



 Melbourne

Women in Tax

 7 May 2026

 CPD 1

Different Minds, Better Teams: Harnessing Neurodiversity

As societal recognition and understanding advances, forward thinking organisations are embracing neurodiversity as an opportunity. But to fully leverage that opportunity, understanding and adaptations to traditional ways of working are necessary. In this session we bring together a panel to discuss the opportunities (and challenges) that embracing neurodiversity in the workplace presents and some practical measures that can be taken to better realise the potential. Our panel will cover a number of different angles including:

- Understanding of neurodiversity and how it impacts how minds work
- Workplace policies and adaptations that some leading organisations are implementing and their learnings from the journey they are on
- Stories from lived experiences.

Panellist:

Laura Grant, Associate Director, EY's Oceania Inclusiveness Team

Penny Robinson, Lecturer, Monash University and Ambassador, Yellow Ladybugs

Anup Thapa, Senior Business Analyst, Australian Taxation Office

Facilitator:

Alice Liang, Senior Manager, PKF Melbourne

Event Details

Thursday, 7 May 2026

RACV City Club

Level 2, 501 Bourke Street

Melbourne

12:00 – 2:00PM



We welcome all supporters of
diversity and empowering
women in the workplace - no
matter what your gender

Speakers

Laura Grant is an Associate Director in EY's Oceania Inclusiveness team, based in Melbourne. She leads EY Oceania's Inclusive Recruitment function, is the Neuro-Inclusion Strategy Lead, Co-Chair of Melbourne Ability (EY's employee network for people with disability as well as allies and carers) and is an IECL accredited Executive Coach. Laura has played a pivotal role in the development of EY's neuro-inclusion initiatives, including co-leading EY Oceania's first (and award winning) autism employment program, *SwitchedOn*, Creating EY Oceania's internal annual Neurodiversity November campaign, the Autism Workplace Champion – now Neuro-Inclusion Ambassador program and the redesign of Workplace Adjustments. She combines strategic leadership with lived experience, drawing on her perspective as a neurodivergent (late diagnosed ADHD) individual to advocate for strengths-based, human-centred approaches to neuro-inclusion in the workplace.



Alice Liang is a Senior Manager at PKF Melbourne. She has over 9 years of extensive experience advising on complex tax matters across a broad range of clients and industries. She specialises in assisting listed, foreign-owned entities and high-net wealth individuals, and is known for her practical, commercially focused approach.

Alice works closely with stakeholders to navigate evolving tax legislation and regulatory change, supporting clients to manage risk while achieving strategic outcomes. She has a strong interest in developing future tax leaders and is passionate about mentoring and supporting women in the profession. She's a committee member for the Women in Tax (The Tax Institute), Female Accountant Network, and the Chair for PKF Empower which all support females in the accounting and tax industries. A committed member of the tax community, Alice actively contributes to professional discussions and initiatives that promote diversity, technical excellence and collaboration within the industry. Her commitment to collaboration is evident in her selection as a finalist for the Accountants Daily "The Rising Star Awards 2026."



Penny Robinson is a lecturer and biostatistician at Monash University, and an autistic advocate who shares her experience of being autistic. She teaches epidemiology and biostatistics to medicine and biomedical science students. She likes making videos - especially screen capture ones, that show how to do something. Penny was diagnosed at 14 (Year 9) and is an Ambassador of Yellow Ladybugs, the I CAN Network and AV (Autism Valued). She is known as "hoodie girl" from when she presented at a conference with her hoodie hood up when there was a very bright spotlight on the speakers.



Anup Thapa works at the Australian Taxation Office (ATO) within Large Market Strategy, supporting strategic approaches for public and multinational groups that strengthen the integrity and effectiveness of Australia's tax system. His work contributes to the development of large market strategy, compliance and assurance approaches, and improved engagement between the ATO and complex taxpayer groups. Anup brings a systems-thinking perspective, with a focus on designing approaches that are practical, scalable, and centred on better client experience. Earlier in his career, Anup worked as a Disability Support Worker while studying at university, gaining first-hand experience supporting individuals across the neurodiversity spectrum. This experience shaped his strong belief that effective systems and organisations are designed to accommodate diverse ways of thinking and working—an approach he applies to strategic and organisational challenges. Anup holds Bachelor's degrees in Information and Communication Technology and Business (Accounting), along with qualifications in Community Welfare, Disability, and Executive Management. He has also contributed to workplace inclusion and employee advocacy initiatives, including serving as a Union Delegate and as a site representative for ATO Making Inclusion Count (ATOMIC). He is particularly interested in the intersection of large market strategy, leadership capability, and inclusive workplace practice, and how thoughtful organisational design can improve outcomes for both institutions and the communities they serve.



“This year at our Women in Tax event, we are celebrating our neurodiverse colleagues and the unique strengths they bring to our profession. Join us to connect with peers, hear from inspirational panellists, and explore ways to help diverse teams thrive” **Kathryn Bertram, FTI, Chair, Organising Committee**

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your tickets!



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The Tax Institute gratefully acknowledges the generous assistance of members of the Organising Committee:

Kathryn Bertram, FTI, Johnson Winter Slattery, Chair, Women in Tax Organising Committee

Stacey Baxter, EY

Megan Bishop, Piper Alderman

Mekhala De Alwis, PKF Melbourne

Alice Liang, CTA, PKF Melbourne

Yvonne Matheson, Australian Taxation Office

Lyn Thiel, Riverwood Accounting & Financial Services