

# SYDNEY VIEWS

## DIVERSITY AND INCLUSION

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*How Sydney won the 28th anniversary of the Global Summit for Women.*





## Welcome from the CEO

by GEOFF DONAGHY



Chief Executive Officer at ICC Sydney, Geoff Donaghy also holds the roles of Director of Convention Centres AEG Ogden and is the International Association of Congress Centres (AIPC) representative on peak global body, the Joint Meetings Industry Council (JMIC).

Welcome to 2018's first edition of Sydney Views. This season we take a deep dive into the importance of diversity in the workplace but also how women, by placing themselves first, are driving benefits for all Australians as well as visitors to Sydney.

Diversity is certainly something we embrace at ICC Sydney and this is reflected both in the way we operate our business but also through the varied events we host. Already this year, we have welcomed Heads of State, Heads of Government and ministers from across South East Asia at the first ASEAN-Australia Special Summit and seen diversity celebrated at events across the venue, from International Women's Day to Saint Patrick's Day.

Diversity is important in all aspects of life, in business it encourages new ideas to better service our customers, it heightens opportunities for innovation and collaboration across industries and adds vibrancy and depth to our cities.

At ICC Sydney, we value the different knowledge, skills, backgrounds and perspectives that people bring to their work, regardless of whether those differences are based on age, gender, ethnicity, sexual orientation or social background. We believe it is these differences that build organisational capability and better enable us to innovate and collaborate.

We believe diversity must be visible and I'm delighted to report that 45% of our total workforce is female and 50% of our department directors are women. To foster diversity and inclusion at work, as part of the establishment of our culture and our recruitment strategies, we developed a Diversity and Inclusion platform built on the five key pillars of Able @ work, First Australians, Generation Success, LGBTI and Parents and Carers. We believe these streams match our industry and the type of culture we live up to and we regularly discuss ways to demonstrate our commitment to diversity and inclusion in the workplace.

This edition pays homage to the important role of women in our cities and communities, demonstrating that policies, programs and plans put in place to better support the success or consideration of women, in fact include and better support all members of our communities.

The new head of Sibos, Chantel Van Es shares her excitement with our editorial team about bringing the world's premier financial services event to ICC Sydney in October while our Convention Centre has just bid farewell to some of the world's most influential women, who networked and discussed ways to empower women financially at the Global Summit of Women.

As we celebrate quantum physicist and 2018 Australian of the Year, Michelle Yvonne Simmons; expert planner and Greater Sydney Commission CEO, Sarah Hill, humanitarian and Metropolitan Aboriginal Land Council Chair, Yvonne Weldon and 24-hour city and environment advocate Deputy Lord Mayor, Jess Miller for their leadership roles. We also recognise the positive changes they've delivered for all Sydneysiders and the city's visitors.

At ICC Sydney, we are proud our city is represented by such passionate and successful women and we hope their stories provide even more reasons why bringing your event to ICC Sydney is the right choice.

A NSW Government project, ICC Sydney was delivered in partnership with Darling Harbour Live, comprising Lendlease, Hostplus, First State Super, Capella Capital, AEG Ogden and Spotless FM.



1 Australian Minister for Foreign Affairs, the Hon Julie Bishop MP speaks at ASEAN-Australia Special Summit 2018 at ICC Sydney

## Credits

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### COVER IMAGE

The Western forecourt of the diverse and dynamic Circular Quay, Sydney (photo credit: Destination NSW)

## Students Shape Future of Financial Sector

### Q&A with Director of SWIFT Institute, Peter Ware



From 22 - 25 October, the world's premier financial services event, Sibos 2018, will be taking place in Sydney for the first time in 12 years. The event will draw 7,000 delegates and 180 exhibitors.

Sydney Views catches up with Head of Sibos, Chantel Van Es to find out how she is looking to make the most of the city's new Convention Centre and its blossoming FinTech community as the event celebrates its 40th anniversary.

#### Why was Sydney chosen to host this year's conference?

Sydney has hosted Sibos twice before — in 1997 and 2006 — and our community has fond memories of the city and the great support we have received in the past. We were eager to take advantage of the facilities at ICC Sydney. On a practical level, the new venue gave us a great location and it met all of our requirements in terms of capacity. It also has impressive sustainability initiatives.

We have the support of a vibrant Australian financial community here, with links to some of today's most important financial trends. Sydney is a global hub for financial services so it ticked all the right boxes.

#### What can you tell us about your role as the Head of Sibos?

My role can be compared to the person in the circus who is in charge of making sure all the plates keep circling and don't crash to the floor. It is a multi-faceted role but it is mainly about ensuring that behind the scenes, everything runs seamlessly. I work with a great team, from logistics who ensure that delegates have a great experience, to those who put together a fantastic conference program.

#### What role will both Sydney and ICC Sydney play in making this a successful conference?

As many delegates will fly in from overseas, we anticipate a lot of people will take the opportunity to either come early or add a holiday break onto their trip. This gives Sydney a great chance to showcase its credentials as a leading business events destination, a leisure destination and a jumping off point for international visitors.

From the very beginning, ICC Sydney has been tremendously helpful and we cannot wait to see it transformed into 'Sibos-land' by the time October comes around. The team has collaborated closely with us, enabling our team to oversee a wide range of aspects, from catering and security, to managing the flow of delegates and ensuring its fantastic spaces look inspirational.

#### How will this event engage with Sydney stakeholders and local businesses?

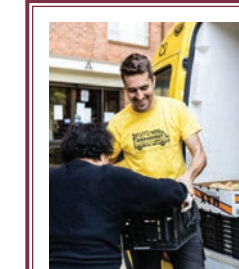
The Australian financial community is very engaged and has been instrumental in helping to shape the agenda and dialogue of the event.

We will be inviting higher education students from across Australia to come up with solutions to current global industry challenges within the financial sector, as part of the 2018 SWIFT Institute Student Challenge.

We are also collaborating with FinTech Australia, a not-for-profit organisation targeting the Australian startup community. Through this partnership, we will showcase a range of local startups to international delegates at our designated Sibos Discover Zone.

#### How will Sibos engage with ICC Sydney's Legacy Program?

Through the venue's Legacy Program, we will engage with the community in a number of ways. We will be working with local food charity, OzHarvest, to collect unused food from the conference. We will receive a report on the amount of food repurposed through its collections. We will also be making use of ICC Sydney's waste disposal and recycling streams to divert waste from landfill during the event.



Through ICC Sydney's partnership with OzHarvest, food from events that can be reused is provided to communities in need across Sydney. In 2017, ICC Sydney generated 17,032 meals for OzHarvest to redistribute.



5 THINGS SIBOS 2018 ATTENDEES ARE LOOKING FORWARD TO

#### 2 A TRULY SPECTACULAR LOCATION

Located in the heart of Sydney, ICC Sydney sits at the epicentre of the A\$3.4 billion, 20-hectare transformation of Darling Harbour. With the city's financial, creative and education districts on its door step, the venue is a connection point to all that Sydney has to offer.

#### 4 AN EVENT WITH PURPOSE

ICC Sydney's sustainable event practices benefit people and the planet, and will ensure Sibos 2018 is an environmentally sensitive event that has meaningful and measurable outcomes.

