

Basics

" s47G 26/07/2024 02:33 PM  
Please respond to  
s47G

<b>Send</b>	To s22 @abs.gov.au CC s47G, s47F, s47E(d) @abs.gov.au bcc
<b>Subject</b>	ACON - Invoice PID - Invoice-PID000664 📎
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi s22

Please see invoice PID - Invoice-PID000664 s47G ) attached.

Please send a copy of remittance advice to s47G after making the payment.

Please note if you are paying by creditcard, use only the last 7 digits for the invoice number field.

Should you have any enquiry please do not hesitate to contact us.

Thank you.



Released under FOIA Act



PID - Invoice-PID000664.pdf

Released under FOIA Act



38 136 883 915  
 ACON Health Limited  
 414 Elizabeth St.  
 Surry Hills Sydney, NSW 2010  
 Phone 02 9206 2000

# TAX INVOICE

**BILL TO:**  
 AUSTRALIAN BUREAU OF STATISTICS  
 GPO BOX 2796Y  
 MELBOURNE, VIC 3001  
 ATTN : s22

**INVOICE NO :** PID000664  
**Invoice Date :** 26/07/2024  
**Customer Code :** s47G  
**P.O. number :**

DESCRIPTION	AMOUNT
PID Standard Membership renewal from 15/8/24 to 14/8/25	s47G

Subtotal	
GST	
<b>Total</b>	<b>s47G</b>

## Remittance Advice

### EFT Payment Details

**Account Name** s47G  
**Bank** s47G  
**BSB** s47G  
**Account No** s47G

### Debtor Details

**Debtor No** s47G  
**Invoice No** PID000664  
**Invoice Total** s47G

**Credit Card:** We accept Visa/Mastercard/AMEX. Terms of Payment: 14 days  
 To make online payment, please visit: <https://prideinclusionprograms.com.au/invoice-payment/>  
 Please send a copy of remittance advice to s47G  
 Please refer to our T & C - [Microsoft Word - APIP\\_TermsConditions 26 August 2020 \(prideinclusionprograms.com.au\)](#)



Notification: FW: ACON - Invoice PID - Invoice-PID001547 [SEC=OFFICIAL]

s22

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s22

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**From:** s47G

**Sent:** Friday, 22 August 2025 1:04 PM

**To:** s22 @abs.gov.au>

**Cc:** s47G ; s47F

**Subject:** ACON - Invoice PID - Invoice-PID001547

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

Please see invoice PID - Invoice-PID001547 ([REDACTED]) attached.

Please send a copy of remittance advice to [REDACTED] after making the payment.

Please note if you are paying by creditcard, use only the last 7 digits for the invoice number field.

Should you have any enquiry please do not hesitate to contact us.

Thank you.



(See attached file: PID - Invoice-PID001547.pdf)

Released under FOIA Act



38 136 883 915  
 ACON Health Limited  
 414 Elizabeth St.  
 Surry Hills Sydney, NSW 2010  
 Phone 02 9206 2000

## TAX INVOICE

**BILL TO:**  
 AUSTRALIAN BUREAU OF STATISTICS  
 GPO BOX 2796Y  
 MELBOURNE, VIC 3001  
 ATTN : s22

**INVOICE NO :** PID001547  
**Invoice Date :** 21/08/2025  
**Customer Code :** s47G  
**P.O. number :**

DESCRIPTION	AMOUNT
Pride in Diversity Essential Membership from 16/8/25 to 15/8/26	s47G

Subtotal   
 GST   
 Total  **s47G**

### Remittance Advice

#### EFT Payment Details

Account Name  
 Bank  
 BSB  
 Account No

**s47G**

#### Debtor Details

Debtor No  
 Invoice No  
 Invoice Total

s47G  
 PID001547  
 s47G

**Credit Card:** We accept Visa/Mastercard/AMEX. Terms of Payment: 14 days  
 To **make online payment**, please visit: <https://prideinclusionprograms.com.au/invoice-payment/>  
 Please send a copy of remittance advice to s47G  
 Please refer to our T & C - [Microsoft Word - APIP\\_TermsConditions 26 August 2020 \(prideinclusionprograms.com.au\)](https://prideinclusionprograms.com.au)

Basics

s22 30/05/2024 08:33 AM  
s22 @abs.gov.au

<b>Send</b>	To s47E(d) @abs.gov.au> cc bcc
<b>Subject</b>	FW: Your Pride Inclusion Programs order is now complete [SEC=OFFICIAL]
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity

s22

Released under FOIA Act

**From:** [redacted]  
**Sent:** Monday, May 20, 2024 4:21 PM  
**To:** [redacted]@abs.gov.au>  
**Subject:** Fwd: Your Pride Inclusion Programs order is now complete

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender safe.

Sent from my iPhone

Begin forwarded message:

**From:** Pride in Diversity <[redacted]>  
**Date:** 20 May 2024 at 10:24:28 am AEST  
**To:** [redacted]  
**Subject:** Your Pride Inclusion Programs order is now complete  
**Reply-To:** Pride in Diversity <[redacted]>

**Thanks for shopping with us**

Hi [redacted]

We have finished processing your order.

**[Order #12808] (20/05/2024)**

Product	Quantity	Price
Ally Stickers - Members Pack of 10	4	\$48.00
Badges - Ally - Members Individual Pin	40	\$158.00
<b>Subtotal:</b>		\$206.00
<b>Shipping:</b>		\$17.00 via Standard Shipping
<b>Payment method:</b>		PayPal
<b>Total:</b>		\$223.00

**Billing address**  
[redacted]  
ABS  
200 Collins Street  
Hobart Tasmania 7000  
[redacted]  
[redacted]

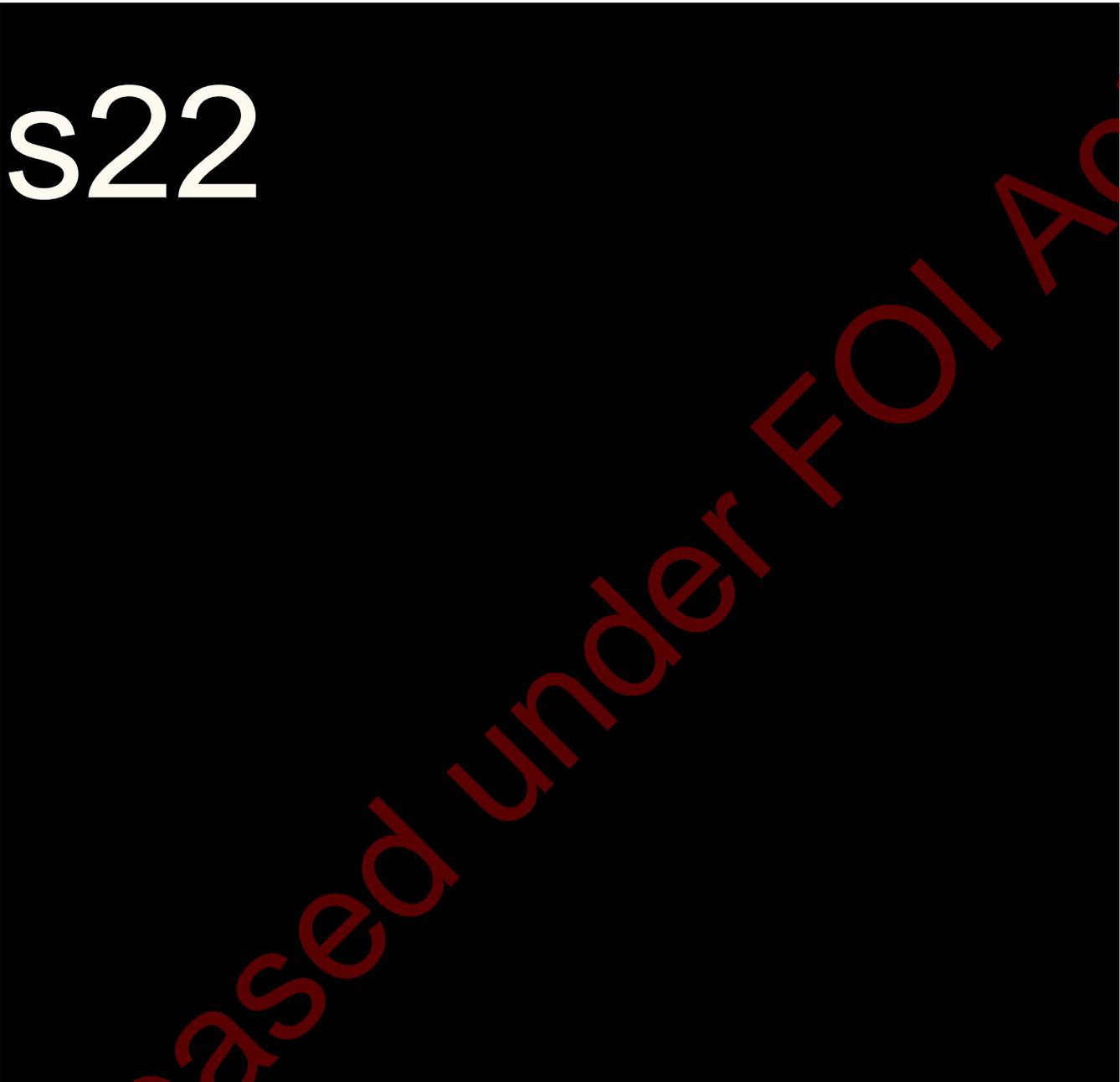
**Shipping address**  
[redacted]  
ABS  
45 Benjamin Way  
Belconnen Australian Capital Territory 2617

Thanks for shopping with us.

Pride Inclusion Programs thank you for your order!

 Outlook

FW: Confirming Thursday 21 August ABS & PID catchup at ABS house 10.30 am [SEC=OFFICIAL]



**From:** s47F [redacted]  
**Sent:** Thursday, 21 August 2025 4:10 PM  
**To:** s22 [redacted]@abs.gov.au; s22 [redacted]@abs.gov.au; s22 [redacted]@abs.gov.au; s22 [redacted]@abs.gov.au; Nicky Bell <nicky.bell@abs.gov.au>  
**Cc:** Bindi Kindermann <Bindi.Kindermann@abs.gov.au>  
**Subject:** RE: Confirming Thursday 21 August ABS & PID catchup at ABS house 10.30 am [SEC=OFFICIAL]

Hi all

Thank-you for the catch-up today, it was great to connect, here's an outline of the information we discussed – let me know if I've missed everything!

**Membership Status**

Current

**Membership Renewal Date**

16/8/2026

**Membership Hours Used**

0.00

**Member Hours Remaining**

6.00 +6.00 rolled over

**PID UPDATE**

**PID Q3 Roundtable**

- Darwin/Garramilla Roundtable, Tues 26 Aug, 2:00pm – 3:30pm (ACST) – [Register Here](#)

**• AWEI Survey (6-Oct to 23-Feb)**

AWEI ([2025-26 AWEI Employee Survey – Registration | Australian Workplace Equality Index](#))

**• AWEI Practice Points 2025**

- Key Insights (*published*)
- Being Out at Work (*published*)
- Trans and Gender Diverse Inclusion
- Allies in the Workplace (*published*)
- NEW: Workplace Inclusion Impacts (*published*)
- **Impacts of Leadership Support**
- **Bullying & Harassment Experiences**
- **Impacts of Visible role models**
- **Applying an Intersectional Lens**

**• PID Academic Paper published:**

**Same or Different? Understanding Employees' Perceptions of Their Own Workplace Diversities - Perales - 2025 - Diversity & Inclusion Research - Wiley Online Library**

It highlights underrepresented diversity dimensions—such as caring responsibilities and socioeconomic status—and reveals ideological resistance to diversity practices, offering important insights for improving survey design and data collection.

**• LGBTQASB+ Mob at Work report published**

The report, developed by Pride in Diversity and the UTS Centre for Social Justice and Inclusion, explores the workplace experiences of LGBTQASB+ First Nations people - including Sistergirls, Brotherboys, and other gender-diverse identities. It highlights the intersectional challenges they face and the cultural strengths they bring to workplaces.

**• TransHub National Launch – 29<sup>th</sup> August**

Trans Health Equity is excited to invite you to a special webinar marking the national relaunch of [TransHub](#), now supporting trans and gender diverse communities across every state and territory in Australia.

Register now: <https://forms.acon.org.au/form-6873308/national-launch-webinar-rego-form-transhub>

**• PIP Conference, Melbourne, 25-26th November**

- Sponsorship opportunities
- Early Bird tickets available
- Info available in E-News:

**• VIC MIDSUMMA EO'S**

Carnival & Marching, Sponsorship or Volunteering

**Midsumma Carnival | Sunday 19 January**



Pride in Diversity (stall name ACON's Pride Inclusion Programs) will be at Midsumma Carnival. We are inviting PID members to:

1. **Volunteer** at our stall during the day – enquire to s47F [redacted] here
2. **Come and say Hi** to the team and make an origami 'Proud Heart' or try your luck at the Inclusion parlour games!

### Midsumma Pride March | Sunday 2 February



Pride in Diversity (ACON's Pride Inclusion Programs) will be marching at Midsumma Pride March.

We are inviting PID members to:

1. **Sponsor us** (your organisations logo to be added to our marching 'Proud Hearts' t-shirts) – enquire to s47F [redacted] here



2. **March with us – enquire to [s47F](#) [here](#)** (sponsorship not required to march with us)

- 5x places and 5x 'Proud Hearts' t-shirts per each PID member (extras to be added to waitlist)

• **WIPD Proud Hearts toolkit**

This year for WIPD we have put together a toolkit to guide our members through hosting your own 'Purple Hearts' craft afternoon.

Take a look at the attached toolkit for all the steps and recommendations, or if watching something is more your style the video below gives a little information on Wear It Purple Day, the considerations for hosting your own craft afternoon, and then walks you through step by step in how to make an origami heart.

['Purple Hearts craft afternoon' toolkit video](#)

**ABS REQUEST FOR DATA AND INSIGHTS ON LGBTQ+ INCLUSION**

**Why LGBTQ+ Inclusion still matters signed letter from Dawn:**

**KWM presentation: Australian Legislative Requirements to Support DEI**

[Recap: Lunch & Learn: How Do Australia's Legislative Requirements Support Diversity Equity & Inclusion? Wednesday, 13 August | Meeting | Microsoft Teams](#)

**Open for Business report: Business Case for LGBTQ+ Workplace Inclusion.**

**PID AWEI Practice Point: Workplace Inclusion Impacts**

- Up to 4x higher employee recommendation rates
- 61% lower intent to leave with inclusion training
- 73% lower turnover intent where allyship is supported
- Up to 60% higher perceived job security with visible role models
- Up to 121% higher job satisfaction where bullying is addressed

**Detailed report:**

**RE Trans Awareness Week:**

**TRANSGENDER & GENDER DIVERSE AWARENESS (60-90 mins)**

**Session overview**

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum.

The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

*This session is recommended to support an employee's Gender Affirmation.*

**Session outcomes:**

- Understand the diversity of, and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting and employee through gender affirmation (transitioning) at work

**Session locations:**

1. Brisbane
2. Canberra
3. Sydney
4. Perth
5. Geelong
6. Adelaide (ABS & RM TBC)
7. Melbourne CBD (ABS TBC)

Thanks and speak soon

s47F

s47F

Pride in Diversity

ACON's Pride Inclusion Programs

Direct s47F

Email s47F

Address: 200 Roddie Street, Abbotsford, VIC 3067

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)



**PRIDE IN PRACTICE** EARLY BIRD TICKETS NOW ON SALE THE AUSTRALIAN LGBTQ+ INCLUSION CONFERENCE MARVEL STADIUM, MELBOURNE **25 - 26 NOV**

It's our

**15**

YEAR ANNIVERSARY

We're celebrating 15 years of leading LGBTQ+ inclusion. 15 years of LGBTQ+ people being able to bring their whole selves to work.

pridein diversity

  
**ACON acknowledges and pays respect to the Traditional Owners and Custodians of the lands, waters and territories on which we work.**

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From: s22 <[REDACTED]@abs.gov.au>

Sent: Tuesday, 19 August 2025 1:27 PM

To: s47F

Cc: s22 <[REDACTED]@abs.gov.au>

Subject: Confirming Thursday 21 August ABS & PID catchup at ABS house 10.30 am [SEC=OFFICIAL]

Hi s47F

Just checking in to confirm that all is ok for our meeting on Thursday.  
The meeting will cover

- Update from yourself
- ABS update
- Membership hours
- Anything else?

We still haven't received our invoice for membership.

Just call me or s22 and I'll collect you from the foyer.

Looking forward to catching up.

Regards

s22

Senior Inclusion and Diversity Officer

Inclusion and Diversity

People Services Branch | Enterprise Services Group | Canberra Office

**Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

*Non work day Fridays*

*I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*



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s22

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"AWEI" Response Update: 7 DAYS TO GO AWEI E... 22/02/2024 09:45:57 AM

**Response Update: 7 DAYS TO GO AWEI Employee survey (22/02/24)**

s47E(d)

"AWEI" 22/02/2024 09:45 AM

Basics

"AWEI"

22/02/2024 09:45 AM

s47G

Send	To "s47E(d)@abs.gov.au"> CC
Subject	Response Update: 7 DAYS TO GO AWEI Employee survey (22/02/24)
Protective Mark	
Information management markers	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;">Caveat <input type="checkbox"/></span>
Categories	
Visibility	Public
Editors	s47G, [Wkgroup]
Document Usage	Information Management - determines recordkeeping action
Document Id	DCOO-D2NVD3

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi s22

Thank you for requesting the link for [Australian Bureau of Statistics](#) to participate in the 2024 AWEI Employee Survey.

There is **JUST 7 DAYS** to go!

Updates via email will be provided Monday and Thursdays until

## survey closes

The Surveys will remain open until **C.O.B. 29th February 2024**  
(8pm Australia Eastern Daylight savings time)

Your organisation has:

Responses received	<b>226</b>
FTE provided	<b>3500</b>
% of FTE responded	<b>6%</b>

In 2023 **you did not participate.**

Your link this year is

[https://survey.websurveycreator.com/s/2024\\_AWEI?org-name=AustralianBureauofStatistics](https://survey.websurveycreator.com/s/2024_AWEI?org-name=AustralianBureauofStatistics)

Please ensure you provide this to your employees exactly as written to ensure responses are automatically allocated to your organisation.

Please ensure you remind your employees to complete the survey, if you would like to advise us of the period you will be distributing we are happy to help you keep track during that time.

Should you have any questions, please do not hesitate to contact: s47F by replying to this email or via s47G

On behalf of the **Pride in Diversity** team, we would like to thank you for participating in this Survey. We look forward to sharing your results with you.

Kind Regards

**Pride in Diversity**

**ACON's Pride Inclusion Programs**

Direct: s47F

Address: 414 Elizabeth St Surry Hills NSW 2010

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

Twitter: [PrideinDiversity](#) | [Prideinsportau](#) | [PrideinHealth+Wellbeing](#)

Facebook: [PrideInDiversity](#) | [Prideinsport](#) | [Prideinhealth+wellbeing](#)

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s22

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"AWEI"

Response Update: TEN DAYS TO GO AWEI...

