



The Comfort Zone

Advocating for a safe pipeline industry for all, with APGA's newest Code of Practice



LET'S GO BACK



...NOT THAT FAR!

Rosalie Bogner and Mertle Thornton

Regatta Hotel 1965

THREE YEARS AGO...

- Margaret Gayen & Carina Nixon
- Creating Cultural Change for Gender Equality in the Pipeline Industry
- A Standing Ovation



TWO YEARS AGO...



LAST YEAR



WHERE ARE WE
NOW
?

FROM RECKONING TO RETREAT: JOURNALISM'S DEI EFFORTS ARE IN DECLINE

Diversity-related newsroom jobs haven't totally disappeared — but they also haven't stuck.

By **HANAA TAMEEZ** | @hanootameez | Sept. 10, 2025, 11:11 am

Why Is DEI Under Attack? Understanding the Current Backlash

[Employers](#) | [Job Seekers](#)

13 June 2025 • 5 min read

BREAKING | BUSINESS

Corporate Mentions Of 'Diversity' And 'DEI' Dropped 72% In 2025, Analysis Finds

By [Conor Murray](#), Forbes Staff. Murray is a Forbes news reporter covering ent... [▼](#)

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Published May 29, 2025, 08:00am EDT, Updated May 29, 2025, 09:43am EDT

MARCH, 2025

The Case for Sustaining DEI in Business: Beyond Tokenism and Rhetoric

Australia must stop overlooking misogynistic youth extremism

15 May 2025 | Astrid Young



United Nations

UN News

Global perspective Human stories

Why is the manosphere on the rise? UN Women sounds the alarm over online misogyny

Anthony Tran | Women and girls are feeling less comfortable to be exposed to the risks and threats when they engage in digital platforms, according to UN Women.

Younger men's support for D&I

77%
down to
69%



WHY SAFETY & DIVERSITY STILL MATTERS



We need to Protect our Environment

The Costs of Inaction are Immense

The Benefits are Immeasurable

But also... it's the law.

WHAT DO
YOU NEED
TO KNOW
?

DID YOU KNOW...

- **Any** construction project over \$250k in QLD needs a designated, accessible, private female toilet with sanitary bins on site?
- If you have over 100 staff, you're required to report to the WGEA every year or risk penalties?
- Protected attributes are expanding in every state?
- In Queensland, discrimination claims can be reported **publicly**?
- It's an employer's **legal requirement** to actively ensure PPE that fits is available and reasonably comfortable?
- **Positive Duty** is included in most state legislation, and has applied to psychosocial risks for 2 years and to **every workplace**?



INTRODUCING THE CODE OF PRACTICE

THE **SAFETY FOR ALL** CODE OF PRACTICE

Designed for You!

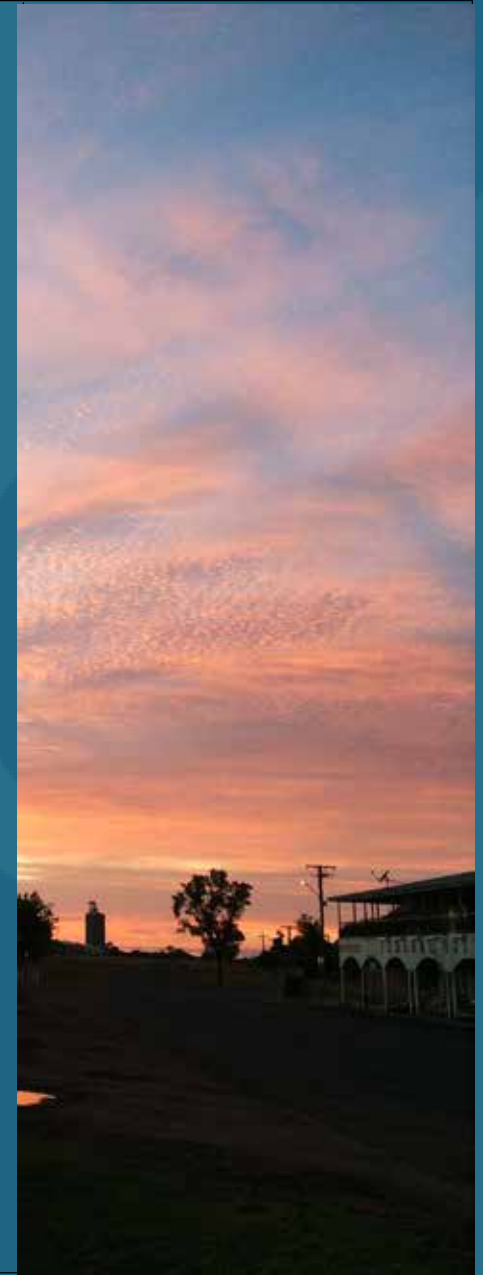
Managers and employees, operators, suppliers, and consultants

Know What You Need to Know

Legislation, Definitions, Applicability

Cultural Transformation

Towards cultural change and effective implementation





WHAT THE CODE COVERS

State & Federal Legislation

Managing Psychological Safety

Best Practices in Industry*

Implementation Guidance

*please help us with - get in touch!

BEYOND COMPLIANCE

WHY IT MATTERS



“WHAT
ABOUT
ME
?”

WHAT YOU CAN DO AS A PIPELINER:



What we need
more of:

- Laughter
- Empathy
- Generosity
- Equity
- Networks
- Decency
- Safety

What we don't
need:

- Dismissal
- Ignorance
- Competition
- Know-it-all
- Hostility
- Ego
- Adversaries
- Division
- Silencing

NEXT STEPS

WE'RE MAKING IT EASY

Join the conversation

Stay informed





BEFORE WE
*"get out of it to get
ahead"*
WE ALL DESERVE
TO HAVE

...a comfort zone

THANK YOU

The Advocacy Committee - especially Carina Nixon, Stephanie Johnson, Gretyl Lunn, and Julie Hamilton; and WPF Chair Cara Robb.

Thank you to LERA for your support.