#### 1 AN AUSTRALIAN ODYSSEY

Launched in December 2016, ICC Sydney is Australia's premier convention, exhibition and entertainment venue. Sibos 2018 will take over the entirety of the award-winning Convention Centre and 35,000sqm of exhibition space, creating an exciting and immersive experience for every attendee.

#### 3 AN INSPIRING EXPERIENCE

From Tai Chi on the open-air Event Deck to tailored menus comprising ICC Sydney's Feeding Your Performance ingredients, Sibos 2018 will be an inspiring and memorable event for all.

#### 5 COFFEE CULTURE

An exclusive bean blend has been curated by ICC Sydney's culinary team, showcasing Australia's globally renowned coffee culture. With almost 70 coffee stations throughout the event, this daily delight will be on hand in every corner.

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# Quantum Physicist Awarded 2018 Australian of the Year

by SAMANTHA GLASS

## Professor Michelle Yvonne Simmons

When Professor Michelle Yvonne Simmons decided she was ready to embark on the next chapter of her quantum physics career, Sydney immediately came to mind. Renowned for its go-getting attitude and innovative approach, she couldn't say no when the opportunity arose to help found the Centre of Excellence for Quantum Computer Technology in 1999. Little did she know that her adopted home would name her 2018 Australian of the Year.

In the two decades since her arrival, Professor Simmons has been influential in establishing computers of the future and Sydney as a world leader in one of the world's most exciting and vital industries today.

Director of the Australian Research Council Centre of Excellence for Quantum Computation and Communication Technology, a Laureate Fellow and a Scientia Professor of Physics at the University of New South Wales (UNSW), Simmons talks to Sydney Views, revealing why the city is at the forefront of quantum computing and how she hopes to inspire more young females to follow in her footsteps.

When Australian Prime Minister Malcolm Turnbull awarded Simmons 2018 Australian of the Year in January, it was recognition from the highest office in the country of how important her work is.

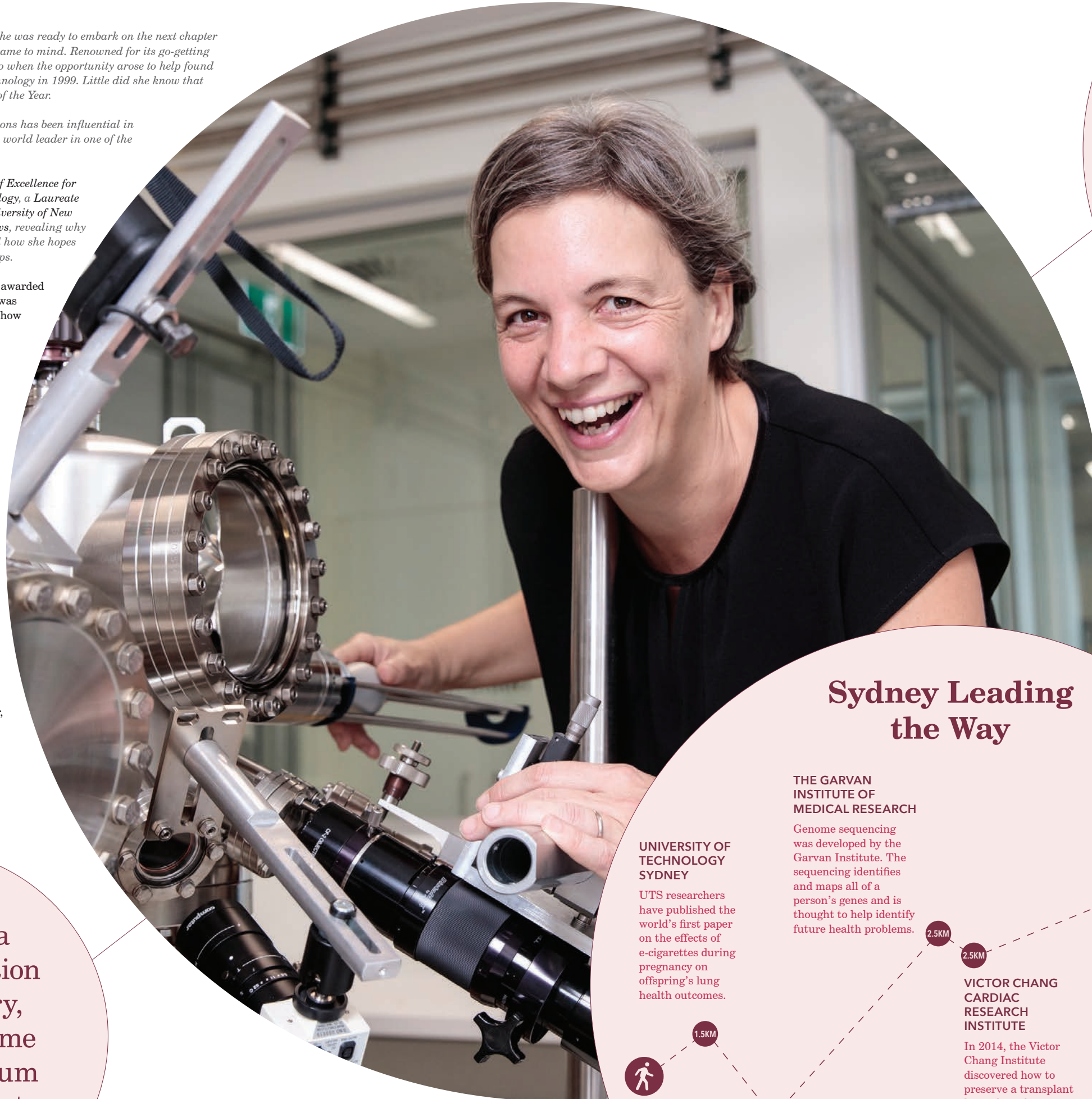
Simmons and her team have been developing a new kind of quantum computer that will be able to solve problems in minutes that would otherwise take thousands of years. When finished, the technology — currently housed within UNSW's Sydney-based labs — is expected to completely transform a range of industries, including health, finance and transportation.

### Ingredients for success

In 1999, Simmons recognised that, while the resources and expertise were already industry-leading, Sydney's character meant it also had the appetite to succeed.

"Sydney has a go-getting culture," explains Simmons. "It's more egalitarian and collaborative, and less hierarchical. Australians like to think for themselves and they don't like to be told what to do. In this field, I think those attributes are really suitable."

Historically, there has been a perception that talent has had to leave Australia in order to grow. However, thanks to what Simmons believes is a phenomenal research base right here in Sydney, the reality is, in fact, the complete opposite.