19/02/2024 01:10:52 PM

**Response Update: TEN DAYS TO GO AWEI Employee survey (19/02/24)**

s47E(d)

"AWEI" 19/02/2024 01:10 PM

Basics

"AWEI"

19/02/2024 01:10 PM

s47G

<b>Send</b>	To "s47E(d)@abs.gov.au"> cc
<b>Subject</b>	Response Update: TEN DAYS TO GO AWEI Employee survey (19/02/24)
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	
<b>Visibility</b>	Public
<b>Editors</b>	s47G, [Wkgroup]
<b>Document Usage</b>	Information Management - determines recordkeeping action
<b>Document Id</b>	DCOO-D2L58K

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Hi s22

Thank you for requesting the link for [Australian Bureau of Statistics](#) to participate in the 2024 AWEI Employee Survey.

There is **TEN DAYS** to go!

Updates via email will be provided Monday and Thursdays until

## survey closes

The Surveys will remain open until **C.O.B. 29th February 2024**  
(8pm Australia Eastern Daylight savings time)

Your organisation has:

Responses received **138**  
FTE provided **3500**  
% of FTE responded **4%**

In 2023 **you did not participate.**

If you feel the numbers above are incorrect, please get in contact and we can review.

Your link this year is

[https://survey.websurveycreator.com/s/2024\\_AWEI?org-name=AustralianBureauofStatistics](https://survey.websurveycreator.com/s/2024_AWEI?org-name=AustralianBureauofStatistics)

Please ensure you provide this to your employees exactly as written to ensure responses are automatically allocated to your organisation.

Please ensure you remind your employees to complete the survey, if you would like to advise us of the period you will be distributing we are happy to help you keep track during that time.

Should you have any questions, please do not hesitate to contact: [REDACTED] by replying to this email or via [REDACTED]

On behalf of the **Pride in Diversity** team, we would like to thank you for participating in this Survey. We look forward to sharing your results with you.

**Kind Regards**

**Pride in Diversity**

**ACON's Pride Inclusion Programs**

**Direct:** [REDACTED]

**Address:** 414 Elizabeth St Surry Hills NSW 2010

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

**Twitter:** [PrideDiversity](#) | [PrideInSportAU](#) | [PrideInHealth+Wellbeing](#)

**Facebook:** [PrideInDiversity](#) | [PrideInSport](#) | [PrideInHealth+Wellbeing](#)

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s22

"AWEI"

Response Update: 9 hours to go... AWEI Em...

29/02/2024 09:56:26 AM

Response Update: 9 hours to go... AWEI Employee survey (29/02/24)

s47E(d)

"AWEI" 29/02/2024 09:56 AM

Basics

"AWEI"

29/02/2024 09:56 AM

s47G

<b>Send</b>	To "s47E(d)@abs.gov.au"> cc
<b>Subject</b>	Response Update: 9 hours to go... AWEI Employee survey (29/02/24)
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	
<b>Visibility</b>	Public
<b>Editors</b>	s47G, [Wkgroup]
<b>Document Usage</b>	Information Management - determines recordkeeping action
<b>Document Id</b>	DCOO-D2VVKB

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Hi [REDACTED]

Thank you for requesting the link for [Australian Bureau of Statistics](#) to participate in the 2024 AWEI Employee Survey.

There is **JUST 9 Hours** to go!

The Surveys will remain open until  
**C.O.B. Thursday 29th February 2024**  
(8pm Australia Eastern Daylight savings time)

Your organisation has:

Responses received	<b>517</b>
FTE provided	<b>3500</b>
% of FTE responded	<b>15%</b>

In 2023 **you did not participate.**

Once closed the team will go through a cleansing process on results and you will be provided your results towards the end of May in line with the AWEI Awards.

Your response numbers above may change depending on this cleansing process, so please stay tuned for final response numbers.

Should you have any questions, please do not hesitate to contact: [REDACTED] by replying to this email or via [REDACTED]

On behalf of the **Pride in Diversity** team, we would like to thank you for participating in this Survey. We look forward to sharing your results with you.

Kind Regards

[Pride in Diversity](#)

**ACON's Pride Inclusion Programs**

Direct: [REDACTED]

Address: 414 Elizabeth St Surry Hills NSW 2010

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

Twitter: [PrideinDiversity](#) | [Prideinsportau](#) | [PrideinHealth+Wellbeing](#)

Facebook: [PrideInDiversity](#) | [Prideinsport](#) | [Prideinhealth+wellbeing](#)

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# s22

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"AWEI"      Response Update: 2nd last update - AWEI E...      26/02/2024 10:51:40 AM  
Response Update: 2nd last update - AWEI Employee survey (22/02/24)

s47E

"AWEI"... 26/02/2024 10:51 AM

Basics

"AWEI"

26/02/2024 10:51 AM

s47G

<b>Send</b>	To "s47E" <[redacted]>@abs.gov.au> cc
<b>Subject</b>	Response Update: 2nd last update - AWEI Employee survey (22/02/24)
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy... <input type="checkbox"/> Legal privilege... <input checked="" type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	
<b>Visibility</b>	Public
<b>Editors</b>	s47G [Wkgroup]
<b>Document Usage</b>	Information Management - determines recordkeeping action
<b>Document Id</b>	DCOO-D2T2HP

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Hi s22

Thank you for requesting the link for [Australian Bureau of Statistics](#) to participate in the 2024 AWEI Employee Survey.

There is **JUST 3.5 DAYS** to go!

This is your second last update, final update will be sent out Thursday morning

The Surveys will remain open until  
**C.O.B. Thursday 29th February 2024**  
(8pm Australia Eastern Daylight savings time)

Your organisation has:

Responses received	434
FTE provided	3500
% of FTE responded	12%

In 2023 **you did not participate.**

Your link this year is

[https://survey.websurveycreator.com/s/2024\\_AWEI?org-name=AustralianBureauofStatistics](https://survey.websurveycreator.com/s/2024_AWEI?org-name=AustralianBureauofStatistics)

Please ensure you provide this to your employees exactly as written to ensure responses are automatically allocated to your organisation.

Please ensure you remind your employees to complete the survey, if you would like to advise us of the period you will be distributing we are happy to help you keep track during that time.

Should you have any questions, please do not hesitate to contact: s47F by replying to this email or via s47G

On behalf of the **Pride in Diversity** team, we would like to thank you for participating in this Survey. We look forward to sharing your results with you.

**Kind Regards**

**Pride in Diversity**

**ACON's Pride Inclusion Programs**

**Direct:** s47F

**Address:** 414 Elizabeth St Surry Hills NSW 2010

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

**Twitter:** [PrideinDiversity](#) | [Prideinsportau](#) | [PrideinHealth+Wellbeing](#)

**Facebook:** [PrideInDiversity](#) | [Prideinsport](#) | [Prideinhealth+wellbeing](#)

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Notification: FW: FINAL REPORTS 2024 AWEI Employee Survey Data [SEC=UNOFFICIAL]

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s22

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# s22

**From:** s47F · s47F

**Sent:** Thursday, 13 February 2025 12:06 PM

**Subject:** FINAL REPORTS 2024 AWEI Employee Survey Data

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

**Where did 2024 go!?**

### **Releasing Final Data Analysis: 2024 AWEI Employee Survey - Sector Reports**

On Monday 10 February, we released the following reports. These reports compare all data responses to the specific sector or industry, highlighting differences (both positive and negative) across Australia.

These are available for download on the [AWEI Practice Points](#) page

Sector reports are available for

- Public Organisations (including Local, State and Federal Government departments)
- Private Organisations
- Higher Education

Additionally, we will be releasing specific industry insights on Friday the 20 February comparing data from organisations who fit within the following ANZSIC Codes to the whole 2024 response data.

B)-Mining

F)-Wholesale Trade

K)-Financial and Insurance Services    62 - Finance

M)-Professional, Scientific and Technical Services    6931 - Legal Services

We hope this helps to support your understanding of how your data compares to others in your sector and industry.

**Kind Regards**

s47F

## ACON's Pride Inclusion Programs

Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

Please note: While I may send emails outside of your working hours, there is never any expectation for you to either read these or respond during this time. Thank you.

**Personal pronouns:** she/her

**Direct:** s47F

**Address:** 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s47F

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

**Twitter:** [PrideinDiversity](#) | [PrideinSportau](#) | [PrideinHealth+Wellbeing](#)

**Facebook:** [PrideInDiversity](#) | [PrideinSport](#) | [Prideinhealth+wellbeing](#)

It's our **15** YEAR ANNIVERSARY

We're celebrating 15 years of leading LGBTQ+ inclusion. 15 years of LGBTQ+ people being able to bring their whole selves to work.

pridein diversity

**AUSTRALIA'S LEADING BENCHMARKS FOR LGBTQ INCLUSION**

AUSTRALIAN WORKPLACE EQUALITY INDEX | PRIDE IN SPORT INDEX | HEALTH + WELLBEING EQUALITY INDEX | acon PRIDE INCLUSION PROGRAMS



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Notification: FW: AWEI Data FW: Feedback on IDAHOBIT day ABS broadcast [SEC=OFFICIAL]

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s22

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# s22

**From:** [REDACTED]  
**Sent:** Wednesday, June 5, 2024 12:30 PM  
**To:** [REDACTED]@abs.gov.au> [REDACTED]  
**Cc:** [REDACTED]@abs.gov.au> [REDACTED]@abs.gov.au  
**Subject:** RE: AWEI Data FW: Feedback on IDAHOBIT day ABS broadcast [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hey all,

[REDACTED]  
s47G

I have attached the correct Public Data insights that we have Launched from the most recent data so far.

I would also say if you didn't know, and you love DATA we have these amazing session over the year all on data Insights- You can register for the newsletter and to attend live unpacking sessions or grab the PDF Data Sheets after the events :)

# s47G

Kind Regards,

[REDACTED]  
s47F

**Pride in Diversity • ACON's Pride Inclusion Program**

[Book time to meet with me](#)

**Mobile:** [REDACTED] | **Email:** [REDACTED]

**Address:** 200 Hoddle Street, Collingwood VIC 3067 | **Linkedin:** [www.linkedin.com/in/\[REDACTED\]](http://www.linkedin.com/in/[REDACTED])



ACON acknowledges and pays respect to the Traditional Owners and Custodians of all the lands on which we work.

[Click here to view ACON's 2<sup>nd</sup> Innovate RAP](#)

**From:** [REDACTED]@abs.gov.au>

**Sent:** Wednesday, June 5, 2024 11:41 AM

**To:** [REDACTED]  
[REDACTED]

Cc: [redacted] <[redacted]@abs.gov.au>; [redacted] <[redacted]@abs.gov.au>

Subject: AWEI Data FW: Feedback on IDAHOBIT day ABS broadcast [SEC=OFFICIAL]

Hi [redacted] and [redacted]

Passing on this feedback we received from [redacted] I believe this may have already been received from ABS, but appreciate any insights/response you can provide!

Cheers,

[redacted]

Assistant Director & Principal Strategic Designer

National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | Australian Bureau of Statistics

(P) [redacted] (E) [redacted] <[redacted]@abs.gov.au> (W) [www.abs.gov.au](http://www.abs.gov.au)

Ngunnawal & Ngambri Country (Canberra, ACT)

[redacted]

Co-Chair of the ABS Pride Network

*The Australian Bureau of Statistics acknowledges the traditional custodians of country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and elders, both past and present*

The [ABS Privacy Policy](#) outlines how the ABS handles any personal information that you provide to us.

From: [redacted] <[redacted]@abs.gov.au>

Sent: Wednesday, June 5, 2024 11:24 AM

To: [redacted] <[redacted]@abs.gov.au>; [redacted] <[redacted]@abs.gov.au>

Cc: [redacted] <[redacted]@abs.gov.au>

Subject: Feedback on IDAHOBIT day ABS broadcast

Hello!

I was watching the video "International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) - What is data's role to support 'no one left behind'? 2024 IDAHOBIT".

s47G

Thanks for your time!

[redacted]

[redacted] (he/him)

Mathematical Statistics Specialist

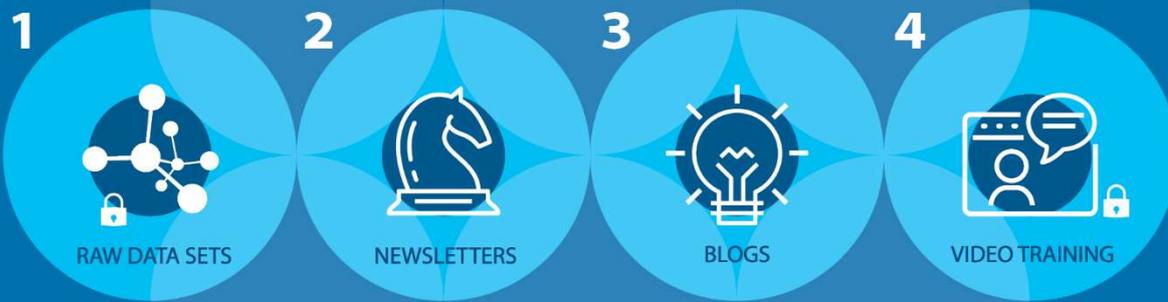
Methodology Futures | Methodology and Data Science Division | Australian Bureau of Statistics

(P) [redacted] (E) [redacted] <[redacted]@abs.gov.au> (W) [www.abs.gov.au](http://www.abs.gov.au)

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**FOUR WAYS TO GET ON POINT!**  
**PRACTICE POINTS**

## THE 2024 AWEI EMPLOYEE SURVEY EDITION 1: KEY INSIGHTS

The annual Australian Workplace Equality Index Employee Survey has been running for the past 13 years as part of the suite of offerings from Pride in Diversity.

Pride in Diversity is Australia’s first and only national not-for-profit employer support program for all aspects of LGBTQ+ workplace inclusion. Pride in Diversity are specialists in HR, organisational change and workplace diversity dedicated to improving the health and wellbeing of LGBTQ+ people by reducing exclusion, invisibility, homophobia, and stigma in the workplace. The AWEI Employee Survey provides insights into organisational culture, employees’ beliefs, opinions, and knowledge about LGBTQ+ inclusion initiatives, and differences in experience between LGBTQ+ and non-LGBTQ+ respondents.

In 2024 169 organisations and 42,219 individuals took part in the survey. Of these, 41,497 respondents are Australian-based, and 722 work in overseas locations for Australian employers.

All organisations taking part in the survey are working to increase and support LGBTQ+-inclusive practices within their organisations<sup>1</sup>.



In this Practice Point, we will be focusing on the 2024 Australian employee results, where applicable comparing them to the past two years to show trends and highlighting relevant differences between cohorts of respondents. This practice point does not focus on any one cohort of respondents.

<sup>1</sup> Results reflect the attitudes and knowledge of respondents from organisations working in inclusive practices.

Demographics

Sector & Industry

Participation is spread across all organisation sizes. This year there has been an 11.8% increase in significant organisation participation. As expected, the spread of responses favours large and significant organisations with a 5.0% increase in individual participation from employees in Significant organisations. This year also saw a 9.0% reduction in small organisation participation, and an 18.5% reduction in individual participation from small organisations.

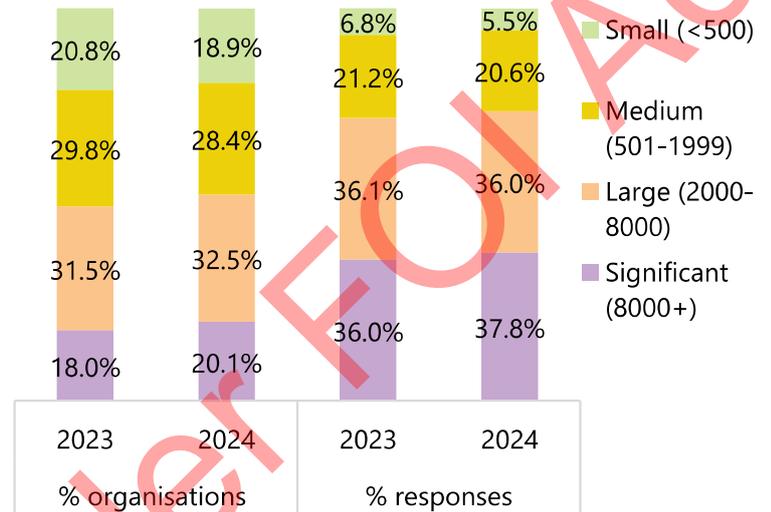
Little change is noted regarding the participation spread by sector, with 65.1% of organisations identify as Private Companies 23.7% in the Public Sector (Federal, State or Local government), Higher Education providers making up 7.1% and the final 4.1% from Non-Profit / Non-government/ Charity organisations<sup>2</sup>.

Like the past 2 years, over half of all respondents work in the Private Sector (2024: 54.4%, 2023: 55.6%). 2024 has had a 3.1% increase of responses from the Public sector (2024: 39.2%, 2023: 38.0%), though most significantly this has been within the Local Government sector which saw an 85.9% increase in participation (2024:2.6% v, 2023: 1.4%). NFP/NGO/Charity respondents have also increased by 99.0% from 0.7% to 1.4% this year.

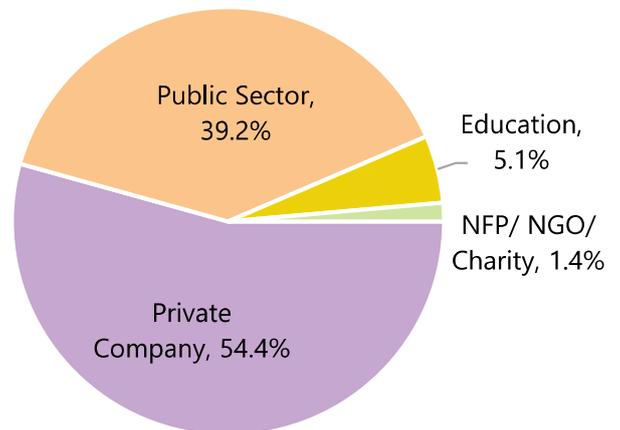
In 2024, Organisations were asked to advise their Primary Industry based on the by using the ANZSIC standard list<sup>3</sup> This means that analysis of past year participation is not possible, though going forward we will have a clearer picture of the attitudes within various industries.

*Detailed analysis will be provided on Sector and Industry data in future publications.*

Participation by organisation size



% responses by organisation sector



<sup>2</sup> In 2023, sector and industry determination has been via an organisation’s expression of interest request rather than individual respondents being required to identify this information for their organisation.

