

ICC SYDNEY & VIRTUAL
27 April 2022

**PROGRESS
+ ACTION**

D&I

AHRI⁷ DIVERSITY
& INCLUSION
CONFERENCE

**PROGRAM
GUIDE**

EVENT
PARTNERS

indeed

**WITH
YOU
WITH
ME**

PROGRESS + ACTION

Join us in our 10th year as AHRI showcases leading practices in diversity and inclusion within Australian workplaces. This year, the Diversity & Inclusion Conference will celebrate and articulate PROGRESS, and discuss and decipher ACTION that will move us further along the path to greater inclusion.

AHRI's Diversity and Inclusion Conference 2022 will bring together some of the foremost experts in D&I who will share their valuable data and experience on key themes like hybrid environments, working with trauma, racism in the workplace, creating psychologically-safe workspaces and COVID-19's impact on D&I. With the tools and insights you'll gain from the event, and the ideas you will exchange with other D&I practitioners and peers, you'll be able to build greater strategic inclusion, diversity and equity in your own organisation, and help drive stronger business recovery.

This year's Diversity and Inclusion Conference will be held simultaneously at the International Convention Centre (ICC) Sydney and online to give delegates the Conference experience they choose.

[Read our COVID Safe Operating Framework](#)

 27 APRIL 2022

 ICC SYDNEY & VIRTUAL

* Taken from research by McKinsey and Co
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-still-matters>

2.



DISCOVER THE PROGRAM

[On page 4](#)



3.

PROGRAM

NOTE: All sessions available to Online delegates.
Program correct at time of publication. All times in AEST.
*Session not recorded.

8.45am - 9.00am Welcome and opening comments

9.00am – 9.50am
OPENING KEYNOTE
From refugee to pioneering surgeon
Professor Munjed Al Muderis, Orthopaedic surgeon, author and human rights activist

9.50am – 10.25am Morning tea break and exhibition

10.25am – 11.10am
CONCURRENT SESSIONS 1
1A
Gender equality in the Australian workforce – where we are at and where we need to get to
Mary Wooldridge, Director, Workplace Gender Equality Agency
1B
Are Australian organisations doing enough when it comes to diversity and inclusion?
Scarlett McDermott, Chief Technology Officer, WithYouWithMe
Lara Yaaga, Global VP of Employee Success, WithYouWithMe

11.15am – 12.00pm
CONCURRENT SESSIONS 2
2A
Equity and inclusion: Breaking down barriers to intersectional leadership
Miriam Silva, Chair, InTouch Multicultural Centre Against Family Violence
Julie Chai CAHRI, Founder and CEO, Asian Leadership Project
Shelley Cable GAICD CPA, Director, Generation One at Minderoo Foundation
2B
Empowered by difference: Cultivating diversity & inclusion in the Australian workplace
Cathy Ngo, Diversity, Equity & Inclusion Changemaker and Presenter

12.00pm – 12.45pm Lunch break and exhibition

12.45pm – 1.30pm
CONCURRENT SESSIONS 3
3A
Creating your compelling D&I case for change
Amy Wild CAHRI, Group Executive, Head of Corporate Operations, Investa
Ebru Dogan, Diversity and Inclusion Specialist Gold Coast Hospital and Health Service
Julie Moss, Diversity Inclusion & Wellbeing Manager TransGrid
3B
How diversity and inclusion can transform a workplace
Liz Hardiman, Inclusion and Diversity Advanced Practitioner, Cafs
Wendy Sturgess, CEO, Cafs

1.35pm – 2.20pm
CONCURRENT SESSIONS 4

4A
The business case for disability: Break down misconceptions and challenge unconscious bias to build more inclusive teams*
Stephanie Agnew, Consultant, Get Skilled Access
Dr Lisa Chaffey, Senior Consultant, Get Skilled Access

4B
Fostering inclusivity at Ford Australia: The evolution of Diversity and Inclusion in a global organisation
Anoop Chaudhuri FCPHR, Vice President HR, Ford Australia & New Zealand

2.25pm – 3.10pm
CONCURRENT SESSIONS 5

5A
How to create a culturally safe and inclusive workplace for Indigenous Australians
Aunty Munya Andrews, Director, Evolve Communities
Carla Rogers, Director, Evolve Communities

5B
Measuring inclusion and facilitating real change*
Maud Lindley, Founding Director, Serendis Leadership