## Upcoming STEM events at ICC Sydney

- 1 - 3 JUNE 2018  
42nd Annual Scientific Meeting of the Australasian Division of the International Academy of Pathology
- 28 - 29 AUGUST 2018  
6th Australian Intelligent Transport Systems Summit
- 3 - 5 SEPTEMBER 2018  
The Australasian Association of Clinical Biochemists and the Australian Institute of Medical Scientists 2018 Combined Scientific Meeting
- 9 - 14 AUGUST 2020  
**35th International Conference on the Physics of Semiconductors**  
Co-Chaired by Professor Simmons
- 15 - 23 AUGUST 2020  
Committee on Space Research (COSPAR) 2020
- 13 - 18 SEPTEMBER 2020  
37th International Conference on Coastal Engineering

"When we ask candidates why they are applying to join our research group at UNSW, they say it's because Sydney is the quantum capital of the world and they want to be where the action is," Simmons reveals. "Australia is a highly educated country. It has lots of funding, so the research base is incredibly strong and the access to facilities is very good. There's also a great collaborative spirit here that encourages people to 'give it a go'. Lastly, there's the fabulous weather."

### Trailblazers

While the science, technology, engineering and mathematics (STEM) industries have made significant strides in development and innovation, many are still waiting for a breakthrough in diversity. Only 5% of quantum physicists, for example, are women. As 2018 Australian of the Year, one of Simmons' key priorities is to demonstrate that there are clear pathways into her industry for young female talent. She argues that previously, considering a career in science or engineering was like "taking a step into the unknown."

Simmons has the support from UNSW as well, which has just been granted permission from the New South Wales State Government to launch a female-only PHD in quantum physics. This comes following Simmons' work highlighting the need for more females in the industry.

### Where events can help

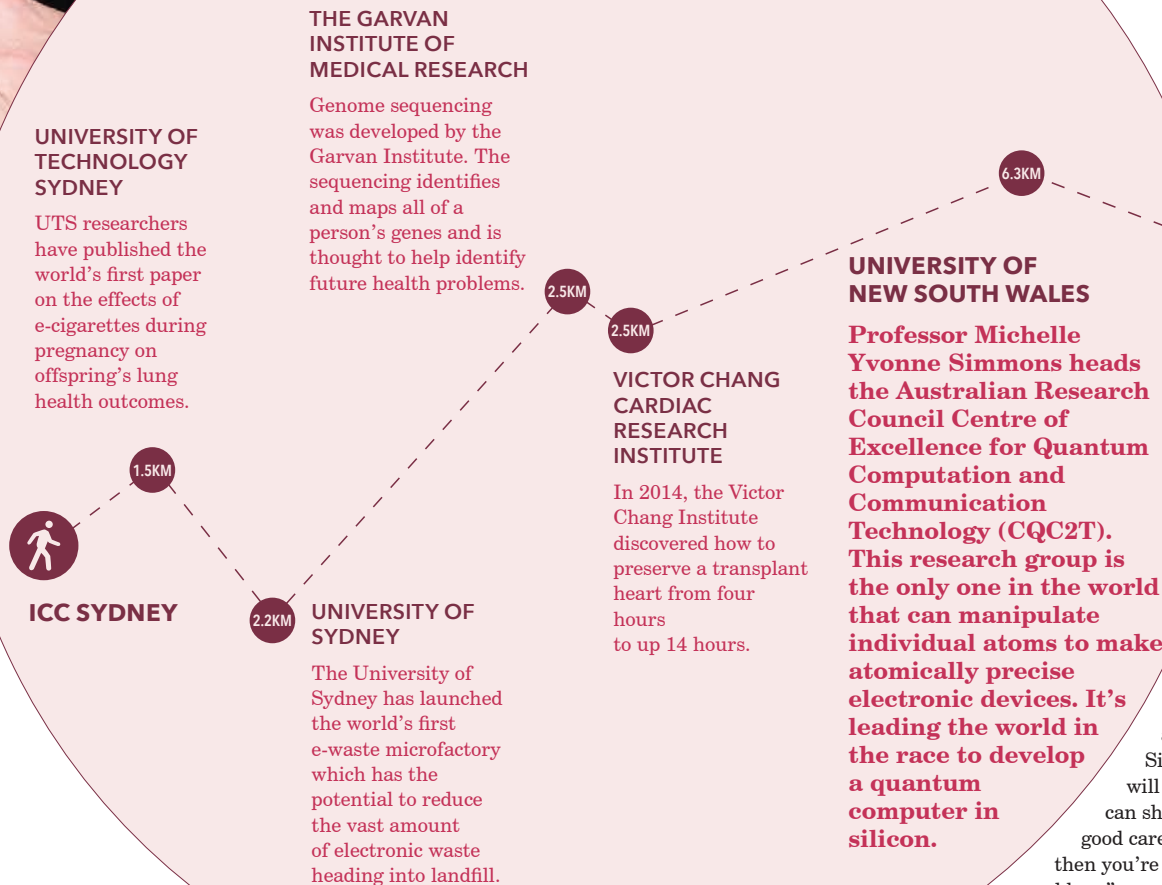
Gathering leading minds in an environment where ideas can be shared remains crucial for Sydney if it is to continue to lead in industries like quantum physics.

"I'm conscious that Sydney is in a leadership position in this industry, so now is the time to bring events to the city. When we have had conferences in Sydney, people have come and, once they've seen what's on offer here, they have come back. It's absolutely pivotal to hold those types of meetings here."

Simmons says having a world class venue, such as ICC Sydney, in the heart of the city to attract events like this is another example of how the Convention Centre is a key stakeholder for the science and research industry.

"ICC Sydney is a fantastic venue and centre of innovation, drawing bright minds to our shores and making them want to come back."

## Sydney Leading the Way



"I feel tremendous responsibility," says Simmons. "I want to encourage young girls in a way that's not patronising. I don't want to be up on my soap box telling them they have to do this and that. I want to inspire them by spending time with them and talking to them as equals. There's a tendency among women to choose careers where there's a fairly clear pathway."

One of Simmons' first steps is to create a brochure that shows the types of careers in science and engineering that female students, who have an interest in maths and science, can undertake. Simmons also hopes the brochure will educate parents, too. "If you can show them that there are lots of good careers out there in our industry, then you're working with both sides of the problem."

// Sydney is the quantum capital of the world... //

// Sydney is in a leadership position in this industry, so now is the time to bring [quantum computing] events to the city. //

1 Professor Simmons in the lab at the University of New South Wales





# A FEMALE CITY

*an inclusive*

# CITY

*ICC Sydney is a magnet for business events. Its spectacular design and superb in house services are backed by a stunning location and the sophisticated design of the city around it.*

*In 20 years, Sydney's population is set to grow by 1.6 million people. As a result, more jobs and homes will be created to ensure the city continues to provide an optimum environment for its population — both male and female.*

*Tasked with making Sydney a productive, sustainable and liveable environment is the Greater Sydney Commission.*

*Since 2016, the Commission has been headed by CEO Sarah Hill. Sarah is an Adjunct Professor at the University of Technology Sydney in the Faculty of Design, Architecture and Building, and the recipient of two international planning awards including the Mayor of London's Award for Excellence and the Royal Town Planning Institute Award for Planning. She has also acted as a lead consultant for the London Olympic Delivery Authority on planning, design and environmental matters.*

*Here, Sarah outlines a 10-point plan to help build a modern and successful city for its female community that benefits all of its citizens and visitors.*

## 10-point plan for an inclusive city

1. Safety
2. Accessibility
3. Flexible workplaces
4. Development for families
5. Housing
6. Health and fitness
7. Community engagement
8. Leaving a legacy
9. Transport and infrastructure
10. Leadership diversity

1 ICC Sydney and the Darling Harbour precinct



I believe that what makes a city attractive to women is what makes it attractive to Sydneysiders and visitors more widely. Fundamental here is having access to education, jobs and opportunities to advance yourself.

