allens in 2003 and is a Partner in its disputes team, with a focus on business crime and human rights. She is a strong advocate for LGBTI rights in her role at Allens, which has included acting in strategic litigation in the High Court on rights for the intersex community, and expunging of criminal records for homosexual men.



Steve Odell

Senior Vice President & Managing Director Asia Pacific - Norwegian Cruiseline Holdings

Steve joined Norwegian Cruise Line Holdings in 2015 to spearhead the launch of the company's Asia Pacific (APAC) headquarters. He is responsible for the strategic expansion, vision and continued growth of the company's presence in the fast growing APAC market.



Lisa Paul AO PSM

Chairperson, Headspace and Chair of Audit Committee at Australian Academy of Science National Youth Commissioner, Non-Executive Director, High Resolves, Australian Schools Plus

Lisa was a Portfolio Secretary in the Australian Public Service (APS) for 11 years, mainly in education and science, employment, and workplace relations sectors. She is now a Director of listed and private companies. Lisa was the first openly gay Portfolio Secretary in the APS.



Luke Pellegrini

General Manager, Games Support & Operations - Australian Olympic Committee

In his current role is responsible for the management and operations of our Australian Olympic Teams. Prior to joining the AOC, Luke was part of the executive team at the AFL's not-for-profit partner AFL SportsReady for four years.



Neil Pharaoh

Director, Spark Strategy & Pharaoh & Associates. Non-executive Director, Sustainability Victoria & Maldon Hospital

Neil has led corporate affairs, business development and marketing teams across health, IT, education and child welfare. He has been played key roles in several social policy and advocacy campaigns, as well as national and international philanthropic and development work.



Janet Rice

Senator for Victoria, Australian Greens

Janet Rice has been a passionate environmentalist and activist for more than thirty years. She took her seat as a Greens Senator for Victoria in 2014 and is the Greens spokesperson for LGBTIQ+ and multiculturalism.



Anthony Schembri

Chief Executive Officer - St Vincent Health Network Sydney

Anthony is the CEO and is accountable for the overall leadership, management and patient care of St Vincent's Hospital Sydney, St Joseph's Hospital and Sacred Heart Health Service.



Tracey Smart

Retired Commander Joint Health, Department of Defence - Air Vice Marshall

Prior to retiring in 2019 Air Vice Marshal (Dr.) Tracy Smart AM was the Commander Joint Health and Surgeon General of the ADF. In this role she was responsible for the provision of strategic health advice, technical oversight, health care, and operational health preparedness across the ADF.



Dean Smith

Senator for Western Australia, Liberal Party of Australia

Dean was elected Senator for Western Australia in May 2012. In Parliament he has championed reform to Australia's free speech laws and has championed broader LGBTI issues in his role as Chair of the Parliamentary Liaison Group for HIV/AIDS, BBVs and STIs.



Jarther Taylor

Former CEO Datarati, Adjunct Professor UNSW

Jarther's leadership experience spans marketing, sales and consulting roles across Europe, North America and Asia-Pacific with some of the world's most successful brands such as Telstra, IBM, Hewlett Packard and Saatchi & Saatchi.



Michael Tennant

Associate Partner, EY Former Dept. of Trade, Business and Innovation, NT

Michael has more than 20 years government and public sector experience particularly in Queensland the Northern Territory public services. He has worked at CEO/Director-General/Secretary and senior executive level across a diverse range of portfolios and departments - both central and line agencies.



Amy Tildesley

Founder - Harvest Insights

With a background in data analytics and marketing science, at the age of 30 Amy co-founded Harvest Insights, a Melbourne-based market research agency that was featured in the 2017 Australian Financial Review's list of Fast Starters.



Sam Turner

Program Director, Male Champions of Change Managing Director, Sam Turner Inclusion Chairperson, The Aurora Group

Sam Turner is the former Head of Inclusion & Diversity for the Westpac Group, and a sought after thought leader on inclusive workplaces. Sam is currently working as the Program Director for the Champions of Change Global Tech Group and Microsoft Partners Group as well as consulting on I&D through her own practice.



Tea Uglow

Experimental Person in Charge, Creative Lab - Google

Tea is a founding member of Google's Creative Lab. Their output includes several books, websites, tech apps, a feature film, dramatic plays, concerts, museum exhibits and some teddy bears that talk. Their 2015 TEDx talk has more than 1.5m views. Tea documented their transition for International Women's Day and Trans Awareness Day.



Louis Vega

President, DOW North America Board Member, GLAAD

Louis has advanced through a variety of roles in executive management, corporate strategy, business development through to marketing, public and government affairs. He serves on the Board of Directors for GLAAD and the Gay and Lesbian Victory Institute,



Tess Walsh

Assistant Commissioner, Western Region - Victoria Police Force

Tess has been a member of Victoria Police for more than 30 years where she has held positions leading metropolitan and regional teams through critical incidents and emergencies as they occur. Tess created and led the Safety, People, Culture Strategy at Victoria Police.



Benjamin Wash

Entrepreneur & Co-founder Prism Venture Group Pty Ltd

Benjamin was appointed as the CEO of Taxi Council Queensland in 2012, steering the industry through some of the most turbulent times in its history. In 2017, he became of the Principals of Venture Group Pty Ltd and has always been open about his sexuality at work, striving to create an inclusive and accepting culture.



Lisa Watts

Chief Executive Officer & Director at The Conversation Media Group

Lisa is Executive Director of The Conversation Media Group. Previously Lisa was the CEO of digital start-ups and tech businesses including Artshub, and General Manager of MyCareer Fairfax Digital.



Penny Wong

Senator for South Australia, Australian Labor Party

Penny was the first openly gay woman, and the first Asian born female, elected to the federal parliament. She was the first openly lesbian Australian Cabinet Minister serving as Australia's first Minister for Climate Change and Water and then Minister for Finance.