3.10pm – 3.30pm Afternoon tea break and exhibition

3.30pm – 4.15pm
CONCURRENT SESSIONS 6

6A
Separating fact from fiction – Rethinking your workplace mental health strategy
David Burroughs, Director & Principal Psychologist, Australian Psychological Services

6B
How strong leadership accelerates and influences cultural change
Dr James Johnson, CEO, Geoscience Australia
Dr Andrew Heap, Chief of the Minerals, Energy and Groundwater Division, Geoscience Australia
Dr Martine Woolf, Branch Head National Positioning Information, Geoscience Australia

4.20pm - 5.00pm

The power of listening



SESSIONS

CLOSING KEYNOTE

Marlee Silva, Author and presenter



OPENING KEYNOTE

From refugee to pioneering surgeon

Professor Munjed Al Muderis, Orthopaedic surgeon, author and human rights activist

Fleeing Iraq as a first-year medical resident after refusing Saddam Hussein regime's brutal orders to surgically remove the ears of deserting soldiers Munjed Al Muderis ended up on a flimsy wooden boat heading to his new home, Australia. Since this time Professor Al Muderis has overcome extraordinary obstacles to become a leading orthopaedic surgeon, clinical lecturer, and fellow of the Royal Australasian College of Surgeons. He is a compassionate ambassador for multiple charitable organisations and a powerful advocate for humanitarian work supporting people seeking asylum and refugees. Professor Al Muderis continues to support the victims of the conflict he fled in Iraq, educating local orthopaedic surgeons in complex limb reconstruction and exemplifies the valuable and positive contribution that refugees can make.



CONCURRENT 1A

Gender equality in the Australian workforce – where we are at and where we need to get to

Mary Wooldridge, Director, Workplace Gender Equality Agency

The Workplace Gender Equality Agency (WGEA) is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012. WGEA is charged with promoting and improving gender equality in Australian workplaces and is led by Director, Mary Wooldridge. This session will detail the current state of workplace gender equality, key challenges for Australian employers and share gender equality best practice.



CONCURRENT 1B

Are Australian organisations doing enough when it comes to Diversity & Inclusion?

Scarlett McDermott, Chief Technology Officer, WithYouWithMe
Lara Yaaga, Global VP of Employee Success, WithYouWithMe

As conversations around Diversity and Inclusion continue and organisations evolve their practices, the simple question remains – is it all just talk? WithYouWithMe has delved in to find out what action employers are taking to make their hiring practices more inclusive and welcoming to diverse workforces. Join Scarlett McDermott, Chief Technology Officer, where she'll share the answer of whether organisations are really doing enough when it comes to Diversity & Inclusion in Australian workplaces, and what you can do about it.



CONCURRENT 2A

Equity and inclusion: Breaking down barriers to Intersectional Leadership

Miriam Silva, Chair, InTouch Multicultural Centre Against Family Violence
Julie Chai CAHRI, Founder and CEO, Asian Leadership Project
Shelley Cable GAICD CPA, Director, Generation One at Minderoo Foundation



When we consider intersectionality, the simultaneous dimensions of social inequality, most commonly gender, race, class, and sexuality, we discover the unique experiences of individuals who occupy multiple marginalized social categories. When it comes to those who aspire to leadership opportunities this highlights the barriers many people who sit at the intersections of overlapping systems of discrimination commonly face. Join the discussion as leaders share their experiences and address the ways that organisations can unlock the skills, experience of all future leaders.



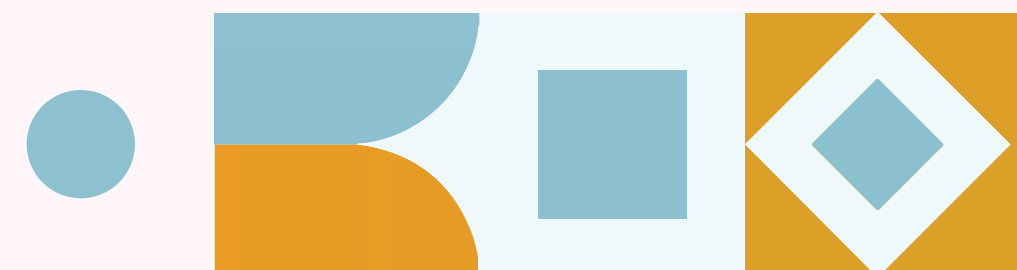
CONCURRENT 2B

Empowered by difference: Cultivating diversity & inclusion in the Australian workplace