Feeling safe while moving through your city, having great places to exercise within walkable distance, and having easy access to everyday goods and services are certainly important to women, but these characteristics benefit everyone.

Over time, our views about how to plan and live within a 'female-friendly' city have evolved. We've seen our grandmothers, mothers, sisters and daughters moving back to the city from the suburbs — to vibrant locations closer to work, universities, cafes, and cultural and entertainment facilities. How they are using the city has also changed, with more women juggling work and family life.

We want these opportunities strengthened and access improved for everyone including our sons, brothers and fathers, because great cities are about people and social connections and not just about any particular group or individual.

1.

### Safety

During our engagement with culturally and linguistically diverse groups, we heard loud and clear from all genders that safety is an important issue.

By enhancing and protecting our public spaces, we're encouraging social interaction and community cohesion. It echoes Jane Jacobs' notion of 'eyes on the street' — functional, quality public spaces prevent social isolation and encourage people to venture outside and make spaces their own. This is by no means a new idea, but it's something we still aspire to achieve 50 or so years later post Jane Jacobs' famous insights.

We can make our city safe by revitalising and reinvigorating spaces and places to encourage vibrancy and community.

2.

### Accessibility

Connectivity, accessibility and amenities are certainly important to women, but the wider community reaps those benefits too. When you're spending less time commuting because work is now closer to home, you have more time with your kids. When the goods and services you need are easily accessible and when there's open space nearby so you can get out and be active, we all win. It makes for a female-friendly city and one that we all want to live in.

This has flow-on benefits for our families and those who depend on women. It's a city that is inclusive for all. Footpaths, buildings and public transport that can accommodate a mother or father with a pram can in turn also accommodate a wheelchair, making moving around the city easier for people living with a disability. This is particularly important as the city ages and we adapt to a doubling of our population for those aged 65 years and over. As many women are primary carers, accessibility will be a key consideration for the future, for both children and senior citizens.



3.

### Flexible workplaces

Our 'three cities vision', which is a commitment by the Commission to ensure planning and land use of the Greater Sydney Region is respectful, equitable and sustainable, brings jobs and child care services closer to homes. This reduces travel time and increases female participation in the workforce.

It's important organisations embrace a cultural shift towards flexible working hours or working from home. This will encourage more women back into the workforce, and encourage men to work flexibly in a way that helps their families. It will also assist older workers in transitioning to retirement and gives younger employees the flexibility to balance work and life.



4.

### Development for families

I often reflect on what I hear from the community and how it challenges my thoughts around certain issues. For example, I was speaking with another mum at a community engagement event in a local farmer's market and she explained how important it was for her to live in a medium-density apartment block. She said it allowed her to feel part of a community and let her kids play in the front yard with the comfort of knowing who her neighbours were, and when they were coming and going.

This led me to realise that medium-density housing close to services and transport is important and also means that families can walk their kids to school. We're seeing more people choosing to live in these types of areas.



5.

### Housing

Our forecasts indicate that by 2036, there will be an increase in single occupant and single-parent households. So, it's not just young women and families we need to consider. We also need to plan for the growing number of older women who will be living alone, those who will plan to move into group homes with their friends as they downsize, and those who plan to live with their partners and/or children.



6.

### Health and fitness

There's a strong appetite for women to play sport, but also generally for men, women and children to watch women's sport, which is growing in its appeal and participation with every generation. Increasingly, older women are getting involved in sport again, which they haven't done since school. My mother being a prime example — representing Australia in sailing at the age of 50 for the first time.

It's important Sydney continues to capitalise on its natural assets, enhancing the usability of its green spaces and waterways to promote healthier communities and provide safe, accessible and enjoyable outdoor spaces for women to enjoy.

It's important that we continue to plan a city that supports women in health and wellbeing, helping us stay healthy and able to look after our families or excel at our jobs.



7.

### Community engagement

We are very focused on engaging with our stakeholders about what they want their city and communities to be like and then, collaborating on what needs to be done.

We can't plan for a female-friendly city on our own, which is why it's been incredible to directly engage with 25,000 people over the course of preparing and exhibiting our draft plans and reaching more than 750,000 people via social media.



8.

### Leaving a legacy

While leading stakeholder engagement for the London Olympic and Paralympic Master Plan and its legacy, I learnt the importance of integrating local and regional government when setting up an authority. My experience consulting and engaging with communities is something that I've replicated at the Commission, with early stakeholder buy-in and collaboration with government and community groups integral to the development of our plans.

One of the main things I learnt from my time in London was the importance of legacy. What we were doing wasn't just for a two-week event, it was creating lasting infrastructure for the city.

We were able to leverage off that window-in-time, using the Olympics as a catalyst for the city's future. We are applying that long-term thinking here in Sydney.



9.

### Transport and infrastructure

We're working very closely with local transport and infrastructure authorities to integrate land use, transport and infrastructure planning. This collaboration is critical for a well-connected, walkable and safe city, that is more liveable, productive and sustainable as it grows.



10.

### Leadership diversity

We need a pathway for women, but also for people from different cultural groups, who bring diversity of thought to the workplace.

In this regard, I am really proud of what the Commission has achieved in its first two years under the leadership of our Chief Commissioner, Lucy Turnbull, our Commissioners and executive team. At the Commission, around 75% of our executive team are women.

A city for women, designed by women. This is a real game-changer and a point of difference to many cities.



1



2



3



4

- 1 Night markets at The Rocks, Sydney (photo credit: Destination NSW)
- 2 High density housing in Sydney (photo credit: Destination NSW)
- 3 Inner city playground at Tumbalong Park, Darling Harbour (photo credit: Destination NSW)
- 4 Circular Quay is an integrated transport, residential and cultural hub (photo credit: Destination NSW)



## Why Workplace Diversity Impacts Business Culture

Q&A with Director of Finance & Administration, Erica Blythe



ICC Sydney values the different perspectives of its employees, and how the venue and its clients can benefit from championing diversity. Its five diversity streams — Able @ Work, First Australians, Generation Success, LGBTI, and Parents and Carers — create a supportive environment that fosters innovation, creativity and productivity.

Here, Sydney Views speaks to Director of Finance & Administration, Erica Blythe about her passion for supporting parents and carers in the organisation.

**You oversee ICC Sydney's Parents and Carers Diversity Stream. Why did you decide to get involved?**

Because I have two young kids, colleagues are often asking me how I manage to bring them up, while in a senior leadership role at a large-scale venue. There's no secret to how I do it. It is hard, but it's about putting the right support mechanisms in place.

I joined ICC Sydney while it was developing its Enterprise Bargaining Agreement (EBA), so I had the opportunity to provide input on how we support parents and carers within the business.

**How does ICC Sydney support parents and carers?**

Firstly, we offer non-traditional working hours to team members who, for example, can choose to work from 6am to 2pm so they can be free to pick up their children from school. However, as we are an event venue, this is dependent on a person's role in delivering for a client. We also included paid maternity leave in the EBA, on top of the government payment, and we give dads a week's pay too.

