



February 19, 2018 - Faith & Spirituality Forum

For our first event of the calendar year, NEEOPA hosted a unique event in the D&I agenda, where we explored the diversity of faith and the implications within the corporate context. We were joined by the following guest speakers:

Michael Traill AM

Michael was the founding CEO of Social Ventures Australia between 2002 and 2014 after 15 years as a co-founder and Executive Director of Macquarie Group's private equity arm, Macquarie Direct Investment. Michael currently has a range of primarily social purpose Chair and board roles. He is the author of 'Jumping Ship – From the world of corporate Australia to the heart of social investment' which reflects on his personal and professional journey and has been a widely acclaimed manifesto for change and action in the social purpose sector.

In 2010 Michael was made a member of the Order of Australia in recognition of his services to non-profit organisations.

Jacquie Seemann

Jacquie has practised employment and industrial relations law since 1990, guiding clients through four major reforms to the Australian industrial relations system. With her team, Jacquie advises on individual and collective employment relationships from recruitment to termination and beyond. She is an experienced litigator in employment disputes, discrimination claims, and prosecutions for breach of industrial and workplace safety laws. Jacquie is also a leading practitioner in discrimination law, and an industry leader in designing and presenting tailored compliance training programs for employers.

Jacquie works in both the public and private sectors, and her expertise spans a wide range of industries including education, health and aged care, community services, financial services, IT, retail, manufacturing, transport and agribusiness. She has recently completed a chapter on the challenges facing religious schools, to be published in a handbook on schools law.

Michael and Jacquie will each provide a keynote address, followed by a discussion across the following themes:

- How do leaders maintain a respectful work environment amongst employees of varying faith and belief systems?
- Do the faiths and philosophies of individuals influence the way they operate in the workplace? How does this impact on whether they "bring their whole selves to work"?
- What strategies are available to address the diverse needs of our people and customers, with respect for their religious and spiritual beliefs?

Thank you to Deloitte for hosting this forum.

April 09, 2018 - Procurement Supplier Diversity Forum

Leading Australian organisations discussed diversity and inclusion along the supply chain, and we heard examples of organisations who are working to align diversity, corporate responsibility, sustainability and procurement agendas.



We were joined by guest speakers:

- **Erandi Samarakoon - Indigenous Supplier Diversity Manager at LendLease**
- **George Mifsud - Director at Indigenous Defence Consortium**
- **Glenn Johnston - Director of Procurement Transport at NSW Trains and Board member, Supply Nation**
- **Olivia Tyler - Director Sustainable Business Services, Commercial Services at Westpac**

Beginning with an address from each speaker, we moved to a discussion amongst the panel and opened up to the audience for questions and input. Key themes included;

- What are ethical and inclusive sourcing practices?
- What are different types of direct vs indirect inclusive sourcing practices?
- What are the practical challenges when engaging in Supplier Diversity?
- What are the steps/processes each of you take to build capability in suppliers when they're unsuccessful, or not quite there yet?
- How can organisations address systemic and/or unconscious bias when it comes to sourcing events?
- How can organisations use their influence to drive inclusion within their supplier base?
- How can leaders outside the supply chain, such as D&I and HR leaders help to drive inclusive procurement?

Thank you to Deloitte for hosting this forum.

June 04, 2018 - AGM with guest speaker Tracey Spicer

Last year, journalist **Tracey Spicer** asked Australians working in the media to contact her with their #MeToo stories. The responses she received – more than 1600 – came from all around Australia, across industries and backgrounds. Many of them expressed the shame and fear that kept them from speaking out earlier.

This movement has brought to light horrifying levels of both harassment and retaliation for speaking up. For too long, those with power have chosen to protect workplace abusers and silence those who tried to stop them.

This changes NOW.

Spearheaded by Tracey Spicer AM, **NOW** is a non-profit, non-partisan organisation for people across all industries who have been sexually harassed, assaulted or intimidated.

NOW will help these people understand their rights and options, and support them if they wish to tell their story. The fund we're building will connect them with counselling and legal services, including our growing network of lawyers around Australia.