Cathy Ngo, Diversity, Equity & Inclusion Changemaker and Presenter

Enriched by people who think in different ways, it is well established that organisations with high levels of diversity and inclusion benefit from improved productivity, innovation, problem-solving and decision-making. So how are Australian organisations tracking when it comes to diversity and inclusion? Indeed's latest Workplace Diversity and Inclusion Survey – one of the most comprehensive studies of its kind in Australia – found that while there is greater recognition of the importance of diversity and inclusion (D&I) in the workplace, this doesn't always translate into meaningful actions or results, with a significant proportion of Australians continuing to feel like they can't be their true self at work.

That being said, progress has been made over the last twelve months – with many workers who identify as being part of a minority group reporting improved job satisfaction and working relationships, despite the significant challenges of a pandemic. Join Cathy to unpack the current state of D&I in the Australian workplace, the influence of the pandemic and what it has taught us, and how we can apply these learnings to drive positive change in your organisation.





CONCURRENT 3A

Creating your compelling D&I case for change

Amy Wild CAHRI, Group Executive, Head of Corporate Operations, Investa



Ebru Dogan, Diversity and Inclusion Specialist, Gold Coast hospital and Health Service



Julie Moss, Diversity Inclusion & Wellbeing Manager, TransGrid

The AHRI Diversity and Inclusion Maturity Model was created in 2019 and is a consolidation of best-practice, global D&I practices in leading organisations. The second level of this three level model focusses upon the way we change mindsets and behaviours, typically organisations at level two have gone above the minimum necessary to meet Australian legal compliance and established D&I programs.

This session will feature AHRI award winning organisation who have adopted a strategic approach that is beyond compliance, have defined D&I as part of organisation strategy and been successful in building a case for change.



CONCURRENT 3B

How diversity and inclusion can transform a workplace

Liz Hardiman, Inclusion and Diversity Advanced Practitioner, Cafs
Wendy Sturgess, CEO, Cafs



How do you go about introducing and embedding Inclusion & Diversity in a workplace that's 156 years old? Cafs made a conscious and firm decision to invest in a significant culture change and dedicated resources for inclusion and diversity - including its first I&D Lead position. We know that inclusive and diverse workforces help to foster innovation and change, benefiting the communities and families that we serve. The impact on the organisation through this investment has been significant and has been noted by Cafs colleagues, the broader community, and nationally. In 2021, Cafs was recognised for our work at the AHRI National Awards in the following categories: CEO Diversity Champion – Wendy Sturgess; HR Diversity Champion – Liz Hardiman; The Michael Kirby LGBTIQ+ Inclusion Award; The Wayne Cascio Organisational Development Award for Cafs innovative approach to organisational changes in the Family Violence team 2020



CONCURRENT 4A

The business case for disability: Break down misconceptions and challenge unconscious bias to build more inclusive teams



Stephanie Agnew, Consultant, Get Skilled Access
Dr Lisa Chaffey, Senior Consultant, Get Skilled Access

Join Steph and Lisa in an interactive session as they break down misconceptions and challenge unconscious bias that create barriers to people with disability gaining employment and thriving within your organisations. Their personal experience in living with disability will help you learn and understand how to shift mindsets and attitudes about disability. The expert knowledge they bring to this session will provide you with practical solutions to implement inclusive behaviours that will enable you to think differently and help achieve your organisations disability inclusion goals.

Please note: Session 4A will not be recorded.



CONCURRENT 4B

Fostering inclusivity at Ford Australia: The evolution of Diversity and Inclusion in a global organisation

Anoop Chaudhuri FCPHR, Vice President HR, Ford Australia & New Zealand

Diversity, inclusion and equality are fluid concepts that evolve and morph in response to people and their culture, environmental events, community movements, and societies general understanding and maturity of thought in relation to them. Organisations must work to ensure their corporate cultures, policies and positions, values and behaviours evolve and flex appropriately in response. D,E & I have been of importance to the Ford Motor Company since its inception almost 120 years ago.

Join Anoop Chaudhuri, Vice President, HR, Australia & New Zealand, for the Ford Motor Company, as he shares how Ford recently responded to an environmental event, creating an opportunity to enhance inclusivity, and how Ford is working to continue evolving how diversity, inclusion and equity are shared and demonstrated in the global company and plans to develop them further here in Australia.