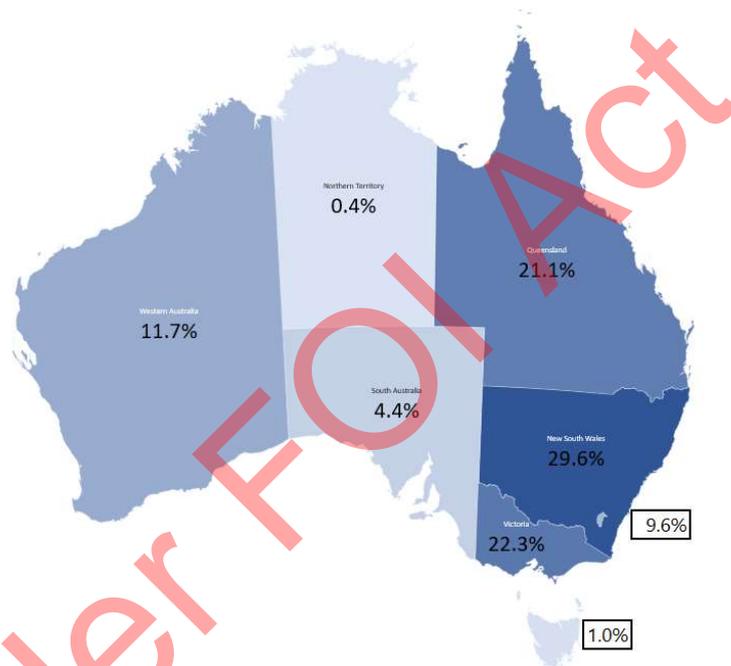
<sup>3</sup> [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006 \(Revision 2.0\) | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au)

Location

All states and territories are represented by both organisations and respondents in 2024. Over the past three years we have seen a rise of 37.8% in respondents from Queensland, and 7.9% for Tasmania, with a 45.2% decrease in respondents from The Northern Territory.

The proportion of respondents aligns to the make-up of Australia’s population in most instances<sup>4</sup>. The exceptions to this are:

- ACT - can be attributed to the large representation of Federal Government departments with Canberra-based employees, participating in the survey.
- TAS & NT – which is due to the small population proportion of Australia.



State	% of the national population (ABS 2021)	% of respondents	% difference
ACT	1.7%	9.6%	82.5%
NSW	31.8%	29.6%	-7.6%
NT	1.0%	0.4%	-169.5%
QLD	20.3%	21.1%	4.1%
SA	6.9%	4.4%	-58.1%
TAS	2.1%	1.0%	-108.9%
VIC	25.9%	22.3%	-16.0%
WA	10.4%	11.7%	10.8%

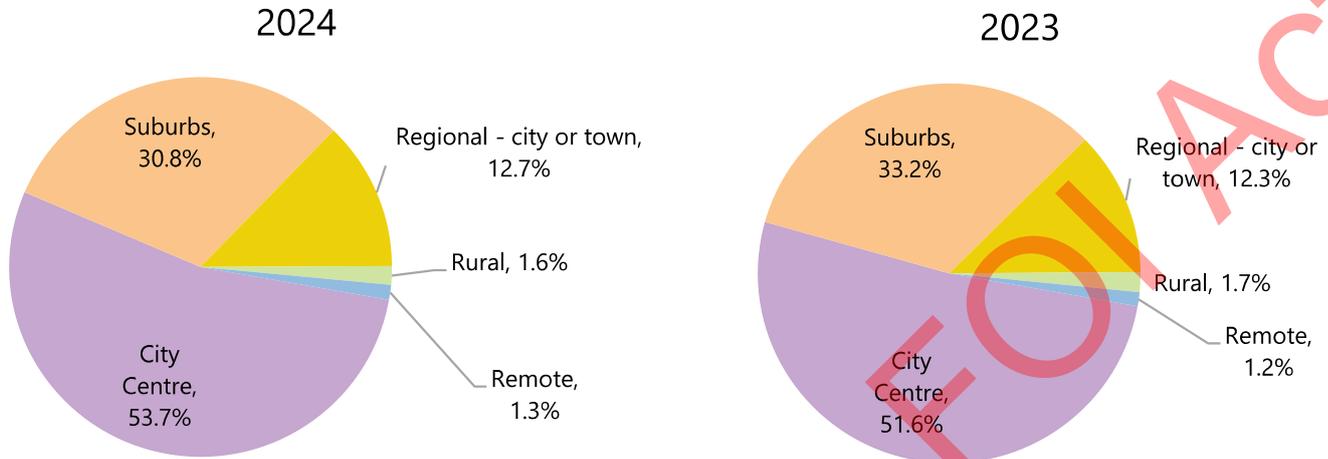
The location of the workplace within the state or territory has been divided to identify where respondents are working, Regional, Rural, or Remote location, or in Capital city, city centre or suburbs area.

Of the 84.4% of people from metropolitan areas, there has been a 7.3% reduction of respondents in City Suburb locations from 33.2 to 30.8%. Within the non-capital city areas of the country there has been a 2.1% increase in respondents overall (3.5% for regional city or towns, and 3.2% for remote areas).

We note there has been an 8.7% reduction in respondents from rural areas.

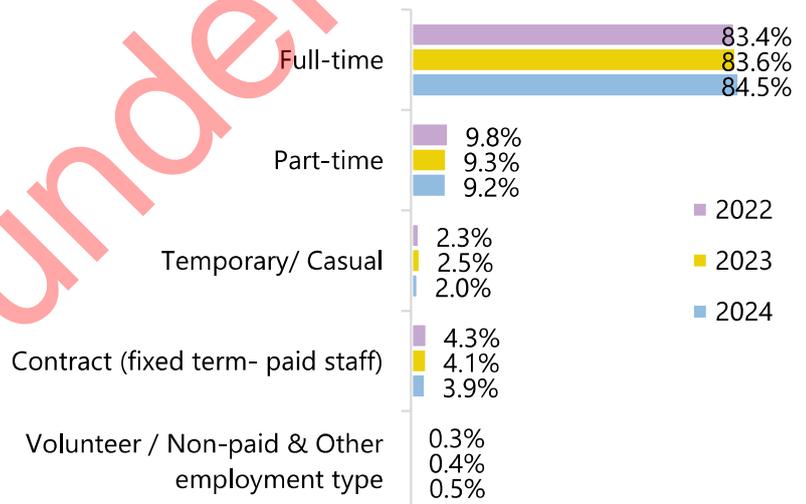
<sup>4</sup> National, state and territory population, December 2022 | Australian Bureau of Statistics (abs.gov.au)

While most respondents being from metropolitan regions is not surprising, we note that they do skew the overall statistics toward the experiences of metropolitan employees.



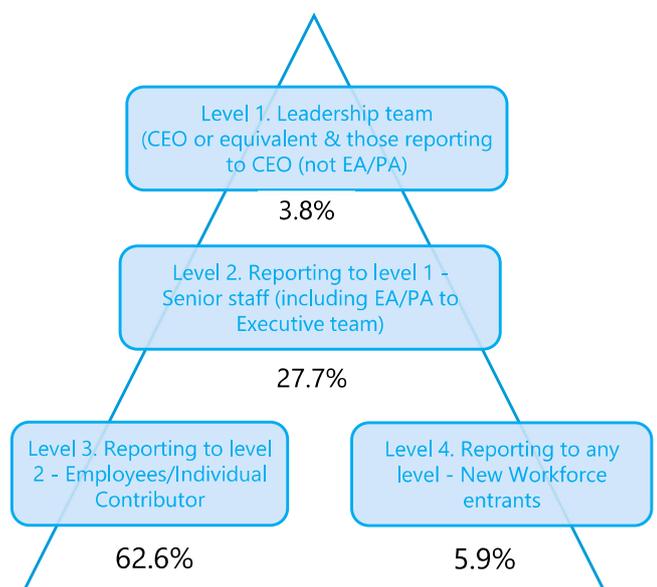
*Roles within the organisation*

Overall, we are seeing a slight upward trend in full time employee respondents, and a decline in all other employment types. 84.5% are full time, 9.2% part-time employees. People on fixed-term contracts who responded to the survey have reduced by 6.4% to 3.9%. This may indicate more full-time employees overall, though historically we have received comments that being in non-full-time employment reduces the available time to participate in inclusion activities which may also relate to capacity to participate in the AWEI Employee survey.

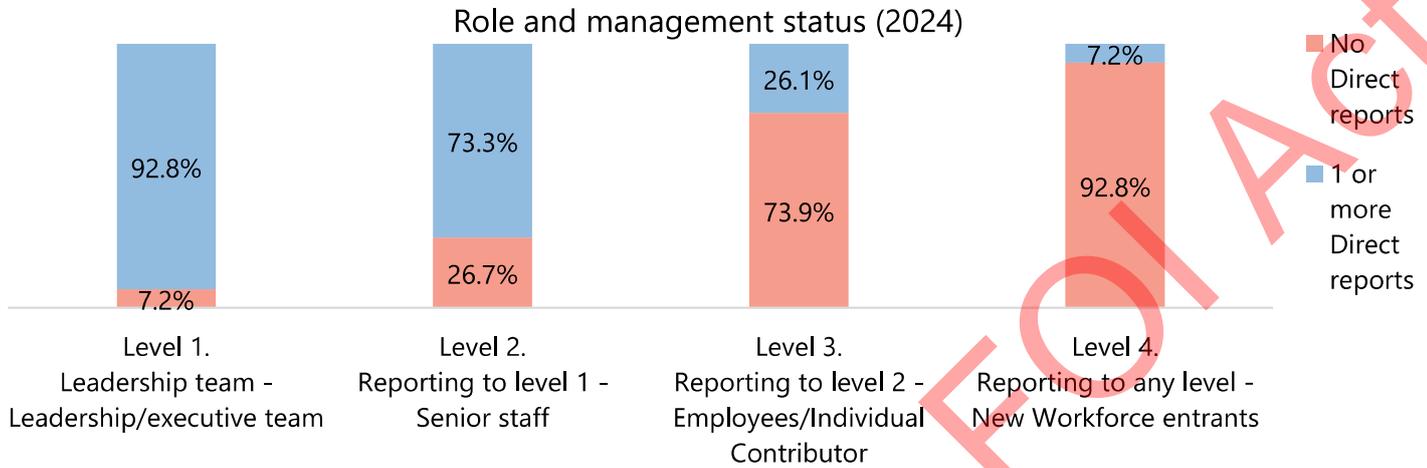


We see a reduction of 21.8% in responses from people who have been with their organisation less than 1 year, which has gone from 19.2% in 2022 to 15.9% in 2024 and an increase of 45.0% within the 1-to-3-year group. Those who have been in their organisation over 20 years has increased 9.4% since last year. round 45% of respondents have worked with their organisation between 4-20 years.

Compared to 2023, 3.7% more respondents are level 3 employees (2024: 62.6% vs 2023: 60.3%), and 1.7% more are level 1 employees. Level 2 and level 4 employees have reduced by 6.4% and 6.5% respectively.



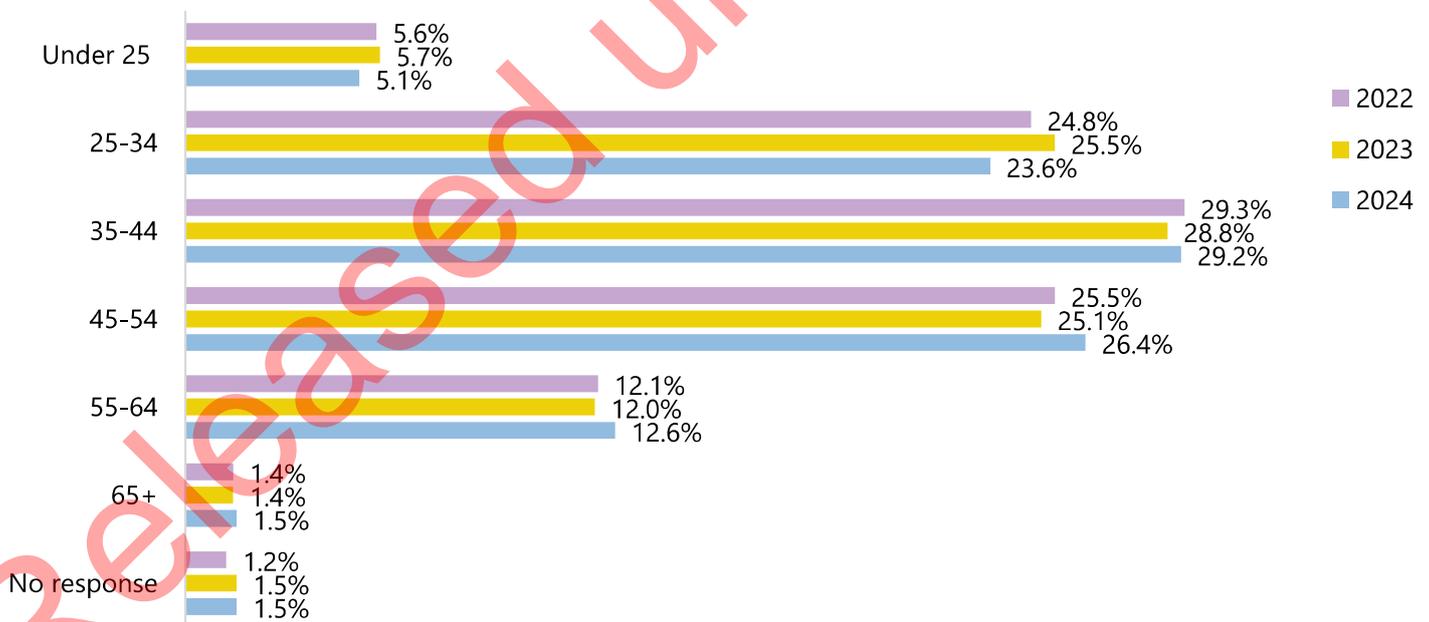
Within these we also record respondents who manage other staff, a cohort that has high impact on the experiences of people in their teams, and on the culture of the organisation.



## Personal demographics

### Age

Over the past three years we have witnessed a 9.4% decline in respondents under 25, and a 7.1% increase in respondents in the over 65+ category.



We know that age is a key influencer in attitudes towards LGBTQ+ inclusion, and we will see the impacts of this change in age demographics to the older generations further on.

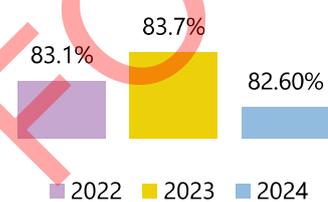
Pronouns

95.7% of respondents exclusively use gendered pronouns (he/him or she/her). This year we have seen an increase of 6.2% of respondents exclusively using gender-neutral (they/them) pronouns. And 18.5% increase in using rolling pronouns with 2.5% of respondents selecting these options (he/they and she/they). 0.8% identified using pronouns other than he, she, or they. Overall, 4.3% of respondents use personal pronouns other than just she or he exclusively, compared to 3.7% in 2023.

When working with colleagues 82.6% of respondents are comfortable using gender-neutral pronouns.

Increasing employees being comfortable using gender-neutral pronouns is important to ensure that all employees feel they can ask to be addressed in a way that affirms them.

I am comfortable using they/them/their personal pronouns for a non-binary employee here



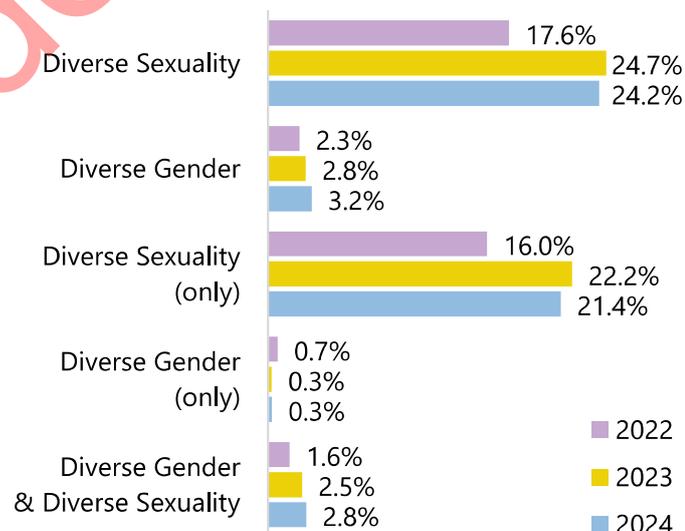
LGBTQ+ Respondents

In 2023, we implemented the standards set out by the Australian Bureau of Statistics (ABS)<sup>i</sup> regarding the collection and dissemination of data relating to sex, gender, and sexual orientation.

25.7% of respondents identify as being of diverse sexuality, diverse gender/trans experience or both (n10,189), with:

- 2.8% (n1,168) of respondents of both diverse sexuality and diverse gender/trans experience,
- 21.4% of respondents of only diverse sexuality (8,890),
- 0.3% of respondents of only diverse gender (n140).

Compared to last year, we see a 13.6% increase in respondents of diverse gender, and a 41.7% increase since 2022.



Gender Identity

In 2024, 96.3% of respondents identified with binary identities (Man/Male or Woman/Female) (2023: 96.7%), and 2.5% with non-binary identities ('non-binary' or 'a gender identity not listed') (2023: 2.2%). Over the past three years we have seen a 72.9% increase in respondents identifying as a non-binary identity.

The gender experience of respondents is, in the most part, cisgender (95.5%). Of the remaining people, 3.2% of respondents advised having a gender identity which does not align with their sex recorded at birth (transgender). 1.3% of respondents did not provide enough information to determine their gender experience.

Sexual orientation

People of diverse sexuality make up 24.2% of all respondents (n10,058). This year again, we continue to observe an increase in respondents of diverse sexuality identifying with orientations other than gay/lesbian. In 2024, 54.9% of respondents of diverse sexuality identified other than gay/lesbian compared to 51.5% in 2023, a 15.7% increase since 2022.

Other background or identity attributes

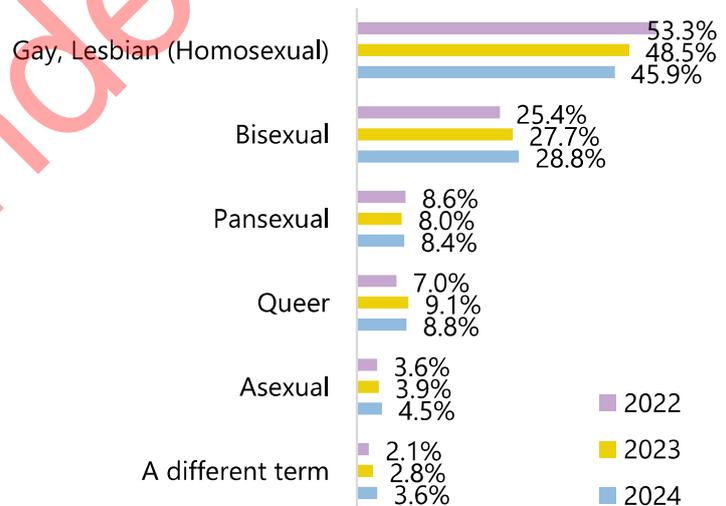
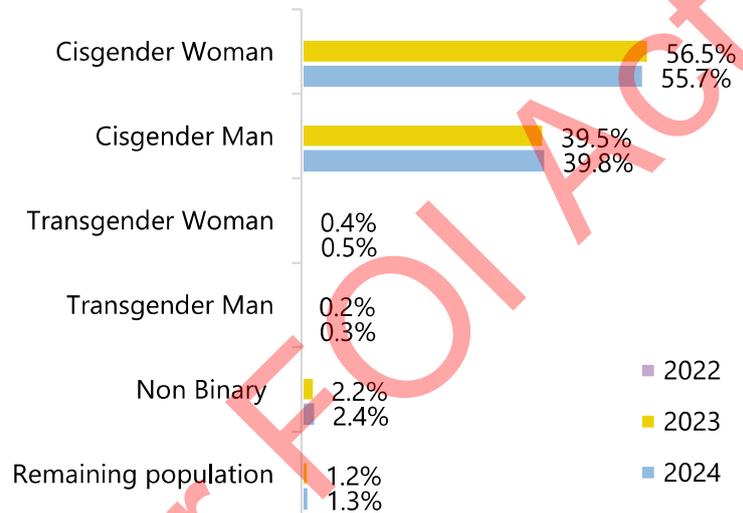
While the AWEI employee survey does not specifically focus on other areas of diversity, we do ask about other aspects of respondent's background or identity that may affect workplace experiences or attitudes towards inclusion initiatives.