**WE HAVE KEEPING IN TOUCH (KIT) DAYS – THAT IS TEN PAID WORKING DAYS MOTHERS CAN TAKE ANY TIME OVER THEIR 12-MONTH MATERNITY LEAVE PERIOD TO RE-ENGAGE WITH THE BUSINESS.**

This has been great for team members, because they come back to work aware of what's going on and not feeling that they've completely dropped off the radar — 12 months can be a long time to be away from an organisation.

**What impact do these Diversity Streams have on the overall employee culture at ICC Sydney?**

It has definitely helped mould a positive culture within the business. Team members are comfortable sharing photos of their families or of their children on their first day of school. Ten years ago this was rarely done and now we actively support it and it's great.

I also love how all five diversity streams support each other, even though they are different in nature. The diversity committee is made up of 10 people that lead five streams but we all jump in and help out one another. We're very supportive.

**For women who have ambitions to become an influential female leader like yourself, how vital is it that they are supported outside the workplace, too?**

I think a lot of women are worried about taking the next step, because it is already a handful juggling a life at home and a life at work — why would you add another level of stress by becoming a leader? I don't blame them for not taking that next step, because I was in that situation. What I can say to them is, I have never met a woman that has regretted becoming a leader — we need to be brave and support one another more.

## ICC Sydney's diversity stream champions share why an inclusive approach is important in the workplace

### PARENTS AND CARERS

*Diversity in the workplace creates an inclusive environment and culture where people support each other and feel that they can be themselves. Challenges and triumphs are shared in a safe and family-friendly space.*

### ERICA BLYTHE

Director of Finance and Administration



### ABLE @ WORK

*By removing barriers for people in the workplace, ICC Sydney creates an environment where people with physical or intellectual disabilities are given the opportunities to be part of a world class team.*

### PHIL KING

Director of Live Entertainment

### FIRST AUSTRALIANS

*Diversity is about recognising and valuing the differences people bring to the workplace. ICC Sydney believes it has an obligation to respect, celebrate and acknowledge the culture of our First Australians in order to build a welcoming, inclusive workplace for all.*

### SAMANTHA GLASS

Director of Corporate Affairs and Communication



### GENERATION SUCCESS

*The typical workplace is made up of a team that spans up to five different generations. ICC Sydney recognises that it is important to accommodate individuals at all stages of their life and believes supporting this builds greater organisational capability.*

### LYNELL PECK

Director of Culinary Services

### LESBIAN, GAY, BISEXUAL, TRANSGENDER AND INTERSEX (LGBTI)

*A workplace that is free from any discrimination is a workplace where people feel comfortable and open to be themselves. This type of environment helps ICC Sydney team members deliver the best guest experience and allows them to excel in their service areas.*

### MATHEW PAINE

Director of Human Resources



## Event Spotlight: Global Summit of Women

Creating Economies of Shared Value

ICC Sydney hosted government representatives and leaders from organisations including IBM and Facebook for the Global Summit of Women on 26 - 28 April.

Since its inaugural conference more than 27 years ago in Montreal, Canada, the Global Summit of Women has become one of the most prestigious gatherings of business people and leaders from the public, private and non-profit sectors in the international calendar. These individuals come together to focus on women's advancement in the global economy.

Ann Sherry, Chairman of Carnival Australia and Co-Chair of the Australian Host Committee for the Summit, has attended the event for many years and seen first-hand the positive impact it has had elsewhere. She was eager for Australia to benefit from it as well. "You can't be what you can't see, so I think seeing global leaders in action gives women a sense of possibility immediately," Sherry says. "Delegates also get to engage with them, talk to them, and find ways of connecting and I think that is quite powerful as well."

Business Events Sydney (BES) submitted its bid on behalf of the city to host the Summit in 2016 and, in doing so, had to demonstrate that Sydney was making real progress towards empowering women in business.

A range of examples were put forward, including Sydney climbing up to 35th out of 144 countries in the World Economic Forum's Global Gender Gap Report, while the country's Male Champions of Change initiative, where high-profile male leaders have committed to change the dial on gender diversity, demonstrated a more innovative approach to tackling this issue.

"We have a lot to offer the world, and the world has a lot to offer us," says Lyn Lewis-Smith, CEO of Business Events Sydney and Co-Chair of the Australian Host Committee for the Global Summit of Women. "The Summit brought together 1,200 women from 65 countries to share experiences, tell their stories and help each other create change. The event was shaped by our Steering Committee, which includes some of Australia's strongest voices in the gender discussion, and they worked closely with the International Planning Committee who worked to develop the event."



**"YOU CAN'T BE WHAT YOU CAN'T SEE, SO I THINK SEEING GLOBAL LEADERS IN ACTION GIVES WOMEN A SENSE OF POSSIBILITY IMMEDIATELY."**

**Ann Sherry, Chairman of Carnival Australia & Co-Chair of the Australian Host Committee for the Global Summit of Women**

**"WE HAVE A LOT TO OFFER THE WORLD, AND THE WORLD HAS A LOT TO OFFER US. THE SUMMIT BROUGHT TOGETHER 1,200 WOMEN FROM 65 COUNTRIES TO SHARE EXPERIENCES, TELL THEIR STORIES AND HELP EACH OTHER CREATE CHANGE."**

**Lyn Lewis-Smith, CEO of Business Events Sydney & Co-Chair of the Australian Host Committee for the Global Summit of Women**



The 2018 Summit marked the first time the event had been held inside a convention centre. Event organisers were attracted to ICC Sydney's variety of event spaces, from the 2,500 capacity Darling Harbour Theatre that was used for keynotes and welcome addresses, to the numerous breakout meeting rooms where smaller, designated groups could drill down into more specific issues within the broader conversation of the conference.

The theme of this year's Summit was focused on 'creating economies of shared value'. The aim of this was to connect women attending the event with each other, while sharing ideas, solutions and advice, and helping them establish and grow their global network.

A diverse line-up of speakers included prominent Australian leaders, such as UN Human Rights Council (Australia) Rapporteur, Elizabeth Broderick and Deloitte Australia CEO, Cindy Hook.

As Sydney continues to become a destination that enables future female leaders to thrive, Sherry believes that hosting an event such as this sends a strong message to the rest of the world.

"[The Summit] is about women doing business with other women and a subset of this is that Sydney is a great place to do business.

"The Summit was an opportunity to showcase the things that we are doing well in Australia, as well as a chance to learn from other countries. It sends the message that Australia is keen to learn from the rest of the world."

## Event Snapshot



28th summit anniversary



1,200 female delegates



65 countries represented



22 female ministers and government leaders



30 sessions from Australian and global speakers



1 Ann Sherry at the Global Summit of Women opening ceremony

2 Lyn Lewis-Smith at the Global Summit of Women opening ceremony

3 Australian Minister for Foreign Affairs, the Hon Julie Bishop MP presents at the opening ceremony



# Welcome to Country Shines Powerful Light on Australia's Culture

## Q&A with Metropolitan Local Aboriginal Land Council Chairperson, Yvonne Weldon



A Welcome to Country has become a cultural highlight for international visitors attending high-profile events at ICC Sydney.

