



Pride in Diversity

November 2024

Introduction and FAQ for 2024/25 membership fee changes and new initiatives

This document is supplementary to the 2024/25 Membership Offerings document, [found here](#).

Key concepts

- 1. Modest Increases:** Pride in Diversity is implementing a modest increase in membership fees for new members from November 2024, and current members from December 2024.
- 2. Last increase was in 2022:** This is the first increase since 2022 as PID has shielded our members from price increases in the recent past and has absorbed inflation driven price increases. Now, in line with increasing costs due to global inflation, PID is increasing membership fees.
- 3. Not Government funded:** PID is a not-for-profit organisation, and our operations are funded exclusively by membership fees and other support from our membership base. Notably, PID does not receive government support in addition to the membership fees paid by Government members.
- 4. Application of new fees:** Existing PID members will not be impacted until their membership is due for renewal, at which time the new rates will apply for the new membership period, subject to some exceptions.
- 5. Other new developments:**
 - **New Large membership category:** A new membership category for those members with 8,000 or more employees is being introduced to reflect the increased level of service provided by PID to members with a larger workforce.
 - **PID Consultancy:** In a milestone for PID we are launching the PID Consultancy where our most senior and experienced LGBTQ+ workplace inclusion experts will provide tailored LGBTQ+ inclusion services customised to individual client needs. The scope of services provided by our senior consultants could range from devising an LGBTQ+ workforce strategy for organisations, an LGBTQ+ workforce talent development program, an LGBTQ+ inclusive marketing strategy, or any organisational/business transformation projects. The new PID Consultancy will supplement current service offerings through PID membership or fee for service options.
- 6. Essential:** PID's most popular membership category, "Standard" membership now has a new name and is "Essential" membership.

Q1: What are the new prices?

1. **Essential Membership:**

Price: \$6,990 +GST per annum

2. **Large Membership:**

Price: \$8,990 +GST per annum

3. **Philanthropic Membership:**

An additional payment of \$4,000 per annum in addition to the membership fee for the category subscribed to by the member. FYI GST is not payable on donations where (as in this case) no material benefit is gained for the donation

4. **Small Membership:**

Price: \$3,390 +GST per annum

5. **Technology Membership:**

Price: \$2,990 +GST per annum

6. **Consultancy:**

Price: Contact PID for pricing.

Q2: When will the new membership fees take effect?

New members: For new members, the fees set out on the 2024/25 Membership Offerings document will come into effect from 1 November, 2024.

Renewing members: Renewal dates for members occur across the year on the anniversary of that member joining PID. The increases will apply as members renew their membership, with the following exceptions: -

- Renewals received before 1st December will be charged at the current 23/24 rates, regardless of the membership dates.
- Members who will fall into the Large Member category will maintain their current membership level until they are converted to Large Membership category with their first renewal after 1st July 2025.

Q3: What new initiatives providing additional value to members have been introduced in the last 18 months?

PID has introduced a range of initiatives delivering additional value to members in the last eighteen months. These include:

- Executive Leaders Network events in all Australian States and Territories (excluding Tasmania, which is planned for 2025).
- An annual “State of the Nation” seminar has been introduced for all members to hear priority first release announcement of the key insights of the Employee Survey from the Australian Workplace Equality Index.
- We have launched the “LGBTQ+ Trailblazers” series of leadership forums.
- We have published new resources on Trans & Gender Diverse Recruitment and Cracking the Rainbow Glass Ceiling.
- PID’s research program has been expanded to deliver further insights to members.

In addition, we are set to announce other major initiatives in the next months.

Q4: Why are membership fees increasing?

As a not-for-profit organization, PID relies on the support of our membership base to remain sustainable while providing high-quality support, events, and resources. PID is not Government funded and is self-sustaining.

Given the current economic inflationary climate, which is increasing the cost of providing PID services, we will introduce a modest increase in membership fees for the first time since 2022.

Q5: What is the new Large Member category?

A new Large Member category will be introduced immediately for new members who have over 8,000 employees. Current members with over 8,000 employees will be moved into this category from 1 July 2025.

In our continuous effort to deliver the most value to our members, we are introducing a new membership category specifically designed for organizations with larger numbers of employees.

We recognize that larger organizations have unique needs and challenges, and the impact of our services on these organizations is significantly higher. They often have more diverse teams, more complex structures, and a wider range of issues to address. Therefore, the benefits they gain from our resources, events, and initiatives are substantial.

This new membership category is our response to these insights. It’s tailored to provide enhanced support, more extensive resources, and a greater number of initiatives that can positively impact a larger workforce.

By introducing this category, we aim to align our membership structure with the value delivered. It’s a step towards ensuring fairness, sustainability, and continued high-quality service for all our members. We believe this change will enable us to better serve our larger members while continuing to support our entire community effectively.

Q6: Can you tell me more about the new consultancy product and its fee structure?

We are excited to introduce in 2024 our new consultancy service. This is one of the most important milestones in the fifteen-year history of PID.

The support that Australian organizations need to advance LGBTQ+ workplace inclusion is never one size fits all. The launch of a customized Consultancy product recognizes that support sometimes needs to be tailored to meet the unique needs of clients, and that while the needs of most members can be met by PID's programs, some organizations need a tailored solution.

The key aspects of PID Consultancy are:

1. **Customised service provision:** The unique needs of organizations call for varying levels of support and advice. The Customized Program Design provides for PID to work closely with you to design LGBTQ+ programs that align with your organization's culture and objectives.
2. **Expert Guidance:** The PID Consultancy will provide services of PID's team of most senior LGBTQ+ workplace inclusion experts. These consultants have decades of experience and offer expertise that is unrivalled in Australia and globally. Our team of experts provide insights and recommendations based on best practices and their extensive experience in the field of diversity and inclusion.
3. **Implementation Support:** We don't just design the programs; we also support you in implementing them effectively within your organization.
4. **Fee Structure:** PID Consultancy operates under a fee structure that reflects the scope of work.
5. **Ongoing Assistance:** Our commitment doesn't end with implementation. We provide ongoing support to ensure the programs continue to be effective and evolve with your organization's needs.

We believe that every workplace can be a space of inclusion and acceptance. With our bespoke LGBTQ+ consultancy service, we aim to make this belief a reality for Australian employers. Together, we can create workplaces where everyone feels valued and included. For more information about our bespoke consultancy service, please get in touch with us. Let's make a difference together.