CONCURRENT 5A

How to create a culturally safe and inclusive workplace for Indigenous Australians



Aunty Munya Andrews, Director, Evolve Communities
Carla Rogers, Director, Evolve Communities

Join Aboriginal Elder Aunty Munya Andrews and Community Engagement specialist Carla Rogers for an engaging talk, packed full of takeaways, insights and followed by Q&A. Together Aunty Munya and Carla lead the cultural awareness training company Evolve Communities and are co-Authors of the book Practical Reconciliation: Strengthening Relationships for All Australians in 7 Easy Steps. Their tried-and-tested Seven Step™ approach to Reconciliation and Allyship has been implemented by Diversity & Inclusion professionals in hundreds of organisations throughout Australia including Government departments, social enterprises and some of Australia's largest employers. Bring your questions and get ready to be inspired and empowered to confidently work alongside Aboriginal and Torres Strait Islander peoples.



CONCURRENT 5B

Measuring inclusion and facilitating real change

Maud Lindley, Founding Director, Serendis Leadership

What does D&I 2.0 look like? This thought-provoking session will provide practical solutions for your organisation to engage even the most sceptical leaders. What gets measured gets achieved. How can we measure inclusion and determine effective levers of change? Maud Lindley, Founding Director at Serendis Leadership will share a 9-dimension framework to assess how organisations can continue to enhance a culture of inclusion.

Please note: Session 5B will not be recorded.



CONCURRENT 6A

Separating fact from fiction – Rethinking your workplace mental health strategy

David Burroughs, Director & Principal Psychologist,
Australian Psychological Services

Despite so much interest and investment, it appears workplace mental health activities are not having the impact we need. From concept confusion, the anecdotal fallacy, a reliance on emotion over evidence and a failure to address the organisational barriers to mental health, it is a story told 1000's of times. Dave Burroughs will capture some of his personal and professional observations from his extensive career as a workplace psychologist and strategist and will cover the cold hard facts of building a mentally healthy workplace, what to do, what measure, where to invest your time and effort, and what you should avoid.



CONCURRENT 6B

How strong leadership accelerates and influences cultural change

Dr James Johnson, CEO, Geoscience Australia
Dr Andrew Heap, Chief of the Minerals, Energy and Groundwater Division, Geoscience Australia
Dr Martine Woolf, Branch Head National Positioning Information, Geoscience Australia



Geoscience Australia's CEO and SAGE Executive Sponsor will outline how strong leadership can accelerate and influence cultural change. They will outline their Diversity and Inclusion journey to become a scientific workplace of choice based on developing a culture where everyone values one another for who they are and what they bring, allowing everyone to maximise their contributions and potential. The session will comprise a presentation that documents Geoscience Australia's journey so far and what's to come, including personal reflections and references real-world examples.



CLOSING KEYNOTE

The power of listening

Marlee Silva, Author and presenter

In the face of the COVID19 pandemic, Australian organisations were forced to adapt in ways never previously imagined. While workers were faced with obstacles around remote working and other disruptions, the event has given an opportunity to update the way employees engage with employers and each other.

Marlee Silva will explore the ways businesses can better support current and future employees particularly those from diverse backgrounds in raising their voices around the issues that matter most to them and shape meaningful, sustainable change.

PRICING & REGISTRATION

AHRI Member

In-person

\$600 incl. GST

[Register Now](#)

Online

\$450 incl. GST

[Register Now](#)

Non-Member

Not an AHRI Member?

[Become one today and save](#)

? AHRI membership gives you access to discounted events, professional development courses and more.

In-person

\$800 incl. GST

[Register Now](#)

Online

\$600 incl. GST

[Register Now](#)

Talk to us about bringing your team

AHRI Organisation members are able to get discounted tickets for groups of 5 or more.

[Book a Call](#)

Registration inclusions

	In-Person	Online (Virtual)
Keynote sessions	✓	✓
Concurrent A sessions	✓	✓
Concurrent B sessions	✓	✓
Explore the onsite exhibition	✓	-
Explore the virtual exhibition	✓	✓
Engage through the event app	✓	✓
All day catering	✓	-
Delegate materials	✓	-
Face-to-face networking	✓	-