Chairperson of the Metropolitan Local Aboriginal Land Council (MLALC), Yvonne Weldon has worked with Aboriginal organisations for more than 20 years and is endorsed to perform a Welcome to Country. MLALC, under the NSW Aboriginal Land Rights Act 1983, is established to foster the best interests of all Aboriginal people and to protect, preserve and promote Aboriginal Culture & Heritage of the area where ICC Sydney is located.

MLALC utilises any income to assist in providing its Community Benefits Scheme of Social Housing, Sponsorship, Funeral assistance and Community Events under its Community Land and Business.

Whether for more than 1,000 people at a conference, or during an intimate meeting with women's rights activist Germaine Greer, Weldon has been trusted to deliver this historic Aboriginal ceremony for all manner of delegates.

As well as being shortlisted for a Queensland Literary Award in 2016 for her writings on Indigenous culture, Weldon has influenced the New South Wales (NSW) State Government's Aboriginal policy development and has consulted on a range of issues, including health, housing and human services.

Here, Sydney Views sits down with her to discuss why it has become such an effective introduction to Aboriginal culture for international delegates.

**For those who don't know what a Welcome to Country is, what does it entail and why is it important that ICC Sydney can incorporate one into its events?**

A Welcome to Country is a continuation of our cultural practices. It invites visitors to the land that we're gathered on and it pays respect to those that have gone before us, while maintaining the links from the past and carrying them into the present and, onto the future.

**What does a Welcome to Country look like?**

Because Aboriginal culture is so diverse and includes so many different cultural practices, it varies from community to community. A Welcome to Country could be a spoken performance, it could involve a smoking ceremony or it could include traditional song and dance.

**Why is it important for visitors and businesses to engage with Aboriginal culture?**

International delegates connecting with the oldest living culture on the planet can only be a rewarding experience and it may even challenge guests to realise how they can benefit from Aboriginal people. Visitors are generally wanting to understand more about us and so the sharing of knowledge is important. My approach is all about being inclusive and increasing awareness, because whether you're Aboriginal or non-Aboriginal, we can all share ideas and learn from one another, but if we're going to truly move forward then we're going to have to do it together.

**What role do women play in Aboriginal communities?**

When you look at the history of Aboriginal people, women have been the backbone of every community. Even Barangaroo, the precinct located opposite ICC Sydney, is named after a strong Aboriginal woman. Men honour women and the sacrifice that they make and these values are deeply embedded and passed onto future generations.

**As the chairperson of the MLALC and someone who has strongly supported human rights for many years, what has been one of your proudest achievements?**

The achievement I am most proud of is being able to educate and communicate the harder messages surrounding Aboriginal culture to lots of different people. Some don't want to have that difficult conversation, but the message you can deliver through a Welcome to Country can be made in a positive way, while still maintaining its serious nature.

If I have been able to communicate those truths in a way that isn't so confrontational, then that's been one of my biggest achievements.



1 A Kari dancer performs at the New South Wales Australia Day Lunch at ICC Sydney

## Aboriginal artworks at ICC Sydney

ICC Sydney is home to one of the most prestigious venue collections in the world. Displayed across the Convention Centre's main theatre foyer spaces, as well as across the Darling Harbour precinct. The collection of more than 30 local and international works that celebrate Sydney, its harbour and its magnificent foreshores is one of the most significant of any convention venue.

Works by highly esteemed Aboriginal artists are featured in the collection, including Gloria Tamerre Petyarre, Long Jack Phillipus Tjakamarra,



Ronnie Tjampitjinpa, Charlie Tjapangati and Danie Mellor. These pieces of art highlight the significance of Australia's Aboriginal and Torres Strait Islander heritage.

The art pays homage to the history and culture of the world's oldest civilization and tells stories through a narrative of symbols and colours.



1 ICC Sydney CEO Geoff Donaghy and Gadigal Elder Uncle Allen Madden at ICC Sydney Art Book Collection launch  
2 Danie Mellor's Entelekhea

## What's On

by DEPUTY LORD MAYOR JESS MILLER



City of Sydney's Deputy Lord Mayor, Jess Miller, is a woman of many talents. Not only is she the one of the youngest people to be elected Deputy Lord Mayor at the City of Sydney, she has also curated the food program for TEDxSydney and hosted a radio segment called The Goods on FBI, a local Sydney radio station.

A passionate champion for the environment and the sustainable development of Sydney, Jess works closely with artists, musicians, businesses and venues throughout the city in her own work and as an independent councillor, and she certainly knows a thing or two about the best things to do in Sydney this autumn/winter.



**Archibald, Wynne and Sulman Prizes 2018 Exhibition**

Get up close and personal with the topical, influential and sometimes-controversial portraits of the Archibald Prize at the Art Gallery of New South Wales, nestled on the edge of the Royal Botanic Garden in Sydney. The highly anticipated and much loved annual showcase of the who's who of Australian artists celebrates its 97th year in 2018.

First awarded in 1921, the Archibald Prize goes to the best portrait painting while you can also enjoy landscape, figure and mural works by finalists in the Wynne and Sulman prizes. My favourite is always the Packing Room Prize – judged by the gallery staff who receive, unpack and hang the entries!

**WHERE**  
Art Gallery of New South Wales

**WHEN**  
12 May - 9 September

**MORE INFO**  
artgallery.nsw.gov.au

**Vivid Sydney**

The world's largest festival of light, music and ideas, Vivid Sydney, will celebrate its 10th anniversary this May. Over 24 days and nights, there's light art and installations projected onto the sails of the iconic Sydney Opera House and at Darling Harbour, Barangaroo, the Royal Botanic Garden and beyond – which I think is a great way to rug up and explore our city in winter!

I'm also looking forward to catching some of our most exciting local artists, including Australian electronic music duo Electric Fields at Heaps Gay at the Sydney Town Hall (which also happens to be my office), through to producer Kuren at the Sydney Opera House's late night studio parties.

There is absolutely no excuse not to be inspired in Sydney this May and June. For added fun, choose a show or event featuring someone you've never heard of - you'll be pleasantly surprised.

**WHERE**  
Various locations across Sydney

**WHEN**  
25 May - 16 June

**MORE INFO**  
vividssydney.com

**Star Wars: Empire Strikes Back in Concert with Sydney Symphony Orchestra**

As a kid, I have very fond memories of my Mum introducing me to the original Star Wars movies and to introduce my own daughter, I can't think of a better way to experience The Empire Strikes Back than in concert on a giant screen at the ICC Sydney, backed by the mesmerising live performance by Sydney's best orchestra, the Sydney Symphony Orchestra. Premiering the Oscar-winning score of John Williams, the galactic battle will be brought to life for two days only this July.

**WHERE**  
ICC Sydney

**WHEN**  
27 - 28 July

**MORE INFO**  
sydnaysymphony.com  
iccsydney.com.au

**Dark Emu**

Bangarra Dance Theatre is Australia's leading First Nations performing arts company, founded in 1989. Their major new dance work, *Dark Emu*, is inspired by Indigenous Australian writer Bruce Pascoe's award-winning non-fiction book of the same name and is not to be missed. *Dark Emu* will depict uniquely Australian stories using a compelling mix of contemporary dance, soundscape and an impeccable aesthetic, celebrating the life force of local flora and fauna.

