

FAITH IN THE
WORKPLACE

BEYOND
CORPORATE
SOCIAL
RESPONSIBILITY:
ABORIGINAL
EMPLOYMENT
FOR BUSINESS
SUCCESS



ACCOUNTING
FOR PEOPLE: PAY
EQUITY/FAIR PAY
- LEARNING FROM
THE UK MODEL

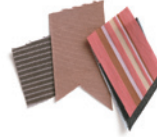


STRIKING THE
BALANCE:
WOMEN, MEN,
WORK AND FAMILY

COMBATING THE
SKILLS SHORTAGE -
EMPLOYING PEOPLE
WITH DISABILITY

DEPRESSION
AND WORK -
INCREASING
AWARENESS -
FOCUSING
ON SOLUTIONS

CHALLENGING
DISCRIMINATION
AGAINST SAME SEX
COUPLES AT WORK



DIVERSITY
COUNCIL
AUSTRALIA



PANEL DISCUSSION-
RHETORIC
VERSUS REALITY:
DIVERSITY AND
EMPLOYMENT
RELATIONS

GREY MATTERS:
ENGAGING AND
RETAINING THE
MATURE AGE
WORKFORCE



DIVERSITY
COUNCIL
AUSTRALIA
PRESENTS
**THE 2006
ANNUAL
CONFERENCE
ON DIVERSITY
DIVERSITY IN
AUSTRALIA'S
NEW WORK
ENVIRONMENT**



THURSDAY 26
OCTOBER 2006
SYDNEY
CONVENTION AND
EXHIBITION CENTRE,
DARLING DRIVE,
DARLING HARBOUR,
SYDNEY

SPONSORED BY:



CONFERENCE PROGRAM AND SPEAKERS

8.45AM – 9.30AM

REGISTRATION

9.30AM – 9.40AM

INTRODUCTION AND WELCOME

Rohan Squirchuk,
Managing Director,
Diversity Council Australia

Peter FitzSimons¹,
Facilitator

Peter FitzSimons is a journalist and author of international renown who has interviewed dignitaries from President George Bush to Mother Theresa to Diego Maradona. A former rugby star, he broke into the Wallabies under the coaching of Alan Jones in 1984, before leaving for five years to live, play and write in Italy and France. On his return to Australia he regained his position in the Wallabies and went on to play seven Tests. He has also written twelve best sellers, including the biography of the Federal Opposition Leader, Kim Beazley.

9.40AM – 10.15AM

KEYNOTE CONFERENCE ADDRESS: ACCOUNTING FOR PEOPLE: PAY EQUITY/FAIR PAY – LEARNING FROM THE UK MODEL

Baroness Kingsmill CBE

Denise Kingsmill began her career in business in the UK but moved on to study and specialise in Employment Law before becoming Deputy Chair of the UK Competition Commission.

She was appointed by the UK government to head a task force enquiry into women's employment and pay, and to make specific recommendations to improve women's employment prospects and participation in the labour market. She also headed an enquiry into how companies should evaluate and measure the contribution of their workforce. She has been awarded a CBE for her services to Employment Law and Competition and in 2006 was appointed as a member of the House of Lords.

10.15AM – 11.00AM

BEYOND CORPORATE SOCIAL RESPONSIBILITY: ABORIGINAL EMPLOYMENT FOR BUSINESS SUCCESS

Carlo Svagelli
Senior Consultant,
Diversity Council Australia

Carlo Svagelli has considerable knowledge of, and expertise in, Aboriginal affairs policy development and understands the cultural, social and economic factors that affect Aboriginal communities. He is also deeply committed to the inclusion of Aboriginal people into the open economy at all levels and the implementation of workplace inclusion strategies to support these outcomes.

11.00AM – 11.15AM

MORNING TEA

¹ Peter FitzSimons appears by arrangement with Saxton Speakers Bureau.

11.15AM – 12.15PM

**PANEL DISCUSSION –
RHETORIC VERSUS REALITY:
DIVERSITY AND
EMPLOYMENT RELATIONS**

Dianne Banks,
Partner,
Gilbert + Tobin

Matthew Thistlethwaite,
Deputy Assistant Secretary,
Unions NSW

Russell Lansbury,
Professor and
Associate Dean (Research),
The University of Sydney

An employer association
representative

12.15PM – 12.30PM

PRE-LUNCH DRINKS

12.30PM – 2.00PM

**KEYNOTE LUNCHEON ADDRESS:
CHALLENGING DISCRIMINATION
AGAINST SAME SEX COUPLES
AT WORK**

Graeme Innes,
Human Rights Commissioner
and Acting Disability
Discrimination Commissioner

Lawyer, Mediator and Company
Director, Graeme Innes has been
a Human Rights Practitioner for
25 years. Graeme has been active
in the disability field for thirty years.
He was Chair of the Disability
Advisory Council of Australia for
four and a half years. He has been
Deputy Disability Discrimination
Commissioner since 1999 and has
been a member of various tribunals
including the NSW Administrative

Decisions Tribunal and the
NSW Consumer, Trader and
Tenancy Tribunal.