59.2% of all respondents said they have at least one attribute they feel contributes to their experiences (regardless of their LGBTQ+ status).

When we look at the intersection of LGBTQ+ respondents and other background or identity attributes, 66.3% of all LGBTQ+ respondents have identified one or more other diversity attribute, compared to 57.6% of respondents who are not LGBTQ+ and 64.3% of respondents where LGBTQ+ status is unknown.

This year, 2.7% identify as Aboriginal, Torres Strait Islander or both, a 25.1% increase in the past 3 years<sup>5</sup>.

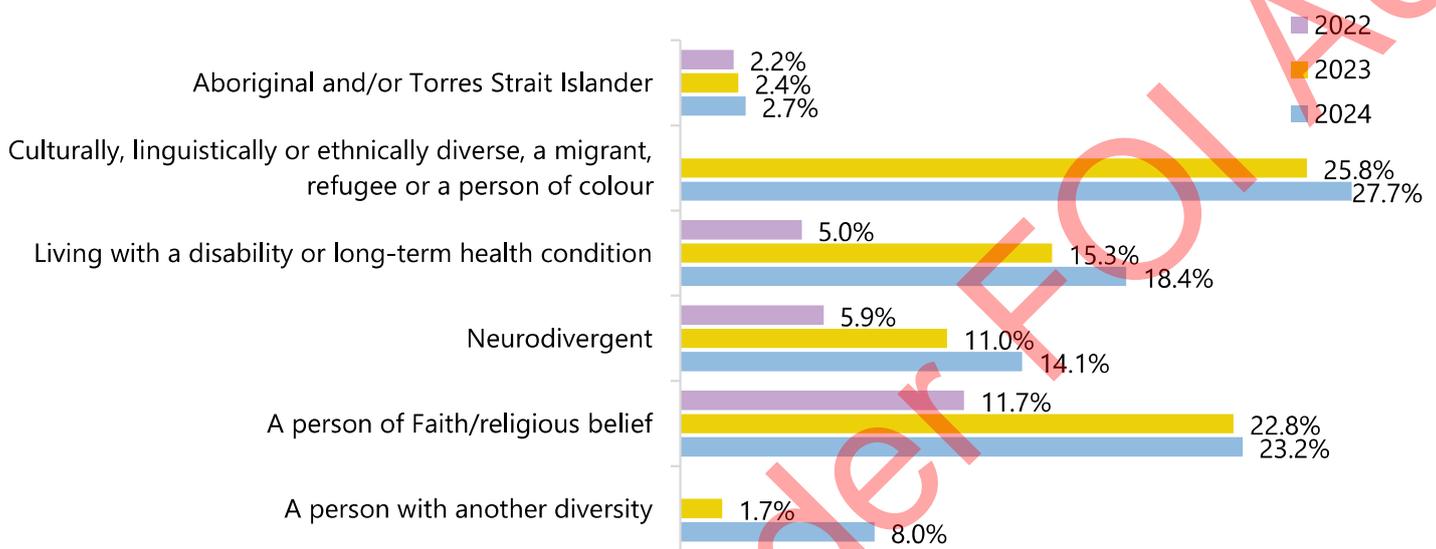
Gender Experience



<sup>5</sup> In 2024 this question was asked separately to all other diversity questions in line with best practice to enable respondents to identify as one, both, or neither background. More detailed analysis will be able to be provided in future years.

Representation of other diversity elements have all increased with the most significant increases in those who have identified another part of their background, identity or life stage that could be a barrier to their career or being fully included at work increasing by 363.6% from 2023.

Since 2022, those responding who identify with a disability or long-term health condition has increased by 270.3%, neurodivergent respondents by 137.2% and those of faith/belief by 98.6%.



Further analysis on the impact of the intersectionality of LGBTQ+ respondents with other diversities will be a feature of a future Practice Point.

## General Views

### Personal beliefs on inclusion

Most beliefs on organisational inclusion have not significantly differed in the past three years. Respondents still maintain the belief that it is important that employees be active in this area of diversity and inclusion (2024: 85.7%, 2023: 88.6%, 2022: 84.9%), and the belief that their organisation is genuinely committed to LGBTQ+ Inclusion has stayed steady at 84.3% this year (2023: 85.2%), though there has been a further slight (2.1% over three years) decrease in the percentage of respondents who feel they understand why their organisation puts effort into this aspect of diversity and inclusion, down to 90.5%, the same rate we saw in 2020.

7.1% fewer respondents believe there are more than two genders (male/female), which is concerning after we had seen this rate steadily rise for the previous three years.(2024: 57.1%, 2023 62.6%, 2022: 58.9%, 2021: 54.6%).

Personal support for the work the organisation does for LGBTQ+ employee inclusion had dropped a further 2.0% this year, to 82.7% from 84.4% in 2023 and 86.7% in 2022.

There has been a further decline in all other questions around organisational inclusion, with a three-year reduction of:

- 5.7% a person of diverse gender would be welcomed (2024: 88.1%, 2023: 88.7%, 2022: 93.4%)
- 5.0% believing their organisation needs to put more effort into this aspect of inclusion (2024: 41.6%, 2023: 45.7%, 2022: 43.8%).

- 4.9% believing if a member of their team were to begin openly identifying as a gender which is different from their sex recorded at birth they would be fully supported by the team (2024: 85.4%, 2023: 86.8%, 2022: 89.7%)
- 4.4% believing they understand some of the unique challenges that people of diverse sexuality and/gender face in the workplace (2024: 81.6%, 2023: 82.7%, 2022: 85.3%)
- 2.4% believing a person of diverse sexuality would be welcome in their team with this agreement (2024: 92.9%, 2023: 93.3%, 2022: 95.1%).

Further analysis of these shifts has been undertaken, by comparing responses cross referenced with the age of the respondents. We have seen that the decline in agreement can be linked to the increase in older respondents.

### Awareness & Ally Training

80.9% of respondents agree that there has been visibility and promotion of an internal employee network, and most respondents also feel they know where to find more information about this inclusion activity in the workplace, slightly higher than last year (2024: 80.9%, 2023: 79.2%, 2022: 79.8%).

67.7% of respondents have advised that training around LGBTQ+ diversity and inclusion has been made available to them in the past year, and 48.3 % attended training an increase of 19.2% over three years (2023: 47.4%, 2022: 40.5%).

A further small decline in respondents feeling that training should be mandatory for anyone who manages or supervises other people, has resulted in a 4.1% drop over three years from 80.9% in 2022 to 77.6% this year.

### Working with others

Being comfortable working with people of diverse gender or sexuality is high, with over 92.1% of respondents agreeing they would be comfortable about colleagues talking about their same-gender or gender diverse partner, however, this has reduced slightly for the second year running.

94.5% of respondents are comfortable with colleagues bringing their same-gender or gender diverse partner to work events.

I would be comfortable

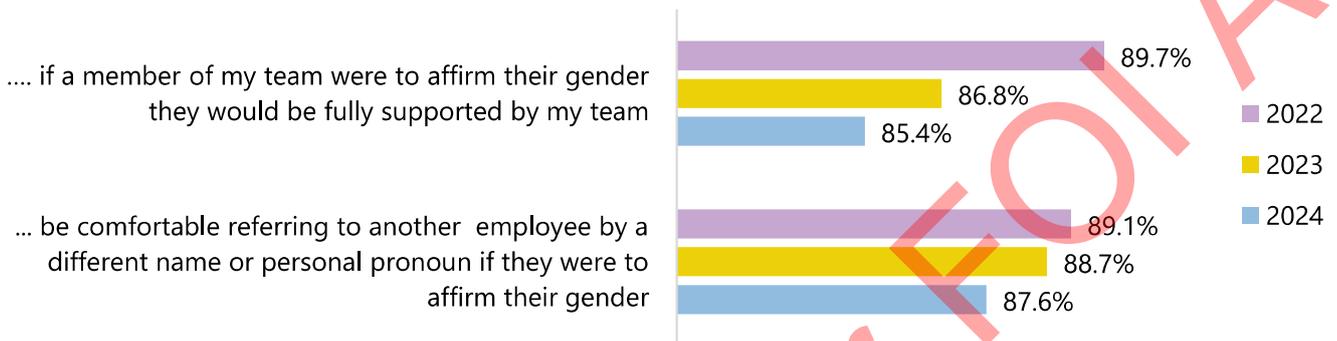


Regarding having 'all-gender' or 'gender-neutral' toilets on our floor/area (assume male/female toilets are still available), this year 12.7% of respondents disagreed with this statement, which continues the trend of disagreement increasing over the past three years (2023: 11.3%, 2022: 10.5%).

The belief that if a member of their team were to affirm their gender they would be fully supported by the team, has further decreased to from 89.1% to 87.6% since 2022.

Comfort levels of using a new name or pronoun for a colleague who has affirmed their gender has declined further to from 83.1% to 82.6% since 2022.

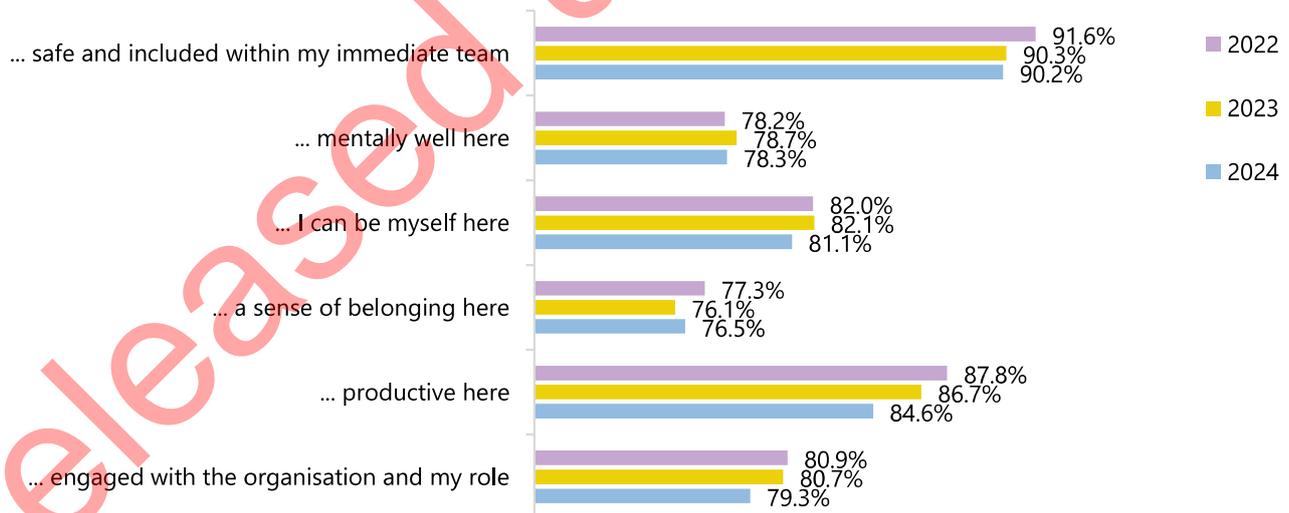
### Supporting gender affirmation



### Health and Wellbeing

One of the most important measures is employees' feelings of health and wellbeing within their organisation. Agreement rates have remained relatively high over the past three years, though we see a steady decline across all indicators with the exception of "I feel mentally well here". The most significant being a 3.6% reduction in respondents feeling productive within their organisation.

### I feel

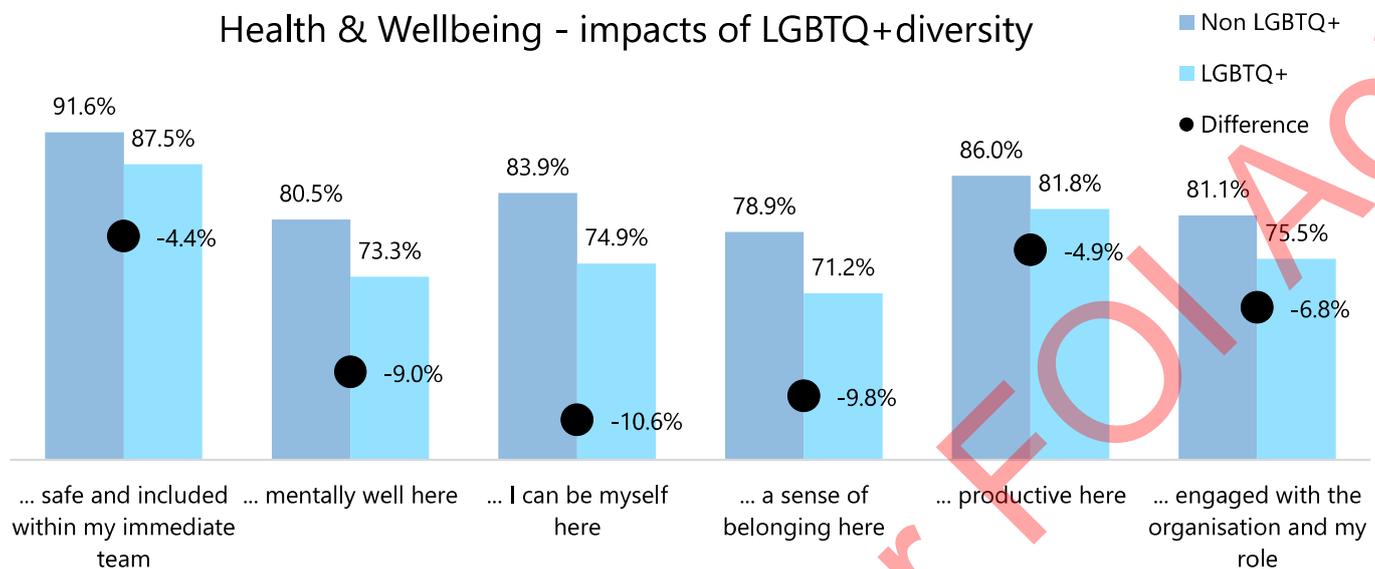


While these rates are high, in 2024, there is still discrepancy around feelings of health and wellbeing in the workplace between those who are LGBTQ+ and those who are not.

LGBTQ+ respondents are:

- 10.6% less likely to feel they can be themselves at work,
- 9.8% less likely to feel they belong,
- 9.0% less likely to feel mentally well.

### Health & Wellbeing - impacts of LGBTQ+ diversity



These feelings are further affected by a person’s ability or willingness to be out or open about their diversity at work, which will be explored in future practice points.

#### Bullying and harassment behaviours

In 2024 we continue to focus on bullying and harassment behaviours within the workplace, particularly where respondents would feel comfortable reporting these behaviours if they were witnessed or experienced.

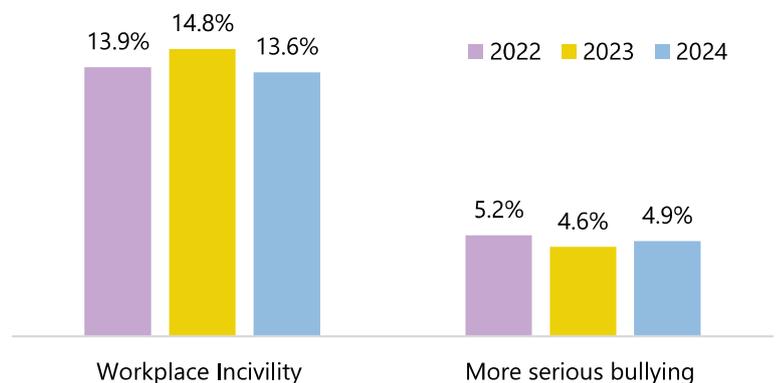
77.5% of respondents are aware of confidential avenues to report bullying/harassment related to one’s diverse sexuality and/or gender.

71.0% of respondents feel their managers/leaders are willing to address workplace incivility behaviours such as negative commentary, jokes and/or innuendo, targeting people of diverse sexuality, and 69.9% regarding targeting people of diverse gender, an increase of over 7.0% from 2023.

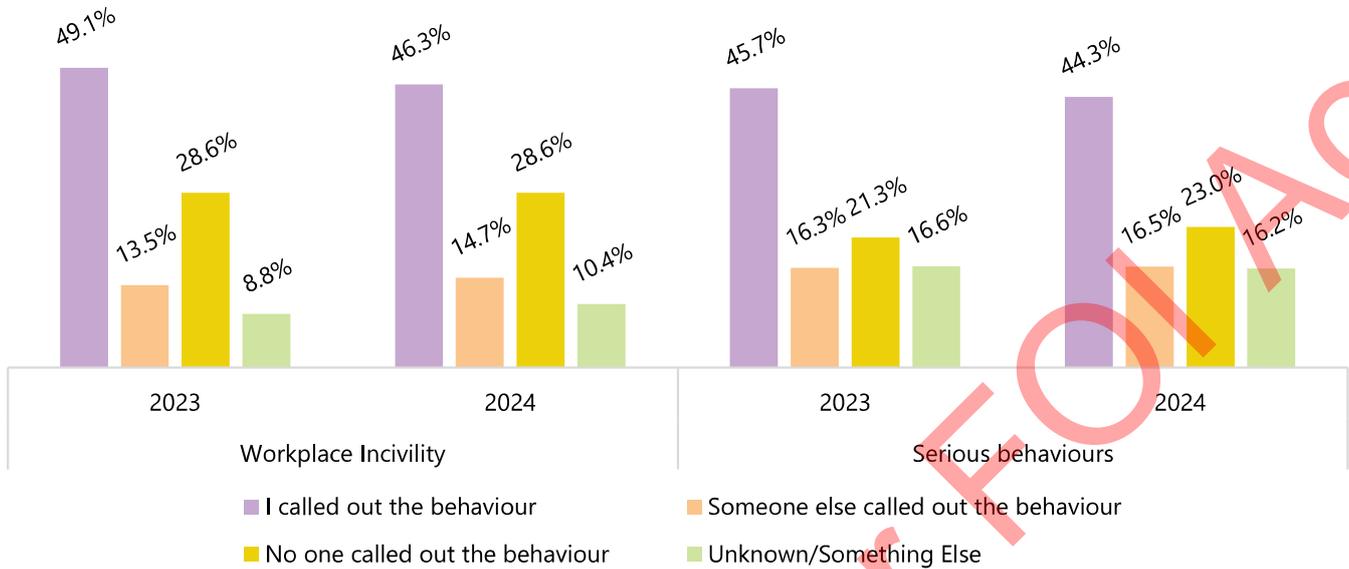
There has been an 8.1% decrease in respondents agreeing that they have witnessed workplace incivility. Unfortunately, there has been a 5.3% increase in respondents witnessing more serious behaviours.