Directed by Stephen Page, *Dark Emu* comes after the sold-out season of the narrative dance theatre piece, *Bennelong*, and is a distinctively Australian experience for visitors that is absolutely not-to-be-missed.



**WHERE**  
Sydney Opera House

**WHEN**  
14 June - 14 July

**MORE INFO**  
bangarra.com.au

**Sydney Night Noodle Markets**

Sydney's gorgeous Hyde Park, in the centre of the city, will become home to an Asian hawker market once again this October with the return of the hugely popular Good Food Month's Night Noodle Markets.

With around 40 different food stalls to choose from, it's a great opportunity to taste the best noodles, dumplings and desserts from restaurants all around the city while you listen to live music and DJs and enjoy a glass of local wine – a quintessentially Sydney experience.

**WHERE**  
Hyde Park

**WHEN**  
Throughout October

**MORE INFO**  
goodfoodmonth.com/  
sydney/night-noodle-markets

**Good Food and Wine Show**

With hundreds of local and international exhibitors, the Good Food and Wine Show brings together the best new food and wine purveyors from around the country. Returning to Sydney for one weekend only this June, the event celebrates Australia's fantastic culinary culture.

This year's show will make for a delicious outing, offering up the chance to receive cooking tips and tricks from some of Australia's most renowned chefs, get a glimpse of never before seen products and, of course, indulge in an exciting line-up of food and wine.

**WHERE**  
ICC Sydney

**WHEN**  
22 - 24 June

**MORE INFO**  
goodfoodshow.com.au  
iccsydney.com.au

**Take home some mad skills Work-Shop**

Mix it up with the locals and take home a brand new skill as a unique souvenir of Sydney. Located a short (and interesting walk) from ICC Sydney (be sure to stop at Brickfields Bakery for a treat on the way!), Work-Shop is one of Sydney's most interesting creative hubs and as its name suggests, offers a wide range of unique and off-the-wall workshops.

Options include Welding for Beginners, an Introduction to Brush Lettering, making Flower Crowns, to Drunk Painting and Ukulele classes — there really is something for everyone at Work-Shop.

**WHERE**  
Work-Shop

**WHEN**  
Workshops happen regularly

**MORE INFO**  
work-shop.com.au



# ICC Sydney Insider

## Director of Culinary Services, Lynell Peck



With more than 30 years' experience in hospitality and event management at leading venues across Australia, New Zealand and the United States, Lynell is ICC Sydney's Director of Culinary Services.

Lynell has a passion for creating memorable culinary experiences, ensuring guests at ICC Sydney enjoy the best of New South Wales' stand-out local produce, and its world class wines.

Here, she shares some of her favourite dining experiences amongst ICC Sydney's neighbouring venues – all within easy walking distance or a short cab ride away.

### A neighbourhood star...

**Bea Restaurant** — Three years in the making, Bea is the newest addition to ICC Sydney's neighbouring Barangaroo precinct and the latest venture from famed Australian restaurateur Matt Moran.

Spearheaded by Executive Chef Cory Campbell, who has worked at both Noma and Vue de monde, the experience is quintessentially Australian featuring expansive views across Sydney's spectacular harbour and a menu of wood-fired dishes with native ingredients peppered throughout.

Try the whole roasted duck from the Southern Highlands, dry-aged for up to 16 days and deeply glazed with honey and spice. Or if seafood is your catch, go for the wild barramundi served with broccoli, anchovy and munthari — a native Australian berry with a spicy apple taste.

When it comes to choosing a drop, the cocktails are done with flair and there is an excellent selection of iconic Australian wine producers, alongside a long list of global wines.

### A Darling Harbour favourite...

**Kazbah** — A local institution that's big and bold, Kazbah is just a short stroll from ICC Sydney along the Darling Harbour promenade.

Full of energy, the vibrant restaurant has a stunning 180-degree view across the water and offers an exciting food journey through North Africa, Lebanon and Morocco.



The menu is plentiful and rich with an array of mouth-watering mezze platters — a crowd-favourite. Graze the generous servings of octopus keftedes, nutty tabbouleh, chicken sambousek and the ever-popular lamb kafta shish kebab sword. If you're only looking for a snack, you can't go wrong with the supremely moreish hummus and baba ghanoush dips, served on colourful mosaic plates.

Complete your experience with a touch of shisha outdoor and some stargazing for an easy night out.

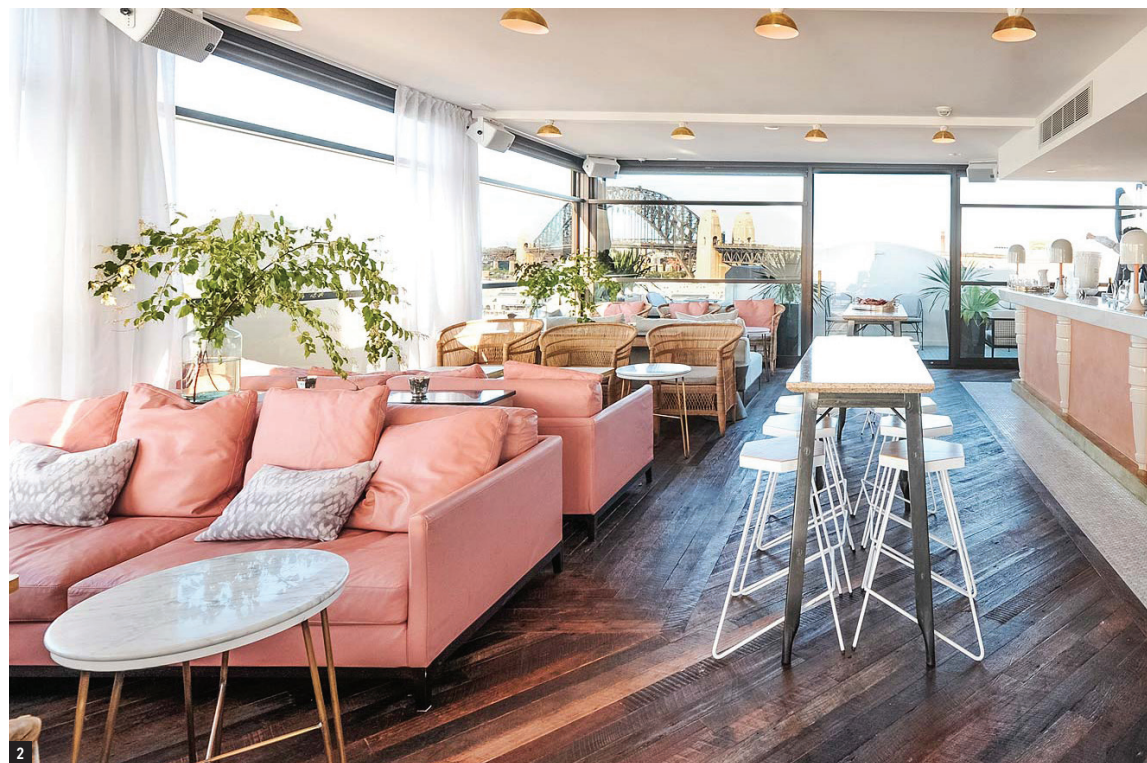
### A postcard-perfect...