2.00PM – 2.45PM

BREAKOUT SESSIONS:

Choose from one of the following
sessions facilitated by an
experienced DCA consultant:

1

**GREY MATTERS:
ENGAGING AND RETAINING
THE MATURE AGE WORKFORCE**

Graeme Russell, Associate
Professor, Macquarie University

Shane Freeman, Group General
Manager of People Capital and
Breakout, ANZ

Rohan Squirchuk,
Managing Director,
Diversity Council Australia

2

**COMBATING THE
SKILLS SHORTAGE: EMPLOYING
PEOPLE WITH DISABILITY**

Samantha French,
Senior Education Officer,
People with Disability Australia

Mark Bagshaw,
Director Accessibility for
IBM Australia and New Zealand

3

FAITH IN THE WORKPLACE

Abd Malak,
Associate Professor,
Director of the Diversity Health
Institute and Executive Director
of Workforce and Organisational
Development for the Sydney
Western Area Health Service

2.45PM – 3.45PM

**DEPRESSION AND WORK
– INCREASING AWARENESS
– FOCUSING ON SOLUTIONS**

Professor Gordon Parker,
Executive Director of
the Black Dog Institute

Professor Parker's principal areas of expertise include depression and personality disorders. He also serves on advisory boards for 12 scientific journals and several pharmaceutical advisory boards. The Black Dog Institute is an educational, research, clinical and community-oriented facility offering specialist expertise in mood disorders – a range of disorders that include depression and Bipolar Disorder.

Matthew Johnstone,
the Black Dog Institute

Matthew Johnstone combined his skills from years in the advertising industry with his own life experience of depression to write the book 'I had a Black Dog'. Described as his own 'coming out' Matthew believes there is something incredibly liberating about facing who we genuinely are. He hopes that being authentic will encourage others to do so, and hopefully give them the strength to face their own Black Dog and bring it into line.

3.45PM – 4.15PM

AFTERNOON TEA

4.15PM – 5.00PM

**STRIKING THE BALANCE:
WOMEN, MEN,
WORK AND FAMILY**

Pru Goward,
Federal Sex Discrimination
Commissioner and
Commissioner Responsible
for Age Discrimination

Pru Goward became Federal Sex Discrimination Commissioner in July 2001. In 2004 she was also appointed Commissioner Responsible for Age Discrimination. She is an economist by training and a broadcaster by practice, having worked with ABC TV and Radio as a current affairs journalist and later as a political reporter and commentator. She is best known for her efforts to promote a national scheme of paid maternity leave and a better balance of work and family.

5.15PM – 7.00PM

NETWORKING COCKTAIL PARTY

7.00PM

CONFERENCE CLOSE

REGISTRATION FORM
AND TAX INVOICE FOR
DIVERSITY COUNCIL AUSTRALIA'S
2006 ANNUAL CONFERENCE ON DIVERSITY

THURSDAY 26 OCTOBER 2006
AT THE SYDNEY CONVENTION &
EXHIBITION CENTRE,
DARLING DRIVE,
DARLING HARBOUR, SYDNEY.

Conference Rate

Conference Rate includes all conference sessions, morning tea, luncheon and afternoon tea and cocktail party.

Early Bird Rate: \$750.00 (includes GST of \$68.18)
(for 3 or more attendees) for bookings **before 1 October 2006**

Group Rate: \$775.00 (includes GST of \$70.45)
(for 3 or more attendees from one organisation) for bookings **on the same day**

Standard Conference Rate:
Diversity Council Australia Members: \$895.00 (includes GST of \$81.36)
Non-members: \$995.00 (includes GST of \$90.45)
for bookings **after 1 October 2006**

Conference Registration Form

First Name	Last Name
Position	
Company	
Address	
Telephone	Mobile
Facsimile	Email

Please tick the appropriate boxes. I would like to register for:

- Early Bird Member Conference Rate \$750.00
(paid by 1 October 2006)
- Group Rate each for three or more attendees
(each attendee to complete separate form) \$775.00
- Standard Conference Rate DCA Member \$895.00
- Standard Conference Rate Non-member \$995.00

I would like to register for:

Please indicate preference

Diversity Workshops

1 = first preference, 2 = second preference, 3 = third preference:

- Grey Matters: Engaging and retaining the mature age workforce
- Combating the skills shortage: Employing people with disability
- Faith in the workplace

Special dietary requirements

Other assistance required (eg assistance with disability access)

Enclosed is my cheque for _____ payable to Diversity Council Australia Ltd

Or please debit by*

Visa Mastercard Amex Diners

Card No / / /

Expiry Date /

Cardholders Name

Signature

Date

*Please note, credit card payments will incur an additional 3% per person to cover merchant fees.

