

Keynote address

Ms Libby Lyons, Director, Workplace Gender Equality Agency

Libby Lyons was appointed Director of the Workplace Gender Equality Agency in October 2015. She oversees the statutory reporting process that gathers gender equality data from more than 12,000 employees, covering more than 4 million employees. Soon after starting her appointment at the Agency, Libby initiated the development of a strategic plan focused on maximising the Agency's world-leading dataset and expanding the reach and impact of gender reporting nationally and internationally.

As part of this strategic vision, Libby has travelled to Singapore, Chile, Vietnam, Korea and Japan to speak with government and private enterprise on the business case for gender equality and the Agency's dataset. She also presented at the United Nations Commission on the Status of Women in New York in 2018.

In leading the Agency, Libby is focused on working closely with employers to achieve gender equality and takes part in regular roundtable and speaking events with business leaders and their peers to share experiences, challenges and successes in creating workplaces where the skills and ambitions of employees are equally recognised and rewarded regardless of gender.

Recently, Libby featured in *200 women who will change the way you see the world*, as well as Apolitical's 100 Most Influential People Working in Gender Policy 2018 list.

Prior to joining the Agency Libby had a distinguished career in corporate affairs and government relations, including heading up BHP Billiton's Olympic Dam corporate affairs division, as well as senior roles at Atlas Iron, CITIC Pacific Mining, Alcoa Australia, the Western Power Corporation and Telstra.

Libby has a strong personal commitment to public service, having started her career as a primary school teacher. She also sat on the boards of non-profit organisations SIDS and Kids WA, and was Executive Chairman for Kalparrin, a charity that supports the carers of children with disabilities.

Panel Session One: Lessons learnt from industries outside of medicine

Ms Cecelia Herbert, Lead Employee Experience Scientist, Qualtrics

Cecelia is the Lead Employee Experience Scientist at [Qualtrics](#) in Asia Pacific. She works with organisations across the globe to fuse evidence based best practices with experience management technology across the employee lifecycle, empowering them to measure and take action on employee feedback.

A Doctor of Organisational Psychology, Cecelia recently wrapped up five years in Employee Engagement at Google, where she led Diversity, Equity and Inclusion across multiple functions in APAC, then joining a global team that designs and delivers products that build the employee engagement capability of employees, managers, and leaders. Her Doctoral research focused on the differing impact of parenthood on the careers of men and women. Over the past decade Cecelia has experience as a business partner, academic, researcher and consultant, specialising in gender equity.

Ms Janet Menzies, Chair, Male Champions of Change; General Manager, Australian and New Zealand, Cochlear Limited

Janet Menzies is Cochlear's General Manager, Australia and New Zealand. Cochlear is the global leader, based at Macquarie University, in implantable hearing solutions - supporting patients with severe to profound hearing loss.

Janet grew/created two of Australia's most significant gender equity initiatives:

- The Male Champions of Change, a coalition of 150+ CEOs from Australia and around the world, who are stepping up beside women to lead on gender equality. From 2011-2016, Janet acted as the Male Champions of Change's CEO and she is currently its Chair.
- Heads Over Heels – an organisation that helps women entrepreneurs grow businesses through connections. Janet is the co-founder and former Chair of Heads over Heels.

Prior to Cochlear, Janet spent 15+ years as a management consultant working with clients on strategy and performance improvement mostly at McKinsey & Company, a leading global management consultancy.

Prior to joining McKinsey & Company, Janet was a Regional Sales Manager with Procter & Gamble and a marketing manager for McDonald's restaurants.

Janet has an MBA from the Kellogg School of Management and a Bachelor of Commerce from the University of British Columbia. She has lived in Sydney, Australia for 10+ years.

Ms Rhian Richardson, Board Diversity Manager, Australian Institute of Company Directors

Rhian Richardson is the Board Diversity Manager with the *Australian Institute of Company Directors* (AICD), responsible for driving and expanding the diversity agenda. Some of her key initiatives include AICD's highly regarded Chair's Mentoring Program, the Quarterly Gender Diversity Progress Report, diversity policy and research.

She is also the Executive for the Australian Chapter of the 30% Club, a global movement focused on increasing the number of women on boards and in senior executive roles. She has authored several thought leadership pieces and manages initiatives spanning from investor activism, executive search practices and ASX 200 Chair member recruitment.