Witnesses’ actions differ based on the severity of the bullying behaviours. 46.3% of respondents said that they called out workplace incivility, and 44.3% called out more serious behaviours. Unfortunately, nobody calling out serious behaviours has increased by 7.9% from 2023.

#### Targeting people of diverse sexuality and/or gender , I have witnessed :

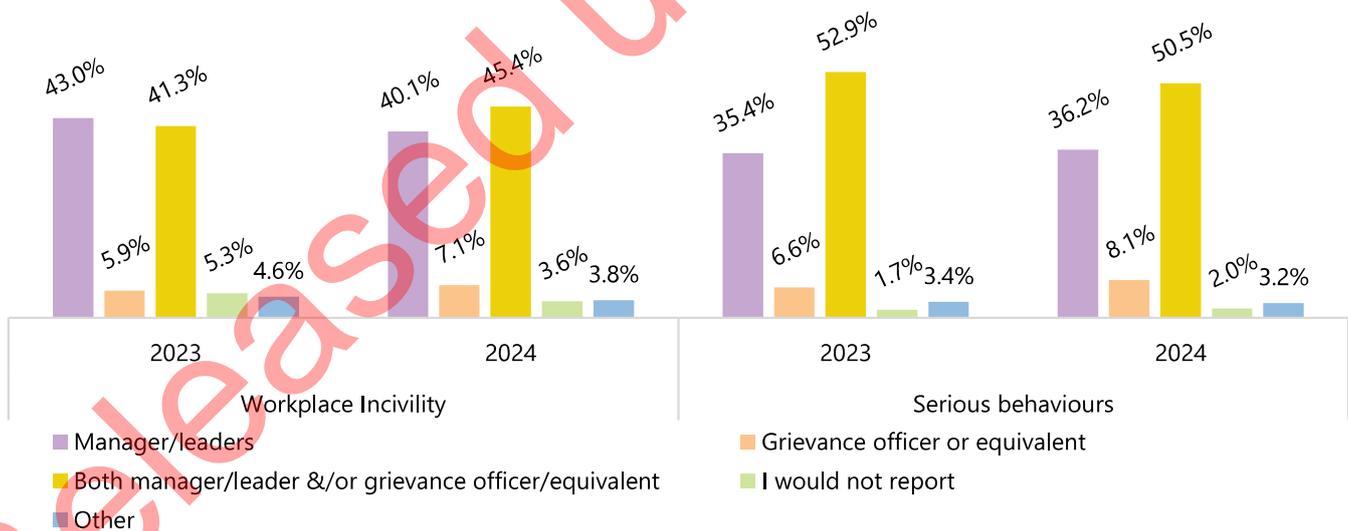


### Action taken when behaviours are witnessed



40.1% of respondents believe they would report workplace incivility to a manager/leader (vs. 43.0% in 2023), and 7.1% believe they would report it to a grievance officer or equivalent (vs. 5.9% in 2023). 45.4% believe they would report to both.

### Who would you report behaviours to if you were to witness behaviours in the future?



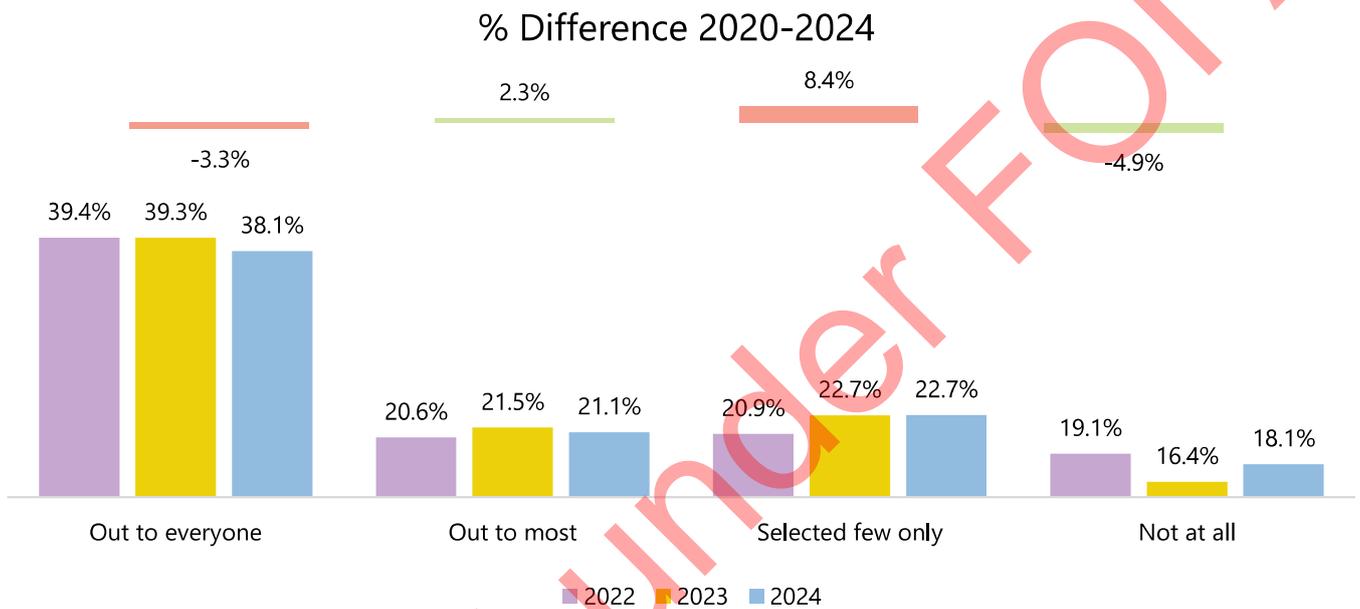
### Being 'out' or 'open' at work.

For people of diverse sexuality, diverse gender or who have a trans experience, the survey looks at the rates at which they can bring their whole self to their workplace. When discussing a person's diverse sexuality, we talk about them being 'out' or 'not out'. When discussing a person's diverse gender or trans experience we use the terms 'open' or 'not open', acknowledging that many people with a trans experience are living authentically and bringing their whole selves to work, without their colleagues having to be aware of their gender history.

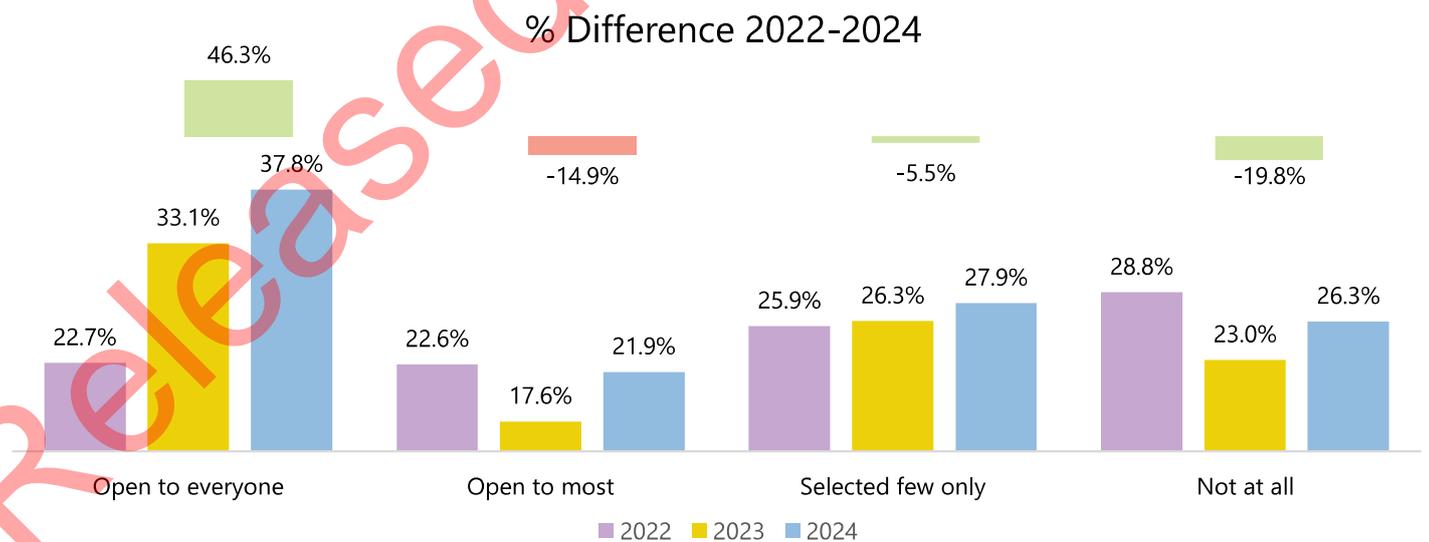
When we talk about being 'out' or 'open' at work it is important to recognise that this is generally not something that happens once and is finished. People of diverse gender, sexuality or who have a trans experience often feel they are constantly evaluating if they need to edit their language, personality, presentation, or style, to maintain their safety within the workplace.

*Being Out at Work*

For the fourth year in a row, fewer respondents of diverse sexuality are 'out' in their workplace. Between 2020 and 2024 there has been a 12.9% reduction in those 'out' and a 27.4% increase in those not out.



*Being Open at work.*



In 2024 we continue to see an increase in respondents who are open to everyone, and this year a 24.2% increase in those open to most, though over the past three years those open to most has reduced by 14.9%.

*NOTE: Further details regarding being 'out' or 'open' in the workplace will be explored in future Practice Points.*

## Allyship

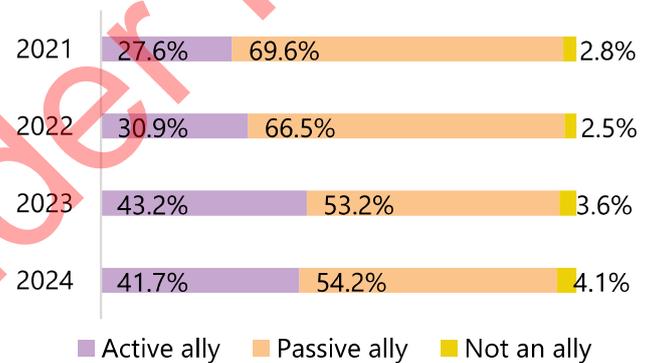
Allies in the workplace have always had a significant impact on the health and wellbeing of employees, regardless of the area they are supporting. Visibility of LGBTQ+ allies are no different in this respect. 61.1% of LGBTQ+ respondents agree that active allies have positively impacted their sense of inclusion within their organisation.

For survey purposes we discuss allyship in three ways:

- Active Ally: someone who actively (not passively) supports an inclusive workplace culture for employees of diverse sexuality and/or gender. All activities which are outwardly visible are considered active allyship (includes wearing pins, using pronouns on email signatures, belonging to committees, etc.).
- Passive Ally: someone who supports LGBTQ+ inclusion, but not through actions that provide a visible and obvious sense of support or inclusion to LGBTQ+ people, regardless of intention.
- Not an Ally: someone who does not support LGBTQ+ inclusion.

Respondents agreeing to being active allies has fallen by 3.6% this year. Though since 2022 overall there has been a 34.8% increase.

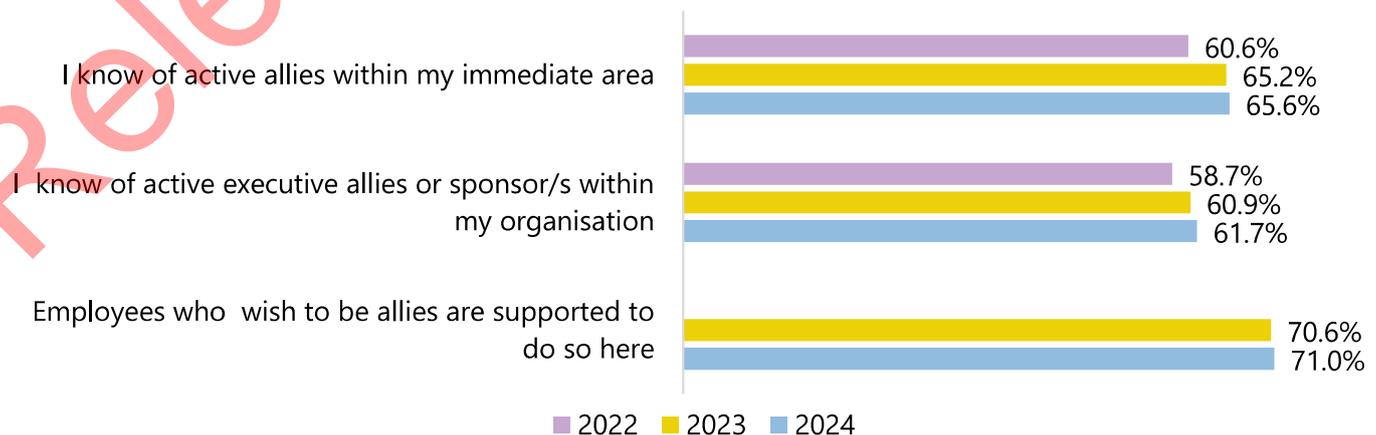
Respondents are still more likely to be passive in their allyship, and after several years of decreased passive allyship has increased by 2.0% this year. Most concerning is a 4.1% increase in respondents who are advising they are not an ally at all, which from 2.5% in 2022 to 4.1% in 2024 equates to a 60.6% increase overall.



## Visibility of allies

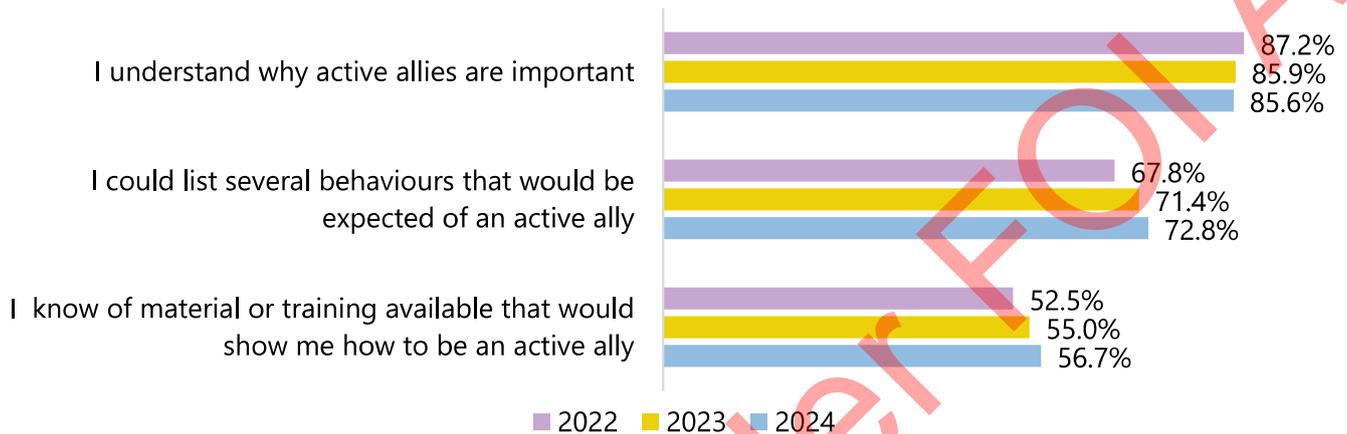
Ensuring that employees are aware of why allies are important is imperative for the success of any ally program. For an LGBTQ+ person, knowing there is someone in the workplace who is actively willing to support them, call out behaviours and enable them to speak about their lives without guarding or censoring, supports them to feel comfortable and secure both in the workplace and their team.

Knowledge of active allies within the workplace has increased year-on-year. Since 2022, 8.1% more respondents are aware of allies in their work area, and 5.2% more know of executive allies or sponsors.



Encouragingly we have also seen a slight increase in respondents who feel their organisation will support them to be an active ally.

Knowledge and understand why allies are important, behaviours which make up an ally and the availability of training material to show how to be an active ally have all stayed steady this year. Importantly the three-year trend of being aware of available training materials continues with more people knowing this is available, and more respondents also feeling they can name expected behaviours.



## IN CONCLUSION

Overall, while it remains very high, we are seeing a slight decline across the board in support for LGBTQ+ inclusion. This can be explained by the difference in make up by age of the participants; older employees are generally less supportive and have lower levels of knowledge about LGBTQ+ people and the barriers they face, and they are over-represented compared to previous years.

We continue to see discrepancies between LGBTQ+ and non-LGBTQ+ respondents in measures of health and wellbeing.

Respondents continue to witness bullying and harassment behaviours targeting LGBTQ+ people at shockingly high rates, and no action was taken for many of these incidents, particularly worrying for 'serious' bully behaviours, over 16% of which nobody called out. However, people's confidence in reporting theoretical negative behaviours they may witness in the future is improving.

We have seen a slight decline in people describing themselves as 'active allies', however there is increased knowledge about presence of active allies in organisations, therefore those active allies appear to be more visible.

The rate at which individuals are out to all of their colleagues about their diverse sexuality continues to decline, however the rate at which people are open about their diverse gender is continuing to rise, almost to the same level.

Astonishingly, two thirds of LGBTQ+ people have an additional attribute that may impact on their workplace experiences, highlighting the need for organisations to review their inclusion initiatives with an 'intersectional lens'.

## ACTIONS

1. Create a visible DEI strategy and action plan to increase LGBTQ+ inclusion and have executive leaders openly speak about it and its importance.
2. Have very visible Pride symbols in all workplaces. These can include banners, Pride flags, rainbow stairs, Pride lanyards, pins, and technology backgrounds that people can use.
3. Promote LGBTQ+ awareness and ally training to all employees and have senior leaders role model attendance and introduce them.
4. Have senior allies tell their ally stories and publish them on internal media.
5. Publish examples of allyship, and how it has supported employees. These can be anonymous.
6. Create ally guides, so that employees know what they can do to be a visible, active LGBTQ+ ally.
7. Promote LGBTQ+ days of significance and ensure senior leaders attend and participate.
8. Participate in the AWEI Employee Survey to understand and act on your organisation's particular challenges for LGBTQ+ inclusion.
9. Acknowledge that certain groups within the LGBTQ+ population are less visible/represented and/or face additional/different barriers and review your LGBTQ+ inclusion initiatives to ensure they are relevant and meaningful for those populations.
10. Acknowledge that LGBTQ+ people may be represented in other populations covered in your organisation's DEI strategy (e.g. gender equity, accessibility, multicultural, etc.) and review those initiatives to ensure they are relevant and meaningful for LGBTQ+ people.

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<sup>i</sup> [Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, 2020 | Australian Bureau of Statistics \(abs.gov.au\)](https://www.abs.gov.au)

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Pride in Diversity (2024). THE 2024 AWEI EMPLOYEE SURVEY PRACTICE POINTS EDITION 1: KEY INSIGHTS. ACON's Pride Inclusion Programs.

Basics

s47F s47G 24/09/2024 04:47 PM  
Please respond to  
s47F s47G

<b>Send</b>	To "Diversity" s47E(d) @abs.gov.au> cc bcc
<b>Subject</b>	UPDATED LINK: Register now - 2024 AWEI Practice Points sessions 📎
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

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[View this email in your browser](#)

**Correct link to register** [2024 AWEI Practice Points | Australian Workplace Equality Index \(pid-awei.com.au\)](https://pid-awei.com.au)

Dear Diversity,

**Exciting Changes for the 2024 AWEI Practice Point Sessions**

We're thrilled to announce that the 2024 AWEI Practice Point sessions are just around the corner!