**Hotel Palisade** — The reborn Hotel Palisade is one of Sydney's most loved venues, comprised of a boutique hotel, sophisticated 'pub' dining and a smart rooftop cocktail lounge named after Irish architect Henry Deane. Sitting atop Millers Points, high above the harbour, the venue has come up sparkling following a fantastic refurbishment in mid-2015.

The downstairs kitchen offers a modern take on Australian pub classics, including hearty puff pastry chicken and leek pie with mash potato and minted peas, topped with jus. Upstairs at Henry Deane, it's all about nabbing a spot on the rooftop terrace and enjoying a freshly shaken cocktail or local craft beer.

Try the fresh Sydney rock oysters served with mignonette dressing while you take in that view and soak up Sydney's rich history.

- 1 *Bea Restaurant at Barangaroo House*
- 2 *Hotel Palisade*



## Chef's Selection

*Executive Chef, Tony Panetta shares one of his favourite dishes from the ICC Sydney Culinary Collection.*

### Confit Kurobuta pork belly, apple, pork popcorn, parsnip and Pedro Ximénez sauce

*As temperatures cool in Sydney and we look to warming dishes, pork belly is always an ingredient that springs to mind.*

*To showcase this sweet white meat, ICC Sydney's culinary team has created a delicious dish that features a range of complementary seasonal ingredients, and supports the venue's Feeding Your Performance philosophy — an approach that delivers food to fuel both the body and mind of delegates.*



*The Kurobuta pork belly comes from a breed of pig known as the Black Berkshire. We source our pork from the Byron Bay hinterland and Tenterfield tablelands region, where the pastures are lush and the climate is mild. Once in our kitchen, the meat is cured for 10 hours with rock salt, garlic, orange peel, thyme and spice. It is then rinsed and we confit it for three hours before roasting to create crisp crackling.*

*Granny Smith apples complement the pork and are ideal for cooking. Minimising waste, the entirety of the apple is used in this dish to create apple fondant, apple gastrique, compressed apple in lemon juice and a crispy apple chip.*

*Our apples come from Batlow, the South West Slopes region of New South Wales on the edge of the Great Dividing Range. They have been cultivating apples here since 1922.*

*Another stand-out ingredient in this dish is zucchini blossoms, sourced from the Cooks Co-Op in the Hawkesbury region — a partner of ours that helps connect local suppliers with some of Sydney's best dining venues to put regionally grown goods on to plates across the city.*

*We fill the blossom with goat's curd and lemon zest, then lightly steam it so it still has some crunch.*

*When we combine all of these ingredients with baby parsnip and Pedro Ximénez sauce, the result is a truly fantastic, locally sourced and delicious dish.*



**Beverage Operations and Cellar Manager, William Wilson** selects a matching wine from ICC Sydney's NSW wine list.

*Leading Hunter Valley winemaker, David Hook's Pinot Grigio has a delicious nashi pear character that matches the pork with its hint of savoury scents and crisp citrus finish.*

# Views from the Top

## Sydney's Political and Business Leaders Talk Diversity and Inclusion



THE VISITOR ECONOMY IN NEW SOUTH WALES THRIVES AS A RESULT OF OUR DIVERSITY SO NO MATTER A PERSON'S RACE, AGE, RELIGION OR GENDER, NSW OFFERS INTERNATIONAL AND INTERSTATE VISITORS ALIKE A HOST OF UNIQUE EXPERIENCES. WITH ENDLESS OPPORTUNITIES FOR CROSS-CULTURAL EXCHANGE, KNOWLEDGE SHARING AND INNOVATION INCUBATION FROM BUSINESS IDEAS GENERATION TO LEARNING ABOUT LOCAL SPORTS AND LIFESTYLES, ABORIGINAL CULTURE, CREATING FASHION, MUSIC AND ART, TO THE VAST ARRAY OF ENTERTAINMENT OPTIONS AVAILABLE – IT'S WHAT MAKE SYDNEY ONE OF THE WORLD'S PREMIER TOURISM AND MAJOR EVENTS DESTINATION.

**SANDRA CHIPCHASE**  
CEO, Destination NSW



There is a formidable community of capable, talented women making an enormous impact on Sydney and Australia through their work in the events sector. They have helped position Australia on the world stage creating end-to-end solutions in complex environments. Let's encourage more young people to pursue careers in events — and importantly, let's commit to creating workplaces where all women and men can flourish. This is our collective responsibility.

**JOYCE DIMASCIO**  
Chief Executive, Exhibition and Event Association of Australasia



APART FROM BEING THE RIGHT THING TO DO, DIVERSITY IN THE WORK PLACE IMPROVES BALANCE SHEET RESULTS AND ACHIEVES BETTER OUTCOMES. DIFFERENT WAYS OF LOOKING AT HOW OPPORTUNITIES ARE CREATED AND PROBLEMS ARE SOLVED MAKES ORGANISATIONS STRONGER, MORE DYNAMIC AND MORE RESILIENT.

**GLADYS BEREJIKIAN**  
Premier of New South Wales



As well as being the highest-yielding sector within Australia's visitor economy, business events showcase our brightest minds and bring global leaders to our shores to share best practice and create change. The Global Summit of Women is a great example of how these events can shape international agendas on issues as important as gender diversity and women's empowerment.

**LYN LEWIS-SMITH**  
CEO, Business Events Sydney



There is so much to be gained from a skilled diverse workforce. Teams made up of people with different experiences and cultural backgrounds look at problems through contrasting lenses and can bring a plethora of ideas to the table, leading to more robust solutions and outcomes. We all have a responsibility to influence the perception of Australia as a diverse, inviting and hospitable place to live and visit.

**ROBYN JOHNSON**  
CEO, Meetings and Events Australia



A city that supports diversity benefits everyone and our mission is to provide leadership through best practice. This includes promoting an inclusive and welcoming environment within all accommodation for staff and visitors alike. Looking ahead, open lines of communication between government, businesses, associations and communities will ensure Sydney stays at the forefront of the industry.

**CAROL GIUSEPPI**  
CEO, Tourism Accommodation Australia



Ranked as one of the most liveable cities in the world, Sydney is a melting point of culture and diversity which directly correlates with our reputation as an innovation hub. Fostering diversity has fueled our city's startup culture and is helping businesses to thrive and removing barriers so that they can continue to defy the boundaries of innovation.

**PATRICIA FORSYTHE**  
Executive Director, Sydney Business Chamber



Sydney is one of Australia's most diverse cities and we are committed to creating a city that is for everyone, including in our own workplace here at the City of Sydney and in businesses all around Sydney. And that's not just talk — for example our last gender pay equity review found a gender pay gap of just 2.8 per cent. We also just unveiled our first Social Sustainability Action Plan, about creating a 'City for All'. We are passionate about supporting and promoting diversity and inclusion in our community and our workplace and I am pleased to see businesses embracing diversity to unlock the power that inclusion can bring.

**CLOVER MOORE**  
Lord Mayor, City of Sydney



# EXPERIENCE WORLD CLASS



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