Why we're passionate about diversity and inclusion

A statement from Deloitte, Google and EnergyAustralia.

Deloitte.

At Deloitte, we know that each one of us has walked many different paths in our lives and we bring the richness and colour of our experiences to the workplace, every day.

Inclusion, diversity and wellbeing are central to our culture, embedded in our FY24 business strategy and aligned with our commitment to respect, ethics and integrity.

Our culture is inclusive. The tone is set from the top by our CEO, Richard Deutsch, his national executive, and our 'Connected 100' – the most senior and influential partners at Deloitte Australia. Our culture and the way we work aligns with our strategic and shared values of fostering inclusion and taking care of each other – values that we strive to live by each day.

We know that an inclusive culture transforms diverse perspectives into value for our firm, our people, clients, suppliers, and the communities where we live and work.

We believe that you cannot achieve breadth of diversity in the workplace without first creating a culture of inclusion, where our people feel psychologically safe, provided with equal choice and opportunities, and supported to reach their full potential.

Our Inclusion, Diversity and Wellbeing team, led by Partner, Margaret Dreyer, together with business leaders drive this strategy to ensure it translates to a positive day-to-day experience for all our people.

GLOBE is Deloitte Australia's gay, lesbian, bisexual, transgender and intersex (LGBTI+) leadership forum and member community. GLOBE's activities support our overall goal of building an environment in which all our people feel valued, heard and accepted. Led by consulting partner, Robbie Robertson and chairperson Adrian Letilovic, the GLOBE Advisory Group comprises several LGBTI+ 'Out Role Models' from a number of business units who collectively determine our LGBTI+ inclusion strategy and work with the broader business to ensure this culture is embedded into everything we do.

Google

We are committed to continuing to make diversity, inclusion and equity part of everything we do — from how we build our product to how we build our workforce.

We are committed to cultivating a work environment where Googlers can be themselves and thrive in all 70 of our offices around the world. This inclusive environment is fostered by our Employment Resource Groups and we are proud that Pride at Google is one of our largest and most engaged communities.

It is initiatives like the Outstanding 50 that highlight the importance and value of diversity in the workplace and help foster and continue discussion about the importance of diversity within all types of workplaces.

We want our employees to have the same inclusive experience that they have in the office in the outside world and for LGBTI+ communities to be safe and accepted wherever they are. This is why Google is committed to supporting these communities and underrepresented groups that help create a more fair and just society. In 2019, Google launched [Rare with Google](#), our global diversity and inclusion initiative for underrepresented creatives which has launched in 12 markets globally. In 2020, Google.org donated more than \$1.2 million to more than 70 LGBTI+ organisations around the world—many of which are located in cities around the world where Google is proud to call home, [including here in Australia](#).

EnergyAustralia LIGHT THE WAY

At EnergyAustralia, diversity & inclusion is integral to our culture, our values and the way we do business. Leveraging diversity of experience and perspectives helps us deliver better outcomes for our Customers, the community and EnergyAustralia.

Core to our Diversity & Inclusion efforts is creating an experience for our people that enables them to bring their whole selves to work. That means creating a space where they feel safe, valued, respected and heard. When we're willing to show up fully and encourage others to do the same, that creates the conditions for people to thrive and do the best work of their career.

We also know that at the heart of every great idea or solution to a complex problem, are inclusive, capable and passionate teams. They value, respect and leverage difference; they are curious and adaptable; they are more connected.

When we truly support people to be who they are and optimise the collective intelligence of our inclusive teams, we inspire each other and grow together – that is essential to achieving our purpose to lead and accelerate the clean energy transformation for all.

Advisory Council

In 2020, we sought input from a small advisory council made up of 2016 and 2018 Out50 alumni, to ensure our 2020 report is inclusive, impactful and delivers value to the LGBTI+ community. To our advisory council, thank you for your input, support, and guidance in the development and delivery of our 2020 Outstanding 50 Leaders Report.

David Brine
Leonard Vary
Manda Hatter
Mark Collette
Mark Hassell

Nic Brennan
Robbie Robertson
Tea Uglow
Victoria Tavendale



Hello from the Out50 team!

Many hours have been invested in discovering, developing and publishing the Outstanding 50 LGBTI+ Leaders list. A list like this wouldn't have been possible without the passion and dedication of a number of individuals from Deloitte, Google and EnergyAustralia.

As a team, we have each been incredibly inspired and humbled at the opportunity to work on such a wonderful project, to have met so many remarkable individuals and to help share their stories.

It has been our number one priority to showcase each of the individuals in an authentic and open manner, from the blurbs and interviews through to the photography and video content pieces.

We hope that you enjoyed reading this publication as much as we enjoyed producing it for you.

The #out50 team

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 Louis Colella
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 Margaret Dreyer, Inclusion, Diversity and Wellbeing Leader; Senior Partner, Deloitte Australia
 Robbie Robertson, GLOBE Lead Partner, Deloitte Australia
 Abs Osseiran, Out50 Project Partner Sponsor, Deloitte Australia






We would like to extend our thanks to everyone who gave so freely of themselves and their time in helping us bring this list into reality, as well as all the incredible leaders across Australia who received nominations for our 2020 Report. Thank you all for the work you are doing across your businesses and communities.


We would also like to thank returning members from the 2016 and 2018 lists, our Outstanding 50 Alumni, who continue to lead and inspire Australians. We hope that you enjoyed reading this publication and stay tuned at www.deloitte.com/au/out50 as we will be releasing new content over the coming months and throughout 2021.


Enquiries regarding the Outstanding 50 initiative can be sent to globeaustralia@deloitte.com.au


And finally, don't forget to join and follow the #out50 conversation on social media.


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