This year, we're shaking things up! Register now for our seminars and gain early access to the relevant data reports. Each session will delve into key insights from the report, featuring discussions between our Pride Inclusion Programs data analyst and a member of our Consulting team. This format creates a unique opportunity to explore what these numbers mean in the real world.

Additionally, each session will include dedicated time for participant questions, ensuring you can engage with the discussion, relate the information to your organisation's results, and implement actionable strategies to enhance inclusion efforts and influence within your organisation.

[Join us in making a difference! – Click here to see all the topic descriptions register for sessions now.](#)

Topic	Date	Time
<b>Practice Point 2 - Out at work</b> with [s47F] [redacted] [s47F] Pride Inclusion Programs	Thursday, 3 October 2024	14:30-15:00
<b>Practice Point 3 - Trans &amp; Gender Diverse Inclusion</b> with [s47F] [redacted] [s47F] Quality, Training & Research	Thursday, 10 October 2024	11:30-12:00
<b>Practice Point 4 - Impact of Allies in the Workplace</b> with [s47F] [redacted] [s47F] Pride In Diversity	Tuesday, 15 October 2024	11:30-12:00
<b>Practice Point 5 - Leadership impacts and LGBTQ inclusion in the workplace</b> with [s47F] [redacted] [s47F] - Pride Inclusion Programs	Tuesday, 22 October 2024	12:30-13:00
<b>Practice Point 6 - Harassment &amp; Bullying experiences of LGBTQ employees</b> with [s47F] [redacted] [s47F] Pride In Diversity	Tuesday, 29 October 2024	11:30-12:00
<b>Practice Point 7 - Impact of Visible Role Models</b> with [s47F] [redacted] [s47F] - Pride Inclusion Programs	Wednesday, 6 November 2024	14:30-15:00
<b>Practice Point 8 - Applying an intersectional lens</b>	Thursday, 14	13:30-14:00

Released under FOIA Act

with s47F

November 2024

s47F Quality, Training &  
Research

**Kind Regards,**

s47F

s47F

**ACON's Pride Inclusion Programs**

**Sign up to our monthly AWEI Practice Points**

AWEI data driven analysis on all things LGBTQ for the HR/Diversity Professional, Executive Sponsors and Network Leaders. [Click here](#) to receive your monthly copy.

**Want to change how you receive these emails?**

You can [sign up](#), [unsubscribe from this list](#) or [forward to a colleague](#).

[Click here](#) to view archived AWEI communications:

This email was sent to s47E(d)@abs.gov.au

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Pride Inclusion Programs · 414-418 Elizabeth St · SURRY HILLS,  
NSW 2010 · Australia

Basics

s22 20/02/2024 09:10 AM  
s22 @abs.gov.au

<b>Send</b>	To s47F s47F cc s47E(d) s47E(d) @abs.gov.au bcc
<b>Subject</b>	RE: AWEI Submission - final reminder! [SEC=OFFICIAL]
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

Hi s47F

The ABS will not be submitting an AWEI Foundation submission this year.

Thanks

s22

s22

Assistant Director, Inclusion and Diversity  
Inclusion and Diversity | Workforce, Communications and Clients Branch  
Corporate Services Division | Enterprise Services Group

**Australian Bureau of Statistics**

(P) s22 (M) s22  
(E) s22 @abs.gov.au (W) www.abs.gov.au

s22

The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia. We recognise their continuing connection to land, waters and community, and pay our respects to their cultures, histories and Elders past and present.. 



THIS EMAIL COMES TO YOU FROM  
**KAURNA**  
COUNTRY



**From:** s47F <s47F>  
**Sent:** Wednesday, February 14, 2024 6:58 AM  
**Subject:** AWEI Submission - final reminder!  
**Importance:** High

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender safe.

Hello,

This is a final reminder regarding your participation in the 2023 – 2024 AWEI Submission(s). As your organisation has registered participation and not yet completed their AWEI Submission or (obtained Bronze Tier Status), please read further for pertinent details about the Submission deadline, processes and protocols, Award Nominations, Awards event and more.

*Alternatively, if you are not completing an AWEI Foundation or Advanced Submission this year, please confirm this.*

### [2024 AWEI Submission Document\(s\) and Evidence:](#)

**This application can be completed and submitted between now and Thursday, 29 February 2024, and sent to s47G**

This includes:

#### **1. Organisation Details Form**

This form MUST be completed and submitted with your Foundation Submission. It includes pertinent details regarding how your organisation will be benchmarked within the Index; confirmations regarding tier achievements and public acknowledgement; approvals from internal staff.

#### **2. AWEI Foundation Submission**

This part of the submission is an application for Bronze Tier Status within the current iteration (2023 – 2026).

*Submitters must obtain a score of Bronze Tier Status within the Foundation Submission in order to successfully submit the Advanced Submission.*

#### **3. AWEI Advanced Submission**

This part of the submission is an application for Silver or Gold Tier Status, covering work completed between 1<sup>st</sup> January 2023 – 31<sup>st</sup> December 2023. *If you have not previously obtained Bronze Tier Status within the Foundation Submission (or do not obtain this), your Advanced Submission will not be assessed.*

Please refer to your AWEI Submission(s) documents for further information outlined regarding official guide

- **Organisation Details Form** must be completed in full, and included with your Foundation Submission
- Pride in Diversity will not accept submissions that do not use the official submission document(s) in the format (other than what has been provided to you) will not be assessed.
- The current 2023 – 2024 AWEI Submission document must be completed and included upon submitting
  - 2023 – 2026 AWEI Foundation Submission (if not already submitted)
  - 2024 AWEI Advanced Submission (if participating)
- Ensure all pertinent evidence is provided in relation to the required criteria for each question.
  - File attachments within emails may not be accepted, and Pride in Diversity will take no responsibility
  - More information on all of these details can be found within the Submission document(s).

We thank you in advance for your understanding and cooperation in maintaining the integrity of the AWEI Submission benchmark.

### [File Transfer Systems](#)

Pride in Diversity does not restrict which platform you may use upon transferring your Submission(s). However, please ensure that all permissions are granted and files sent to s47G as noted within the submission documents.

*Please note: If granting access to your internal system, please ensure all permissions are established prior to the submitting.*

### [Award Nomination Forms](#)

You may also want to take this early opportunity to consider nominating a colleague(s) or project for an [Australian LGBTQ Inclusion Award](#). These awards acknowledge achievements within organisations, role models, leaders, allies and more for their contribution towards greater inclusion of people with diverse sexualities and genders (LGBTQ+ people) across Australian workplaces. Each award recognises outstanding advocacy support and/or contributions to LGBTQ+ workplace inclusion. These categories include:

- **CEO of the Year**
- **Executive Leader of the Year**
- **LGBTQ Inclusive Innovation Award**
- **LGBTQ Role Model Award**
- **Network Leader of the Year**
- **Sally Webster Ally Award**
- **Sapphire Inspire Award**

[Nomination forms can be found here](#). Nominations are due Thursday, 29 February 2024, and sent to s47G

## The Australian LGBTQ Inclusion Awards

The 2024 Australian LGBTQ Inclusion Awards will be held on Friday, 31 May in Sydney.

Tickets go on sale soon and sell out almost immediately, so please ensure you book your tickets quickly to secure your seating.

Should you have any questions:

- Contact your Relationship Manager, if you are a Pride in Diversity member
- [REDACTED] : [REDACTED] or reply to this email

On behalf of the **Pride in Diversity**, we would like to thank you for your commitment to Australian LGBTQ+ inclusion, equality and equity; and for participating in this important benchmarking Index.

Kind Regards,

[REDACTED]

[REDACTED] **ACON's Pride Inclusion Programs**  
**Pride in Diversity** | **Pride in Sport** | **Pride in Health + Wellbeing**

[REDACTED]

[REDACTED]



**ACON acknowledges and pays respect to the Traditional Owners of all the lands on which we work.**

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FW: s22 - Member meeting IN PERSON | 60mins [SEC=OFFICIAL]  
s47E(d) "s22" 12/11/2024 07:18 AM

Basics

"s22" 12/11/2024 07:18 AM	
s22 @abs.gov.au	
<b>Send</b>	To s47E(d) <s47E(d)@abs.gov.au>, "s22" <s22@abs.gov.au> CC "s22" <s22@abs.gov.au> bcc
<b>Subject</b>	FW: s22 - Member meeting IN PERSON   60mins [SEC=OFFICIAL]
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity

**From:** s47F <s47F>  
**Sent:** Monday, November 11, 2024 5:56 PM  
**To:** s22 @abs.gov.au; s22 @abs.gov.au; s22 @abs.gov.au; s22 @abs.gov.au; Nicky Bell <nicky.bell@abs.gov.au>; Bindi Kindermann <Bindi.Kindermann@abs.gov.au>; George Holton <g.holton@abs.gov.au>  
**Subject:** RE: s22 - Member meeting IN PERSON | 60mins

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Hi ABS team

Thanks again for the catch-up when I was in Canberra, I thought we had an exciting discussion about the year ahead. Few items I captured for us to progress:

- **Intersectionality:** I've already connected with George about s47F & I presenting to the I&D Exec's, and we are finalising those details now.
- **PID Team Planning:** PID key dates and activities 2025 will be

sent to the team the week commencing 9-December, for our planning and events purposes.

- **PID Training In-Person session for 2025:** as above, once confirmed, we can begin planning the content, etc for a MEL, SYD, BNE, CBR, PER, ADL, Geelong event.
- **AWEI walkthrough:** as discussed, when you are ready, please set up a 1hr meeting to go through the AWEI Foundational and Advanced and what is required for each initiative (I've provided an overview below).
- **Gender Affirmation Guidelines and information:** further information is below.

#### Gender affirmation policy and guidelines

- **ACON Workplace Affirmation (Gender Affirmation) Policy attached** (from our Associate Director Content): *FYI, the template policy we use was checked by anti-discrimination lawyers, and everything in it was in line with all state and territory and commonwealth laws at the time*
- **PID Factsheet attached:** Gender Affirmation key considerations
- [What is gender affirmation? – TransHub](#)
- **Examples:**
- [Gender affirmation in Victorian public sector workplaces - VPSC](#)
- [Gender Affirmation Guidelines - University of Canberra](#)
- <https://www.maddocks.com.au/insights/gender-affirmation-policies-and-leave-best-practice-considerations-for-employers>
- <https://www.rmit.edu.au/students/support-services/lgbtiq/gender-affirmation#:~:text=Graduation%20ceremony&text=As%20a%20legal%20document%2C%20your,to%20introduce%20you%20on%20stage.>
- [https://www.griffith.edu.au/data/assets/pdf\\_file/0028/741916/Gender-Affirmation-Transitioning-Guidelines\\_Staff\\_Dec2020.pdf](https://www.griffith.edu.au/data/assets/pdf_file/0028/741916/Gender-Affirmation-Transitioning-Guidelines_Staff_Dec2020.pdf)
- [https://www.energyaustralia.com.au/sites/default/files/2022-02/Diversity\\_Gender%20Affirmation%20Guidelines\\_FINAL\\_Mar2020.pdf](https://www.energyaustralia.com.au/sites/default/files/2022-02/Diversity_Gender%20Affirmation%20Guidelines_FINAL_Mar2020.pdf)

APS Agencies we can connect you with to discuss further on who have developed their guidelines:

- Department of Premier and Cabinet
- Department of the Treasury
- Services Australia

#### Gender Affirmation Leave

- [AGL: 6 weeks paid](#)
- [ANZ: 6 weeks paid, 12 months unpaid](#)
- [Coles: 2 weeks paid](#)
- [Energy Australia: 4 weeks paid, 12 months unpaid](#)
- [Origin Energy: 6 weeks paid or 12 weeks half pay](#)
- [Salesforce: 4 weeks paid + medical benefits](#)
- [Six weeks of paid Gender Affirmation Leave introduced at Suncorp | Suncorp Group | Suncorp Group](#) - 6 weeks paid, 12 months unpaid
- [Telstra: 8 weeks paid](#)
- [Victorian Public Service: 4 weeks paid, 12 months unpaid](#) (2020 Enterprise Agreement, page 11)
- [Woolworths: 2 weeks paid, 2 weeks unpaid](#)
- [Flexible ways of working | Westpac](#) - 6 weeks paid, 12 months

unpaid

- [Zurich: 4 weeks paid, 12 months unpaid](#)

A couple of supporting documents:

- [Gender affirmation policies: best practice considerations for employers - HRM online](#)
- [THINK Blog \(ibm.com\)](#)

**Further best practice observations:**

- **Financial allowances**
  - Organisations have included a broader financial allowance of \$XX that can be used for costs related to any part of the GA process eg wardrobe, legal fee costs etc (This ranges anywhere from \$500-\$2,500+)
  - Legal fee allowance: Providing up to \$XX to help employees navigate the legal hurdles of legally confirming their gender and updating government-issued IDs
    - This type of allowance could also be something to consider as part of your DFV support which would apply to all employees, not just LGBTQ eg someone changing their name after a relationship separation due to DFV and needing to update ID
    - This may assist with any leverage you need around approvals eg it's not just a gender affirmation / LGBTQ issue, this would benefit all employees
  - As linked above, Salesforce are now providing significant financial support when it comes to medical affirmation costs - see [here](#) and [here](#) (of course not doable for all orgs but it's definitely market leading!)
- **Carer's leave**
  - Additional paid carer's leave in the form of "gender affirmation support" leave to care for someone who is going through gender affirmation (e.g. parents of a trans child)
  - This is a pretty new one but we've seen an example of 10 days additional carer's leave for GA support purposes

**Mental Health Support**

- Access to additional free sessions with EAP provider/equivalent
  - E.g. the standard may be 6 sessions per year but you could look to increase to 12

**Other areas/ideas**

- Quite a few policies/guidelines tend to lean heavily toward medical affirmation and binary trans people, with not a lot of content/considerations around non-binary experiences / non-medical affirmation
- When giving examples of what GA leave can be used for, be sure to include non-medical reasons e.g. changing your dress and presentation, implementing other aspects of your workplace gender affirmation plan, managing your health & wellbeing, changing your name on all documents etc

**AWEI 2024-2026 overview**

Section Title	#	Question Title	Sta
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<b>HR Policies &amp; Diversity Practice</b>	1	Updated Terminology	
	2	LGBTQ+ Inclusivity within Policies and Benefits	
	3	New Parent Leave Inclusive of LGBTQ+ Families	
	4	International Travel Advice for Employees	
	5	LGBTQ+ Inclusive Domestic & Family Violence Policy	
<b>LGBTQ+ Bullying, Harassment &amp; Support</b>	6	Resources on LGBTQ+ Inclusive and Negative Language	
	7	LGBTQ+-related Grievance Officers	
	8	Behavioural Examples of What Constitutes Bullying / Harassment	
<b>Inclusion of Trans and Gender Diverse Employees</b>	9	Gender Affirmation Policy and Process Documentation	
	10	Dress Codes	
	11	Non-Binary Gender Options for Employees	
<b>Strategic Focus &amp; Accountability</b>	12	External LGBTQ+ Expertise	
	13	LGBTQ+ Inclusion Strategy	
	14	External LGBTQ+ Workplace Inclusion Promotion	
	15	HR / Diversity Professional Accountabilities	
<b>LGBTQ+ Employee Network</b>	16	LGBTQ+ Employee Network	
	17	Orientation / On-boarding	
	18	Ally/Champion Reference Guides	
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	20	Internal LGBTQ+ Social Media Stream	
<b>Training, Awareness &amp; Professional Development</b>	21	LGBTQ+ Training Availability	
		<b>FOUNDATION INDEX</b>	
<b>LGBTQ+ Bullying, Harassment &amp; Support</b>	1	Tracking of Incidents	
<b>Inclusion of Trans and Gender Diverse Employees</b>	2	Gender Affirmation Leave	
	3	'All-Gender' Bathrooms	
	4	Trans and Gender Diverse Applicants	
<b>Strategic Focus &amp; Accountability</b>	5	Personal Accountability for Inclusion	
	6	Documented LGBTQ+ Inclusion Strategies and Accountabilities	
	7	External-facing Social Media Communications	
	8	Strategic LGBTQ+ Inclusion Promotion	
<b>LGBTQ+ Employee Network</b>	9	Network Leadership Succession and Sustainability	
	10	Research into under-represented LGBTQ+ Populations	
	11	Visibility of under-represented LGBTQ+ Populations	
	12	Broader Inclusion Support	
	13	Network Reporting	
<b>Visibility of LGBTQ+ Inclusion</b>	14	LGBTQ+ Days of Significance	
	15	Visibility in the Workplace	
	16	Individual LGBTQ+ Inclusion Work Recognition	
<b>Training, Awareness &amp; Professional Development</b>	17	LGBTQ+ Training Delivered	
	18	LGBTQ+ Training for People Managers	
	19	LGBTQ+ Training for Critical Functions	

	20	LGBTQ+ Content in Leadership Training	
	21	Professional Development for LGBTQ+ Employees	
<b>Executive Leadership &amp; Engagement</b>	22	Internal Executive Advocacy	
	23	Internal CEO (or equivalent) Advocacy	
	24	External Senior Leadership Advocacy	
	25	Peer Support for Senior Leadership	
<b>Data Collection &amp; Reporting</b>	26	LGBTQ+ Employee Data Analysis	
	27	LGBTQ+ Employee Data Review	
<b>Community Engagement</b>	28	Employer Branded Participation at Community Events	
	29	Pro-Bono or Financial Support: LGBTQ+ Charities / Organisations	
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**ADVANCED INDEX**

### Roundtable & Networking (remainder for 2024)

Our quarterly Member Roundtables are held in-person in most capital cities, providing the opportunity to discuss LGBTQ+ inclusion from a local perspective. Includes Q&A with Pride in Diversity. Numbers are limited for these events, and we restrict registration to one person from each member organization to enable the maximum representation of diverse member organisations. We encourage our members to rotate attendance opportunities throughout the year for members of their HR / Diversity & Inclusion / LGBTQ+ Network teams.

- ~~Canberra Roundtable, 30 Oct, 3:30pm - 5pm (AEDT) - [Register Here](#)~~
- ~~Brisbane Roundtable, 6 Nov, 3:30pm - 5pm (AEST) - [Register Here](#)~~
- ~~Melbourne Roundtable, 6 Nov, 3:30pm - 5pm (AEDT) - [Register Here](#)~~
- ~~Perth Roundtable, 7 Nov, 3:30pm - 5pm (AWST) - [Register Here](#)~~
- Sydney Roundtable, 13 Nov, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Adelaide Roundtable, 20 Nov, 3:30pm - 5pm (ACDT) - [Register Here](#)

Our Networking Events have been designed to facilitate professional networking amongst employees working for organisations that are members of Pride in Diversity and active in LGBTQ+ inclusion, creating a safe and inclusive environment and enabling you to extend your professional networks, learn more about what others are doing in this space and of course, meet new people. Our Networking Events follow on immediately after the Roundtables, and are open to all employees of our member organisations who may have an interest in LGBTQ+ workplace inclusion.

