

THE EQUITY CO·LAB

PROGRAM UNDER DEVELOPMENT

FAIR
BY
DESIGN

NATIONAL
Summit
2025



6–8:30pm Pre-Event**Tuesday 14 October**(optional)

The Spirit Level Book Club + Drinks & Discussion

Speakers: Authors: Richard Wilkinson and Kate Pickett

Facilitated by: Julie Sturgess, CCQ CEO

Location: Peppers Theatre

An informal book club-style evening exploring the landmark research in The Spirit Level. This session reflects on the social costs of inequality and asks why evidence alone hasn't driven systems change. Open to all attendees, no pre-reading required.

DAY ONE: Wednesday 15 October

The arc: From urgency to systems understanding, moving to action

Welcome to Country

Lyndon Davis, Kabi Kabi Traditional Owner

Summit Welcome and Introduction

Julie Sturgess (CCQ CEO) and Dr Norman Swan AM

Opening Keynote: Stan Grant

Author, journalist and proud Wiradjuri man

This Is Where the Reckoning Begins

Stan opens the Summit with a keynote on structural inequality in Australia, especially for First Nations peoples. He challenges us to confront the systems behind exclusion and injustice and to redesign them with truth and dignity.

Keynote: Dr Michael McAfee

CEO, PolicyLink (USA)

**Leading with Love:
Advancing Equity in an Age of Division**

Michael draws from US experience to encourage bold leadership and value-based action. He makes the case for movement-building, imagination and integrity in the face of backlash.

Keynote: Professor Fran Baum AO

Professor Health Equity & NHMRC Investigator Fellow, Stretton Inst., UoA

**Fair Societies, Healthy Lives:
Restoring the Fair Go**

Fran explores the social determinants behind Australia's growing health gaps. She calls for upstream investment and a renewed national commitment to equity as a design principle.

Keynote Panel

Facilitated by: Dr Norman Swan AM

Audience Q&A with Stan Grant, Dr Michael McAfee and Professor Fran Baum AO

Session: Professor Sharon Friel

ARC Laureate Fellow & Professor of Health Equity, ANU

One System One Crisis: Why Health Equity and Planetary Health Must Be Tackled Together

Sharon outlines the shared drivers of climate breakdown and social injustice. She argues for integrated action and planetary health equity as a necessary systems lens.

Session: Dr Katherine Trebeck

Political economist, writer and advocate for economic system change

**From Growth to Thriving:
Designing an Economy for Equity and Wellbeing**

Katherine challenges GDP growth as a measure of success and advocates for a wellbeing economy. She draws on global examples of economic redesign.

Session: Professor Andrew Scott

Emeritus Professor of Politics and Policy Deakin University and author

What if Fairness Was a System Design Choice

Andrew shares insights from Nordic countries on how equity can be embedded through universal systems and long-term policy.

Panel

Facilitated by: Dr Norman Swan AM

Audience Q&A with Sharon Friel, Katherine Trebeck and Andrew Scott

Session: To Be Announced (TBA)**The Politics of Change: What Will It Take to Put Equity on the Policy Agenda**

This session explores why equity remains politically sidelined and what it would take to move it from principle to policy reality.

Session: Selwyn Button

Productivity Commissioner

**Productivity with Purpose:
Why Equity is Australia's Smartest Investment**

Selwyn demonstrates how equity drives long-term value and productivity, with lessons from mental health reform and economic policy.

Session: Dr Nicki Vincent

Commissioner for Gender Equality in the Public Sector (Victoria)

**From Aspiration to Obligation:
Embedding Equity in Institutions**

Nicki shares how the Victorian Gender Equality Act is shifting culture, accountability and decision-making in the public sector.

Session: Cormac Russell (virtual)

Managing Director of Nurture Development, social explorer, author and speaker

**Rekindling Democracy:
Strengthening Community for Health Equity**

Cormac invites us to refocus on place and community as the foundation of equity and system transformation.

Day One Close and Reflections

Facilitated by: Dr Norman Swan AM

Evening: Sunset Drinks and Dinner

All attendees invited

DAY TWO – Thursday 16 October**The arc: From insight to action**

6am sunrise walk and connecting to Country with Lyndon Davis

A guided walk through Noosa National Park to reflect and connect to place

Session: TBA

**Leadership for Equity:
Walking Together Across Difference**

Session explores the leadership styles and mindsets needed to share power and advance equity across sectors and identities.

Session: TBA

**Investing Early:
Embedding Prevention into Budget Systems**

Session shares how Treasury is reshaping public finance to support long-term outcomes and prevention in Victoria.

Session: Michael Hogan

Executive Convenor, Thriving Qld Kids Partnership (ARACY)

**Getting There First:
Rewiring Systems so Every Child Thrives**

Michael outlines the infrastructure and partnerships needed to shift early childhood systems from reactive to proactive.

Panel

Facilitated by: Dr Norman Swan AM

Audience Q&A with Michael Hogan + TBC

Session: Siobhan Henderson

Head of Social Impact & Strategy Manager, Australian Unity

**Embedding Equity in Business:
The Community and Social Value Framework**

Siobhan highlights how Australian Unity uses a value-based approach to decision-making, financing and accountability.

Session: TBA

Reimagining Human Learning Systems in Public Sector Organisations

This session explores how adaptive, relationship-based models are reshaping public service delivery and performance.

Session: TBA

Bridging the Gap Between Values and Action

Session examines how public attitudes shape policy appetite and how storytelling and trust can shift what's possible.

Panel

Facilitated by: Dr Norman Swan AM

Audience Q&A with Siobhan Henderson + TBA

Practice Spotlights | Choose One Stream

85-minute breakout sessions with three case studies and a facilitated discussion

Room 1: Power and Place

Speakers: Meaghan Burkett + TBA

Facilitator: Olivia Naughtin

Stories of place-based innovation and shifting decision-making power to local communities

Room 2: Profit and Purpose

Speakers: TBA **Facilitator:** Julie Sturgess

Case studies on embedding equity in business strategy, sport and digital health

Room 3: Voice Data and the Future of Evidence

Speakers: TBA **Facilitator:** TBA

What evidence do we need to advance equity, and how do we use it?

**Closing Keynote: Dr Michael McAfee
A Collective Call to Action**

Michael returns to help us synthesise the learning and challenge us to lead with courage, clarity and collective purpose

Summit Close

Speakers:

**Shea Spierings (CCQ, Board Chair),
Julie Sturgess and Dr Norman Swan AM**