Rhian is committed to bringing vibrancy to the diversity debate, building strong partnerships with key stakeholders and promoting the value of different views and perspectives in the boardroom. She launched the AICD's first Reconciliation Action Plan (RAP) in 2017 and is working on ensuring Indigenous voices are heard in the governance landscape.

Panel Session Two: Making change in medicine

Dr Cathy Ferguson, Royal Australasian College of Surgeons

Cathy Ferguson is an Otolaryngologist, Head and Neck Surgeon from Wellington New Zealand. She has been a generally elected Councilor for the Royal Australasian College of Surgeons for the past 7 years, and is currently the Vice President.

She has previously held the portfolios of Chair of the Professional Development and Standards Board, (which has oversight of the Professional Standards, Fellowship Services, Professional Development, Research and Academic Surgery and External Affairs portfolios), Chair of Professional Standards, Chair of Fellowship Services and Chair of The Post Fellowship Education and Training Committee. She was NZ Censor for the College from 2009 – 2016, and prior to that served 9 years on the New Zealand National Board of the College, with 2 years as its Chair. She is currently an Examiner for the College in Otolaryngology, Head and Neck Surgery.

Dr Ferguson was invited to become a member the RACS Expert Advisory Group (EAG) appointed by the College in 2015 to investigate and advise the College on the issues of discrimination, bullying and sexual harassment.

From there an Action Plan has been developed to address the issues over the next few years. As part of this, Dr Ferguson was involved in a revision of the College's Code of Conduct and a review of the College CPD program, as well as advising on the activities of the Education Board. She continues to champion the College 'Lets Operate with Respect' activities.

Dr David Martin, Australian Orthopaedic Association

Dr David Martin has been an orthopaedic surgeon since 1992 and currently works at Flinders Medical Centre and sportsmed hospital. He specialises in sports surgery and primary knee replacement. He is the current president of the Australian Orthopaedic Association.

His research interests have involved gene expression in bacteriophages, and academic detailing, having gained postgraduate degrees in both these areas. He is currently focussing on methods of reducing surgical site infection and improving patient educational materials. He has been awarded a fellowship to study at the University of Adelaide and a travelling fellowship by the APOA and AOSSM. He has a number of peer reviewed publications and international podium presentations.

He is a member of the boards of the AOA, the AOA Research Foundation and sportsmed hospital, and has experience in other board positions and AOA committees including training, patient education and youth sport injury prevention. Board interests involve improving governance, ethical behaviour and improved collaboration. He is the current director of medical services for the Sturt football club, (and recently received a merit award from the SANFL) and has been medical officer for many sports bodies. He is also a member of AKS, ASES, AOSSM, ISAKOS, APOA, IAA, ASMF and Magellan Society.

Away from orthopaedics he enjoys spending time with his family, lots of sports, pizza oven creations, garden design, fishing and wine making.

Dr Simon Judkins, Australasian College for Emergency Medicine

Simon is the President of the Australasian College for Emergency Medicine and the Deputy Director of Emergency Medicine at Austin Health in Melbourne.

He was elected into the position of President of ACEM with an agenda to tackle issues such as DBSH, to see a College and EM workforce which embraces Inclusion and Diversity, which recognises and addresses discrimination in all its guises and to improve medical culture in our hospital systems. He currently chairs Inclusion and Diversity Committees at ACEM and in his own ED, has lead Reconciliation Action Plans in both organisations and is driving significant changes, with the assistance and guidance of an amazing group of staff, Fellows and trainees of ACEM, to see a long-term culture change which embraces equity, inclusion and leadership in health care.

He is proud to say that his kids missed school to attend the Climate Change protests held last week.

Dr Victoria Atkinson, Healthscope

Dr Victoria Atkinson is a cardiothoracic surgeon and joined Healthscope on 1 October in the role of Chief Medical Officer.

Building on a strong clinical background, Dr Atkinson works to integrate the clinical, operational and governance aspects of healthcare to enhance patient care. She believes that executive, clinical and Board must come together to achieve patient focussed and harm-free care.

Dr Atkinson is the board director for Alfred Health and Opal Aged Care.

She holds an MBBS, FRACS, AFRACMA and a Masters of Health Management, is a Graduate of the Australian Institute of Company Directors.