Registrations are essential to enable us to manage catering, name tags and to track attendance numbers.

- ~~Canberra Networking, 30 Oct, 5pm - 7pm (AEDT) - [Register Here](#)~~
- ~~Brisbane Networking, 6 Nov, 5pm - 7pm (AEST) - [Register Here](#)~~
- ~~Melbourne Networking, 6 Nov, 5pm - 7pm (AEDT) - [Register Here](#)~~
- ~~Perth Networking, 7 Nov, 5pm - 7pm (AWST) - [Register Here](#)~~
- Sydney Networking, 13 Nov, 5pm - 7pm (AEDT) - [Register Here](#)
- Adelaide Networking, [TBA], 5pm - 7pm (ACDT) - [Register Here](#)

**APIP Trans Awareness Week Panel - Wednesday this week!**

#### **You Can't Ask That - A Trans Awareness Week Panel**

In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Health + Wellbeing, Pride in Sport and Pride Training) are coming together to deliver this online panel to increase awareness and expose some of the myths about being transgender.

Hosted by [REDACTED]  
Pride in Diversity, our panel of people with diverse genders will answer those questions you're not supposed to ask but are dying to know the answers to, and share their lived experience to help participants gain a better understanding of life through a transgender lens.

Wed, 13 Nov, 1pm - 2pm AEDT, Online via Zoom

[Register Now](#)

### Membership details

Membership Status  
Current  
Membership Renewal Date  
16/08/2025  
Membership Hours Used  
2.00  
Member Hours Remaining  
6.00

Thanks and speak soon

[REDACTED] [REDACTED]  
[REDACTED]  
**Pride in Diversity, ACON's Pride Inclusion Programs**  
**Direct:** [REDACTED]  
**Email:** [REDACTED]

 [Book time to meet with me](#)

-----Original Appointment-----

**From:** [REDACTED] <[REDACTED]>  
**Sent:** Thursday, 10 October 2024 11:08 AM  
**To:** [REDACTED] <[REDACTED]> @abs.gov.au; [REDACTED]; George Holton; [nicky.bell@abs.gov.au](mailto:nicky.bell@abs.gov.au); Bindi Kindermann  
**Subject:** [REDACTED] - Member meeting IN PERSON | 60mins  
**When:** Friday, 1 November 2024 12:30 PM-1:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.  
**Where:**

*This meeting was scheduled from the bookings page of [REDACTED]*

Use the following link to reschedule or cancel this meeting:

[Manage meeting](#)

-----Note added from booking page on Thursday, 10 October 2024 11:07 am-----

Hi [REDACTED] - I've arranged for [REDACTED], [REDACTED], George Holton and Nicky Bell to also attend, [REDACTED] and George will dial in but Nicky, [REDACTED] and I will be in Canberra. Looking forward to meeting you in person

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Basics

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02/07/2024 02:01 PM

<b>Send</b>	To undisclosed-recipients;; cc bcc s47E(d)
<b>Subject</b>	Upcoming PID Q3 activities and events and beyond 📎
<b>Protective Mark</b>	DOCUMENT NOT YET CLASSIFIED
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity

1 attachment



PiD Training session overviews 2024.pdf

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender safe.

Hi PID members, I hope you have been well.

While July may bring a chill, we have arranged some engaging activities at Pride in Diversity to bring some warmth and excitement, especially activities in Canberra and nationally.

**Q3 CBR in-person activities**

I will be in Canberra from Tuesday 23 July – Friday 26 July, so please book directly to organise an in-person meeting, AWEI discussions, catch-up or training.

[Book time to meet with me](#)

**Q3 CBR Roundtable & Networking**

Date: Thursday 25 July

**Host:** Minter Ellison

**Location:** Constitution Place, 1 Constitution Avenue, Canberra City 2601 Australia

**Roundtable:** 3.30pm-5pm AEST

Pride in Diversity's Roundtable Events are an opportunity to discuss LGBTQ+ inclusion from a local perspective, either in person or virtually.

[Register here for the Roundtable](#)

**Networking (combined with CBR ELN with guest speaker Chief Minister ACT Andrew Barr):**

5.30pm-8pm

Pride in Diversity's Networking Events have been designed to facilitate professional networking amongst employees working for organisations that are members and active in LGBTQ+ inclusion, creating a safe and inclusive environment and enabling you to extend your professional networks, learn more about what others are doing in this space and of course, meet new people.

[Register here for the combined Networking event](#)

*Stay tuned to our E-News for other states Q3 roundtable and networking events in August.*

#### **CBR Executive Leaders Networking Event 2024**

Our next Executive Leaders Networking (ELN) event is generously hosted by **Minter Ellison** with guest speaker **Chief Minister ACT, Andrew Barr**. Invitations are being sent to current Executive Champions, however the event is open any other Executives and Leaders in Canberra, if you'd like a specific invite to be sent, please reach out to s47F

**Event details:**

**Date:** Thursday 25 July 2024

**Time:** 5.30PM – 8PM AEST

**Host:** Minter Ellison

**Location:** Constitution Place, 1 Constitution Avenue, Canberra City 2601 Australia

International Non-Binary People's Day

#### **The 'They-s' of Our Lives: A Special Lunch and Learn, Tuesday 16 July 1pm-2pm AEST**

Join us for a special Lunch and Learn session in celebration of International Non-Binary People's Day! In this session, you'll be swept into the captivating world of non-binary identities, hosted by ACON's Pride Inclusion Programs resident non-binary finery s47F

s47F at Pride in Diversity, and s47F

s47F, Health at Pride in Diversity.

[Register for the free event here](#)

#### **AWEI 2025 submission documents**

If you are planning on submitting for the 2025 submissions, please request the updated submissions documents below.

**Request here:** [AWEI Submissions Registration | Australian Workplace Equality Index](#)

#### **PID Training 2024 overviews**

Our PID training overviews and sessions are attached if you are looking to schedule and run any education / training sessions sessions.

**Attached.**

#### **2024 AWEI Practice Points | Australian Workplace Equality Index Survey**

##### **[Edition 1: Key Insights](#)**

The first topic in our series, Key Insights, highlights some of the key findings from the 2024 AWEI Survey and provides a valuable summary of results across major areas.

....more to come

[E-Newsletter Signup | Pride Inclusion Programs](#)

### **Pride in Practice Conference 2024**

Our annual [Pride in Practice Conference](#) is taking place from **Tuesday 26 – Wednesday 27 November** at **Marvel Stadium, Melbourne**.

The Pride in Practice conference is the only national conference dedicated to advancing LGBTQ+ inclusion in Australian workplaces. This event continues to inspire and spotlight LGBTQ+ inclusion, with key themes focusing on Intersectionality, LGBTQ+ women, Trans and Gender Diverse People, First Nations LGBTQ+ people, Resilience, International Reach, and much more.

**Tailor your experience:** Delegates can tailor their tickets to attend one or both days of the conference, with those attending both days gaining automatic access to the On-Demand platform to watch all the recorded sessions (including break-out sessions). This year's program will also include interactive workshops, and networking opportunities enabling you to directly connect with speakers and other delegates.

**Watch on-demand:** We will be recording all sessions and have them available to watch On-Demand on a digital platform after the Conference with the purchase of a Full Conference Pass or On-Demand Pass.

**Abstract submissions:** If you or your organisation is interested in presenting at the Conference, please [click here](#) for more information. Reach out if you'd like to discuss development of an abstract.

**Sponsorship opportunities:** If your organisation is interested in sponsoring the 2024 Pride in Practice Conference, please [click here](#). We have a range of opportunities currently available.

### **Spring Out Festival Canberra | 1-30 November 2024**

SpringOUT is Canberra's pride festival. Held in November each year, it is a month-long pride festival that celebrates Australia's most LGBTQIA+ friendly city and its LGBTQIA+ community in all its fabulous diversity.

**Website:** [www.springout.com.au](http://www.springout.com.au)

**Facebook:** <https://www.facebook.com/springoutcbr/>

**INSTA:** <https://www.instagram.com/springoutcbr/>

### **Q4 CBR in-person activities**

For future planning, I will also be in Canberra from Monday 18 November – Friday 22 November for any Q4 activities, if you'd like to plan and book ahead.

I look forward to connecting with you and your team members, but please reach out if I can help in the meantime.

Thanks v much

s47F

s47F

s47F

**Pride in Diversity**

**ACON's Pride Inclusion Programs**

**Direct:** s47F

**Email:** s47F

**Address:** 200 Hoddle Street, Collingwood VIC 3067

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)



[Book time to meet with me](#)



**ACON acknowledges and pays respect to the Traditional Owners and Custodians of all the lands on which we**

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<s22 @abs.gov.au>

28/08/2024 02:05 PM

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<b>Subject</b>	THANKYOU: For yesterdays' and the Pride in Diversity Series [SEC=OFFICIAL] 📎
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;">Caveat <input type="checkbox"/></span>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity

Hi s47F and s47F

Many thanks for yesterday's presentation and being flexible and accommodating for our series of presentations/session over recent months. The outcomes of these session have provided us with excellent resources that we can use for future activities and learnings.

After what's been a very hectic few months we'll regroup over coming weeks to see what we might want to progress for end of year and start of 2025 - which isn't far away ?

FYI s22 to send correspondence to either myself or s22 and s47E(d) @abs.gov.au so the team is respond as needed.

Take care and stay well.

Regards

s22  
Senior Inclusion and Diversity Officer

Inclusion and Diversity

Workforce, Communication and Clients Branch | Canberra Office

**Australian Bureau of Statistics**

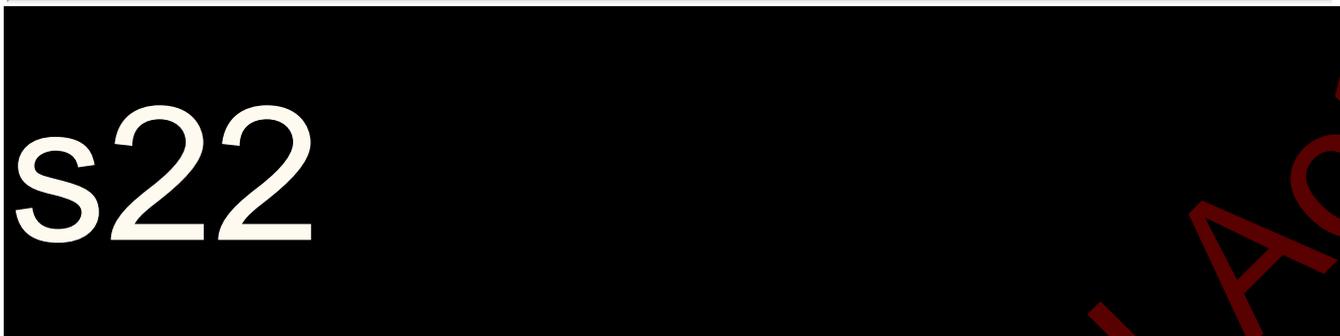
(P) [REDACTED] (E) [REDACTED] [@abs.gov.au](mailto:[REDACTED]@abs.gov.au) (W) [www.abs.gov.au](http://www.abs.gov.au)

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Notification: Meeting to discuss potential training sessions in May [SEC=OFFICIAL]



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**Readers** s22 /Staff/ABS, Workplace Diversity Team, Workforce Strategies Team

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**Last modified** 29/08/2024 03:51:09 PM By s22 /Staff/ABS

**Document Id** KFAL-D3YSXM

### Edit Logging

<b>Edit Log</b>	04/04/2024 08:16:09 AM; s22 Document created.
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Good morning s47F

I hope you are well and enjoying the short working week.

Our Pride Network committee have expressed interest in using our remaining PID hours to run some training sessions around IDAHOBIT Day - 17 May.

I would love to set up a meeting with you, in the next week or two to discuss this further. Could you please advise some available times and I will set up a meeting invitation? Many thanks in advance.

Kind regards,

s22

s22  
*Inclusion and Diversity Officer*

Inclusion & Diversity | Workforce, Communication and Clients Branch | Nipaluna (Hobart) Office

**Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

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The Australian Bureau of Statistics acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to their Elders, past and present, their histories and cultures. 

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<b>Send</b>	To <s47E(d)@abs.gov.au> cc bcc
<b>Subject</b>	AWEI Registrations - get your Submission documents! 📎
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;"><b>Caveat</b> <input type="checkbox"/></span>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

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Have you registered for the 2024 - 2025 AWEI Submission documents?

[View this email in your browser](#)

Dear Diversity,

**AWEI Submission Documents**

Have you registered for the 2024 - 2025 AWEI Submission documents?

**All organisations wishing to participate must register an expression of interest , regardless of any previous scores .** This includes organisations who:

- have not yet submitted a Foundation Submission
- have submitted but not yet obtained Bronze Tier Recognition within the Foundation Submission

- have previously obtained Bronze Tier Recognition within the Foundation Submission and are submitting a 2025 Advanced Submission (for work done throughout the 2024 calendar year)
- have previously obtained Silver or Gold Tier Recognition within the Advanced Submission, and wish to do so annually
- are Pride in Diversity members
- are not yet Pride in Diversity members

Upon receiving your request, Pride in Diversity will provide you with the relevant documents based on the information provided.

The AWEI Submission documents and collateral including:

1. AWEI Foundation Submission
2. AWEI Advanced Submission
3. AWEI Collaboration Worksheets
4. PID AWEI Factsheet – AWEI as a Roadmap
5. PID Toolkit – AWEI Submission Participation
6. ACON Privacy Policy
7. ACON Research Data Security Policy

More detailed information regarding Foundation and Advanced Submission timelines and criteria can be found within the documents provided, upon registration.

### REGISTER FOR THE AWEI SUBMISSION DOCUMENTS

If you have previously registered for your documents but have not yet received them, please reply to this email.

Meantime, you can view the results from the [2024 Australian LGBTQ+ Inclusion Awards](#). Winners and achievements are based on the 2023 - 2024 AWEI Submission year. [Read what our top achieving organisations had to say](#) about their results and commitment to LGBTQ+ workplace inclusion.

You can also view current organisations who have obtained [Bronze Tier via the Foundation Submission](#) for the first time. This list includes organisations and employers who have completed their AWEI Foundation Submission by “fast-tracking” their results, and obtaining Bronze Tier Status between now and 1 December will be announced below.

By participating in the AWEI Submission, you're not just measuring your work in the LGBTQ+ inclusion space across your organisation - you're actively contributing to a more inclusive, respectful and supportive workplace environment across Australia!

### AWEI Employee Survey

We are thrilled to announce that registration for the 2024-25 AWEI Employee Survey is now open.

Participating in the annual survey and exploring our AWEI Foundation and Advanced Submissions provide your organisation with a comprehensive 360-degree view of workplace inclusion. It's not just about participation; it's about

benchmarking your progress year after year.

Visit our website to learn more about the [2024 AWEI Employee Survey](#) and register today.

*Please note: Registration for the AWEI Submissions and the AWEI Employee Survey are two separate processes. Completing one will not provide access to the other. Ensure you use the applicable links provided for each. If you wish to participate in both the Submission and the Employee Survey, please register for both separately.*

### **LGBTQ+ Inclusion Award Nominations**

[Consider nominating a colleague or campaign](#) for their outstanding contributions to LGBTQ+ inclusion within your organisation, within the categories listed below. These awards are announced at the annual LGBTQ+ Inclusion Awards, hosted by Pride in Diversity. Each award recognises outstanding advocacy, support and/or contribution to LGBTQ+ inclusion within the workplace by leaders, role models, allies and more.

- Categories include:
- CEO of the Year
- Executive Leadership Award
- LGBTQ+ Inclusive Innovation Award
- LGBTQ+ Role Model Award
- Sally Webster Ally Award
- Sapphire Inspire Award

On behalf of the **Pride in Diversity**, we would like to thank you for your commitment to Australian LGBTQ+ inclusion, equality and equity; and for participating in this important benchmarking Index.

**Kind Regards,**

s47F

ACON's Pride Inclusion Programs

Pride in Diversity

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<b>Subject</b>	AWEI Survey Registrations Now Open! 📄
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

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Have you registered for the 2024 - 2025 AWEI Survey documents?

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Dear Diversity,

**It's that time of the year again!  
AWEI Survey registration is now open!**

We are thrilled to announce that registration for the 2024-25 AWEI Employee Survey is now open. Last year, 169 organisations and over 42,000 individuals participated, contributing to a better understanding of LGBTQ+ workplace inclusion across Australia. This year, our goal is even more ambitious: we aim to engage 200 organisations and reach 50,000 responses. Will you help us lead the charge?

Participating in the annual Survey and exploring our AWEI Foundation and Advanced Submissions provide your organisation with a comprehensive 360-degree view of workplace inclusion. It's not just about participation; it's about benchmarking your progress year after year.

This year's survey will be open for responses from 7th October 2024 to the 24th of February 2025.

Visit the [AWEI website](#) to learn more about the 2025 AWEI Employee Survey and register today.

While you're there, don't forget to check if your organisation has already registered for the 2025 AWEI Submission documents. Detailed information regarding the submission process can be found [here](#).

**This year's survey will be open for responses from 7th October 2024 to the 24th of February 2025.**

Join us in making a difference and shaping the future of LGBTQ+ workplace equality in Australia.

To support your understanding, and building a business case for participation, we will provide you with the following documents:

1. *AWEI Participation Tool Kit containing information to help you to plan your data and communications strategies* .
2. *ACON's Pride Inclusion Programs – Data Cleansing protocol*
3. *ACON's Pride Inclusion Programs – Research Data Security Policy*
4. *ACON Privacy Policy August 2023*
5. *2023 ACON Research Ethics Review Committee – approval letter*
6. *A summary document outlining the survey sections, purpose and questions*
7. *A PDF of the full survey for your organisation's review*

## REGISTER FOR THE AWEI SURVEY

*Spread the word - we also conduct the annual the Pride in Sport National survey, and the Pride in Health & Wellbeing Employee survey – let your team mates, friends and colleagues know that they can sign up for any of the three surveys that are relevant to their organisations and help drive LGBTQ+ inclusion too! Click on the links below for more information.*

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 Outlook

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**Date:** Thu 2025-11-27 13:37  
**To:** s22 <s22@abs.gov.au>  
**Cc:** s22, s22@abs.gov.au

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Just arrived grabbing quick bite downstairs

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**Sent:** Thursday, November 27, 2025 8:43:36 AM  
**To:** s22, s22@abs.gov.au  
**Cc:** s22, s22@abs.gov.au  
**Subject:** Re: ABS TAW training tomorrow [SEC=OFFICIAL]

Hi s22

Sounds great, I will be there at 1.45 see you then.

s47F

Get [Outlook for iOS](#)

---

**From:** s22 <s22@abs.gov.au>  
**Sent:** Wednesday, November 26, 2025 7:25:49 PM  
**To:** s47F  
**Cc:** s22, s22@abs.gov.au  
**Subject:** ABS TAW training tomorrow [SEC=OFFICIAL]

Hi s47F

Looking forward to hosting you here at ABS House in Canberra for our Trans Awareness Week training tomorrow, 2-3pm.