Tick this box if you do not want to receive any information from Diversity Council Australia in future.

**REGISTER NOW TO AVOID DISAPPOINTMENT AS SPACE IS LIMITED
PLEASE COMPLETE, DETACH AND RETURN THIS FORM WITH PAYMENT TO:**

Diversity Council Australia Ltd
556 Crown Street,
PO Box 477,
Surry Hills NSW 2010
Telephone +61 2 9699 5399
Facsimile +61 2 9699 7022
Email sydney@dca.org.au

Cheques should be made payable to
Diversity Council Australia Ltd
(ABN 64 421 748 342, ACN 006 898 406)

ABOUT DIVERSITY COUNCIL AUSTRALIA

Founded in 1985 by the Business Council of Australia and the Australian Chamber of Commerce and Industry, Diversity Council Australia Ltd is the most highly regarded diversity support network of its kind for employers. We have a distinguished history and acknowledged role as a leader in employer representation. Our work focuses directly on promoting productive, equitable employment practice by working with members to build workplaces where differences are respected and valued. We are an independent, non-profit, non-government organisation funded by subscriber members and consulting services.

We offer the full range of services to assist employers with all their diversity and EEO needs, including:

- Developing and evaluating strategies to make the most of diversity in the workplace
- Updating diversity/EEO policy and procedure
- Investigating and managing complaints of harassment, discrimination or other inappropriate workplace behaviour
- Mediation, conciliation and other dispute resolution assistance
- Workplace education and training
- Priority support on all aspects of diversity, especially 'live' issues
- Regular provision of useful information via email, bi-monthly newsletter and our website (www.dca.org.au)
- Opportunities to network and gauge best practice including regular member events on hot diversity issues.

Diversity Council Australia would like to thank Gilbert + Tobin for their support and sponsorship of this event.

For further information

Please contact:

Maria Chmiel
Diversity Council Australia Ltd
556 Crown Street,
PO Box 477,
Surry Hills NSW 2010
Telephone: +61 2 9699 5399
Facsimile: +61 2 9699 7022
Email: maria@dca.org.au

www.dca.org.au

A Registration Form is included with this brochure.

For more copies of the form, visit our website at www.dca.org.au or call us at the above number.

Cancellation Policy

Due to the considerable administration and course material associated with this program, a fee equivalent to 10% of the registration fee will be incurred should confirmed bookings be cancelled less than two weeks prior to the event. Cancellations after this time will be subject to a 50% cancellation fee. For cancellations with less than three days notice no refunds will be made. A substitute participant is welcome and in this instance a cancellation fee will not apply. All requests for cancellations or substitutions must be made to Diversity Council Australia, telephone: +61 2 9699 5399, facsimile: +61 2 9699 7022, email: sydney@dca.org.au.

Privacy Policy

Diversity Council Australia (DCA) is bound by, and committed to supporting, the National Privacy Principles (NPPs) set out in the Privacy Amendment (Private Sector) Act 2000. DCA will collect and store information you provide in this Registration Form for the purposes of enabling us to register your attendance at the Conference; to facilitate your requirements in relation to the Conference; to assist with administrative and planning purposes and to assist with development of future DCA events and services.

The information that you provide in the Registration Form, and information provided at any other time during the Conference, including without limitation any feedback obtained during the Conference, will be used by DCA to offer, provide and continue to improve its conferences, events and other services. DCA may disclose some of the information that is collected in the Registration Form, such as your name, organisation and its location and your email address, to other Conference delegates and (unless you object in writing to us) to conference sponsors and exhibitors for marketing purposes. If you do not wish to receive any information from Diversity Council Australia in future, please tick the appropriate box on the Registration Form.

DCA will not otherwise, without your consent, use or disclose your personal information for any purpose unless it would reasonably be expected that such purpose is related to the offer, provision and improvement of DCA's services, or where such purpose is permitted or required by law.

The information contained in this brochure was correct at the time of printing. However, it may be subject to change in the event of unforeseen circumstances.

Diversity Council Australia sincerely thanks staff from Hawker de Havilland and P&O Nedlloyd for their assistance in providing their images for this brochure. Designed and produced by Precinct with photography by Penny Clay.