Join us for this members' only event for a conversation with Tracey Spicer to hear more about NOW and its aims to address harassment and assault. Tracey will speak following our short AGM when we will welcome the nominated 2018/2019 Executive Committee.

Thank you to Deloitte for hosting this event



July 23, 2018 - The New Asian-Australian Century

Join us for a NEEOPA-first discussion where Julie Chai, Founder and CEO of the Asian Leadership Project alongside a distinguished and expert panel will unpack this new term.

- **Marina Go** (Chair of West Tigers NRL club and Office Brands, Non-Executive Director at Energy Australia, 7-Eleven, Autosports Group ASX:ASG, Ovarian Cancer Australia and Author)
 - **Swati Dave** [Managing Director and CEO, Export Finance Insurance Corporation (EFIC) and Non-Executive Director of Asia Society Australia and State Super]
 - **David Field** (Chief Legal Counsel, Canon Australia)
 - Plus a Special Guest
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September 03, 2018 - Future of Work - a new narrative

The Future of Work is here

Robots. Contingent workers. Displaced roles. Augmented humans. Agile working.

What is your response? How does this impact on the focus of D&I? Do you have or want a seat at the table in discussions on the future of work?

Join this Masterclass to gain an edge in your thinking, knowledge and understanding of this topic. This forum will change the way you approach discussions on the future of work and provide you with tools, ideas and network of people who have also been through this masterclass. Focused on a case study, in 90 minutes we will use techniques including neuroscience, design thinking and marketing principles to interact with other attendees and stretch our collective thinking on the narrative of diversity and inclusion.

Katrina North, (former) Asia Pacific Diversity and Inclusion Leader EY, will lead the Masterclass. Carmel Court will co-facilitate this event.

We encourage you to invite your Marketing or Engagement colleagues and embrace behavioural change principles that are deeply embedded and well utilised in marketing strategies.

October 22, 2018 - Gender Equality: How close are we really?

Why are we still talking about a gender pay gap?

With the recent news on achieving the lowest parity in 20 years, NEEOPA will revisit gender pay parity from three diverse perspectives.

Beginning with a presentation from each speaker, the 90 minutes will be rounded out with a Q&A session inviting participant interaction.

Reaching the magic zero - what's next?



- Achieving gender parity is a goal on many of our country's top executives' scorecards but what should a company do when they finally reach that goal? Last year Australia Post became the largest organisation in Australia to report gender parity for their 35,000 employees. How has Australia Post achieved this and what have they learnt in the last 12 months since reaching the magic zero? [Jayne Ward](#), Head of Performance, Talent & Reward, Australia Post.

What about the male perspective?

- We live in an era of improving gender equity and stand on the precipice of a future that is female. However whilst there has been substantive progress in empowering women in the workplace, we have not made equivalent progress for men. As more and more women step back into the workforce, are we really helping men to step out to take care of their families? [Rob Sturrock](#), Senior Public Policy & Advocacy Manager, The Smith Family.

A six-step process

- WGEA will provide an overview on why gender pay equity matters and present a six-step process to help organisations address gender pay equity. WGEA will also share tips on actions organisations can take to address gender pay equity, including suggestions for conducting fair and equitable negotiations. [Helen Karatasas](#), Education Delivery Manager, Workplace Gender Equality Agency.

We encourage you to invite your male colleagues and remuneration specialists along to be part of a wide variety of conversations around gender pay parity.

Thank you to Deloitte for hosting this event.

December 03, 2018 - 2018 End of Year Function

Our speaker during the evening will be Jon Owen, CEO & Pastor of Wayside Chapel. Jon lives and breathes Wayside's mission of creating community of no 'us and them'. Wayside do this by breaking down the barriers of judgement and providing a safe place where people from all walks of life are welcome. Jon has dedicated his life to closing the gap on inequality, both living and working amongst some of the most disadvantaged communities in Sydney and Melbourne.

Thank you to RiseSmart for hosting the event.