I'll be in the foyer ahead of time (by 1:45pm) to check you in. If you're running early/late feel free to contact me via email, or via my mobile: s22

Cheers,

s22

Assistant Director, NDDA Data Governance  
National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)  
Ngunnawal & Ngambri Country (Canberra, ACT)

s22

#### Committee Lead for the ABS Pride Network

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 Outlook

---

Notification: FW: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

---

s22

Released under FOIA Act

s22

**From:** David Wymouth <David.Wymouth@abs.gov.au>

**Sent:** Friday, February 7, 2025 1:43 PM

**To:** [REDACTED]; Katherine Keenan <Katherine.Keenan@abs.gov.au>; Robert Ewing <robert.ewing@abs.gov.au>; [REDACTED]; [REDACTED]; [REDACTED]@abs.gov.au

**Cc:** Nicky Bell <nicky.bell@abs.gov.au>; Bindi Kindermann <Bindi.Kindermann@abs.gov.au>

**Subject:** RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

Hi [REDACTED] – just letting you know my EA is undertaking cat herding and will book something in ASAP.

dw

**From:** [REDACTED] <[REDACTED]>

Sent: Thursday, 6 February 2025 1:29 PM

To: David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>; Katherine Keenan <[Katherine.Keenan@abs.gov.au](mailto:Katherine.Keenan@abs.gov.au)>; Robert Ewing <[robert.ewing@abs.gov.au](mailto:robert.ewing@abs.gov.au)>; [REDACTED]; [REDACTED]@abs.gov.au

Cc: Nicky Bell <[nicky.bell@abs.gov.au](mailto:nicky.bell@abs.gov.au)>; Bindi Kindermann <[Bindi.Kindermann@abs.gov.au](mailto:Bindi.Kindermann@abs.gov.au)>

Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi David

Apologies for the delay and thanks for the update. Great news that we would still like to proceed with this discussion (we already have the presentation to go!)

If you'd like to have a meeting to find a time then please use the booking system below or send through your preferred times and we'll try our best to accommodate. Or if you already have a date in mind for the session then please send through and hopefully our calendars align.

 [Book time to meet with me](#)

Thanks and speak soon

[REDACTED]  
s47F

**Pride in Diversity, ACON's Pride Inclusion Programs**

Direct: [REDACTED]

Email: [REDACTED]

 [Book time to meet with me](#)

**From:** David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>

**Sent:** Monday, 3 February 2025 10:55 AM

**To:** [REDACTED]; Katherine Keenan <[Katherine.Keenan@abs.gov.au](mailto:Katherine.Keenan@abs.gov.au)>; Robert Ewing <[robert.ewing@abs.gov.au](mailto:robert.ewing@abs.gov.au)>; [REDACTED]; [REDACTED]; [REDACTED]@abs.gov.au

**Cc:** Nicky Bell <[nicky.bell@abs.gov.au](mailto:nicky.bell@abs.gov.au)>; Bindi Kindermann <[Bindi.Kindermann@abs.gov.au](mailto:Bindi.Kindermann@abs.gov.au)>

**Subject:** RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

Hi [REDACTED]

There's been a heap of change in the ABS in the last few months. George has retired, and I'm no longer in charge of Inclusion and Diversity.

We're still keen to proceed with this and I've cc'd in our LGBTQIA+ champions. I'll coordinate with the I&D teams assistance as I'm one of the Disability and Carers Champions.

How are you placed in the next few weeks for a meeting?

David W

**From:** [REDACTED] <[REDACTED]>

**Sent:** Friday, 6 December 2024 9:34 AM

**To:** David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>; Katherine Keenan <[Katherine.Keenan@abs.gov.au](mailto:Katherine.Keenan@abs.gov.au)>; Robert Ewing <[robert.ewing@abs.gov.au](mailto:robert.ewing@abs.gov.au)>; George Holton <[g.holton@abs.gov.au](mailto:g.holton@abs.gov.au)>; [REDACTED]; [REDACTED]; [REDACTED] <[REDACTED]@abs.gov.au>

**Subject:** RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Absolutely all good thanks David, the team will be back from the 16<sup>th</sup> January in 2025 so more than happy to look at rescheduling to a new date that suits all.

Thanks and speak soon

[REDACTED]  
s47F

**Pride in Diversity, ACON's Pride Inclusion Programs**

**Direct:** [REDACTED]

**Email:** [REDACTED]

 [Book time to meet with me](#)

**From:** David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>

**Sent:** Friday, 6 December 2024 9:13 AM

**To:** [REDACTED]; Katherine Keenan <[Katherine.Keenan@abs.gov.au](mailto:Katherine.Keenan@abs.gov.au)>; Robert Ewing <[robert.ewing@abs.gov.au](mailto:robert.ewing@abs.gov.au)>; George Holton <[g.holton@abs.gov.au](mailto:g.holton@abs.gov.au)>; [REDACTED]; [REDACTED] <[REDACTED]@abs.gov.au>

**Subject:** RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

Hi [REDACTED]

Unfortunately none of our LGBTQIA+ champions are available on Monday anymore. Can I suggest we set something up in the new year?

Apologies for any inconvenience [REDACTED]

dw

**From:** [REDACTED] <[REDACTED]>

**Sent:** Thursday, 5 December 2024 5:21 PM

**To:** Katherine Keenan <[Katherine.Keenan@abs.gov.au](mailto:Katherine.Keenan@abs.gov.au)>; Robert Ewing <[robert.ewing@abs.gov.au](mailto:robert.ewing@abs.gov.au)>; George Holton <[g.holton@abs.gov.au](mailto:g.holton@abs.gov.au)>; David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>; [REDACTED]; [REDACTED] <[REDACTED]@abs.gov.au>

**Subject:** RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi ABS team

I've attached the presentation for our ABS x PID session on Monday that [REDACTED] will be delivering solo. [REDACTED]

[REDACTED]

[REDACTED] Thank you [REDACTED] ?

Let me know if you have any questions before the session on Monday.

Thanks v much

[REDACTED]  
s47F

**Pride in Diversity, ACON's Pride Inclusion Programs**

**Direct:** [REDACTED]

**Email:** [REDACTED]

 [Book time to meet with me](#)

**From:** Katherine Keenan <[Katherine.Keenan@abs.gov.au](mailto:Katherine.Keenan@abs.gov.au)>

**Sent:** Wednesday, 20 November 2024 10:04 AM

**To:** [REDACTED]; Robert Ewing <[robert.ewing@abs.gov.au](mailto:robert.ewing@abs.gov.au)>; George Holton

<[g.holton@abs.gov.au](mailto:g.holton@abs.gov.au)>; David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>; [REDACTED]; [REDACTED]

<[\[REDACTED\]@abs.gov.au](mailto:[REDACTED]@abs.gov.au)>

**Subject:** RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

. You don't often get email from [katherine.keenan@abs.gov.au](mailto:katherine.keenan@abs.gov.au). [Learn why this is important](#)

Sounds like something the NDN champions should be involved in ?

Thanks,  
Katherine

**Katherine Keenan** (pronouns she/her)

*Program Manager, National Accounts, Australian Bureau of Statistics*

*ABS Neurodiversity Champion*

*Ph (02) 6252 5860*

*Executive Assistant:* [REDACTED]

[REDACTED] [REDACTED] [@abs.gov.au](mailto:[REDACTED]@abs.gov.au)

-----Original Appointment-----

**From:** George Holton <g.holton@abs.gov.au> On Behalf Of [REDACTED]  
**Sent:** Wednesday, 20 November 2024 9:45 AM  
**To:** Robert Ewing; Katherine Keenan  
**Subject:** FW: ABS x PID LGBTQ+ Intersectionality session  
**When:** Monday, 9 December 2024 1:30 PM-2:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.  
**Where:** Microsoft Teams Meeting

Hi both

In case you're interested and able to join this – context in the history – Pride in Diversity are launching a program focused on people identifying as both neurodivergent and LGBTQIA+.

Thanks  
George

-----Original Appointment-----

**From:** [REDACTED] <[REDACTED]>  
**Sent:** Wednesday, 13 November 2024 12:11 PM  
**To:** [REDACTED] George Holton; David Waymouth; [REDACTED] [REDACTED]  
**Subject:** ABS x PID LGBTQ+ Intersectionality session  
**When:** Monday, 9 December 2024 1:30 PM-2:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.  
**Where:** Microsoft Teams Meeting

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

**Purpose:** PID to share the information and data around the varying LGBTQ+ intersectionalities and our soon to be launched publication and information around Pride in Neurodivergence

Hi all

Confirming the time as a placeholder in our diaries for the discussion, was not sure of the desired length of the session, so I've booked an 1hr, happy to adjust if required.

Also, if you need to replace this meeting invite with another to invite other I&D sponsors then please also go ahead.

**Microsoft Teams** [Need?](#)

**Join the meeting now**

Meeting ID: 421 848 306 865

Passcode: rstizz

For organizers: [Meeting options](#)

Thanks v much

---

**From:** §22 §22 **On Behalf Of** George Holton  
**Sent:** Monday, 11 November 2024 11:58 AM  
**To:** §47F  
**Subject:** RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

Hi §47F

At this stage the below times are available for George, however his diary books up quickly so please send a meeting request as soon as possible.

- Monday 1 December, 1:30pm-5pm AEDT
- Tuesday 2 December, 10:30am-12pm AEDT
- Monday 9 December, 1:30pm-3pm AEDT
- Friday 13 December, 10:30am-12pm AEDT

Kind regards,

§22 (she/her)

Project Support Officer, Enterprise Project Management Office

**Australian Bureau of Statistics**

(P) §22 (E) §22 [@abs.gov.au](mailto:§22@abs.gov.au) (W) [www.abs.gov.au](http://www.abs.gov.au)

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**From:** §47F §47F  
**Sent:** Thursday, 7 November 2024 5:25 PM  
**To:** George Holton <[g.holton@abs.gov.au](mailto:g.holton@abs.gov.au)>; David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>; §47F  
§47F §22 §22  
**Subject:** RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi George & David

§47F and I would absolutely welcome the opportunity to meet with the senior exec I&D network sponsors and we can share the information and data around the varying LGBTQ+ intersectionalities and our soon to be launched publication and information

around Pride in Neurodivergence. I've also attached our 2020 publication on understanding the experience of culturally diverse LGBTQ talent.

I've reviewed our diaries, and we can be available:

- Monday 1 December, 12pm-5pm AEDT
- Tuesday 2 December, before 12.30pm AEDT
- Monday 9 December, between 1pm-3pm AEDT
- Friday 13 December, before 1pm AEDT

If these times work, let us know, or confirm with [REDACTED] when you see each other at the roundtable in ADL next week.

Thanks and speak soon

[REDACTED]  
s47F

**Pride in Diversity, ACON's Pride Inclusion Programs**

**Direct:** [REDACTED]

**Email:** [REDACTED]

 [Book time to meet with me](#)

**From:** George Holton <g.holton@abs.gov.au>

**Sent:** Wednesday, 6 November 2024 2:15 PM

**To:** [REDACTED]; [REDACTED]; David Weymouth <David.Weymouth@abs.gov.au>; [REDACTED]

[REDACTED]; [REDACTED]; [REDACTED]

**Subject:** RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

Hi [REDACTED] and [REDACTED]

Great to catch up virtually last week [REDACTED]

We were wondering if we could line up a time when it suits you to meet with our senior exec I&D network sponsors and hear more about the intersectionality work I understand you're leading [REDACTED]? Would some point in Dec or early in the new year suit?

Happy to meet up beforehand with David in the To list who stewards all of our I&D networks to talk through how that might work. Im wondering David is we could share the overlapping analysis your team did recently for how our staff with different intersecting diversities reported in the 2024 APS employee census?

And hope to see you in Adelaide next week for the round table.

Many thanks

George

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Notification: Notification: PID Regional Reach Geelong INVITE [SEC=OFFICIAL]

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s22

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s22

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s47F

---14/07/2025 02:29:17 PM---PID Regional Reach Geelong INVITE

PID Regional Reach Geelong INVITE

s47E(d)

s47F

14/07/2025 02:29 PM

\*

Basics

s47F

14/07/2025 02:29 PM

s47F

Send

To

s22 @abs.gov.au" <s22 @abs.gov.au>, s47E(d) @abs.gov.au"  
s47E(d) @abs.gov.au>

cc

**Subject** PID Regional Reach Geelong INVITE

**Protective Mark**

**Information management markers**

Caveat

**Categories**

**Visibility** Public

**Editors** [REDACTED], [Wkgroup]

**Document Usage** Information Management - determines recordkeeping action

**Document Id** DCOO-DJK7BB

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Hi [REDACTED] & the ABS team

In case you missed it, we have a Regional Reach coming up in Geelong and [REDACTED]. [REDACTED] has identified that you potentially have team members that might like to join the day, further info is below:

- **Australian Bureau of Statistics - Geelong**

We're excited to share that Pride in Diversity will be bringing the conversation on LGBTQ workplace diversity and inclusion to *Regional Australia*—this time, live in **Geelong** at **Gordon Tafe**.

As Australia's national peak body for LGBTQ workplace inclusion, Pride in Diversity partners with over 500

organisations representing more than 3 million employees. Responding to member interest, this initiative is open to all employers and employees in the Geelong region, including state and local governments, small businesses, and community organisations.

Our goal is to support workplaces in their inclusion journey by sharing challenges, opportunities, and best practices from across Australia and beyond.

We invite you to join us on **Wednesday, 20 August** for a series of engaging events focused on awareness and enablement. Sessions will highlight key learnings from the *Australian Workplace Equality Index (AWEI)* and other research, while exploring what's next for organisations, leaders, HR professionals, and employee networks striving to build truly inclusive workplaces.

Whether you're just starting or deepening your diversity journey, this is a valuable opportunity to connect, learn, and lead together.

To register click on the link here [Reaching Geelong with Pride](#).

We look forward to seeing you there.

## Reaching Geelong with Pride

Join the Pride Inclusion Programs for **Regional Reach: Geelong** on **Wednesday 20th August, 2025**. This full-day event brings together members of the community and professionals to explore **LGBTQ+ inclusion in the workplace**.

Generously sponsored by the **Transport Accident Commission**, and hosted at **Gordon Tafe, Geelong** by

**s47F** with special guest speakers, this event is designed to provide practical insights into fostering diversity and inclusion in regional workplaces.

It is open to the public and members alike, offering expert-led sessions, deep-diving into LGBTQ+ Inclusion data from the Australian Equality Workplace Index (AWEI), Trans & Gender Diverse awareness training, Allyship workshop, and roundtable discussion to promote a more inclusive environment in the broader Geelong area.

Whether you're looking to increase awareness, develop allyship skills, or engage in meaningful conversations about LGBTQ+ inclusion, this event aims to empower both individuals and organisations to create lasting change.

### EVENT SCHEDULE

#### Morning Session 8:30am - 12pm

- Inclusion data
- Morning tea
- Trans awareness training

#### Lunch & Roundtable Networking 12pm - 1:30pm

#### Afternoon Session 2pm - 5pm

- Empowering Allies Workshop
- Afternoon tea
- Guest speaker

[Register Now](#)

Thanks v much

s47F

[LGBTQ+ Trainer Program Manager, Pride in Diversity](#)

ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F

Address: 200 Hoddle Street, Abbotsford, VIC 3067

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)



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-----  
On behalf of,

**s47F**

**ACON's Pride Inclusion Programs**

**Mobile:** s47F

**Address:** 200 Hoddle Street Abbotsford VIC 3067

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

**Instagram:** [@pridediversityau](https://www.instagram.com/pridediversityau) | [@prideinsport](https://www.instagram.com/prideinsport) | [@prideinhealthwellbeing](https://www.instagram.com/prideinhealthwellbeing)

**Facebook:** [facebook.com/prideindiversity](https://www.facebook.com/prideindiversity) [facebook.com/prideinsport](https://www.facebook.com/prideinsport)

s47F



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FW: PID Offerings and services in 2025 [SEC=OFFICIAL]

From s22 @abs.gov.au>

Date Wed 2025-01-22 14:47

To s47F

Cc s22 @abs.gov.au> s22 @abs.gov.au> s22 @abs.gov.au> s22 @abs.gov.au> s47E @abs.gov.au> s22 @abs.gov.au> s22 @abs.gov.au> s22 @abs.gov.au> s22 @abs.gov.au> Bindi Kindermann <Bindi.Kindermann@abs.gov.au>; Nicky Bell <nicky.bell@abs.gov.au>

2 attachments (444 KB)

PID Virtual Training Calendar 2025.pdf; PID Facilitated Member Training 2025.pdf;

Hi s47F

Many thanks for update and happy new year. The network will be meeting in early February, and we discuss and confirm what activities are to be planned. At this stage I think a catchup (in person) will be in May – I'll lock in an invite for this in a couple of weeks.

Also looking forward to working with you this year.

Regards

s22  
A/g Assistant Director

Inclusion and Diversity  
People Services Branch | Enterprise Services Group | Canberra Office

**Australian Bureau of Statistics**

(P s22 (E) s22 @abs.gov.au (W) www.abs.gov.au

Non work day Fridays

I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours



From s47F

Sent: Tuesday, January 21, 2025 4:10 PM

To: s22 @abs.gov.au>

Cc: s47E >

Subject: HNY 2025!

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi s22 and the ABS team (*please forward on as appropriate*)

HNY! 🍷

As we step into 2025, I wanted to express my gratitude for your continued support and trust in our services. I am excited about the opportunities and challenges that lie ahead, and I am committed to ensuring that we continue to meet your needs and expectations.

### **Membership details**

Membership Status

Current

Membership Renewal Date

17/08/2025

Membership Hours Used

0.00

Member Hours Remaining

6.00

*If there are any changes to your organisation's contacts, please let us know.*

### **Canberra 2025 travel dates (for in-person activity)**

**Q1:** Monday 10 February to Friday 14 February 2025

**Q2:** Monday 19 May to Friday 23 May 2025

**Q3:** Monday 18 August to Friday 22 August 2025

**Q4:** Monday 17 November to Friday 21 November 2025

I will be in Canberra for the above dates in 2025 and invite you to organise an in-person meeting. I'm open to having a general catch-up, AWEI submission document discussions or any AWEI reviews, or any facilitated member training sessions or consulting.

If you'd like to discuss your membership and plan out these activities for 2025 and beyond then please also book in a virtual pre-meeting so we can discuss and organise.

 [Book time to meet with me](#)

### **PID Consulting Support for 2025**

As we look ahead, I'd love to understand any key projects or initiatives where we can provide any custom or extra support to ensure you are getting the most out of your membership and myself as a consultant. This could include areas such as but not limited to :

- AWEI Survey or AWEI Benchmark tailored support
- HR Policy and/or Governance support
- Industry Group building or connection
- Workplace inclusion programs/strategy launch/support
- Training and capacity-building for leadership wider teams
- Intersectional organisational diversity development

*Feel free to share your upcoming plans so we can collaborate and support where possible.*

### **PID Virtual Training Calendar** (*does not incur member hours*)

Please find attached our latest training calendar with links to register for 2025 sessions. We encourage you to review the sessions and share them with your teams—these events are designed to equip your team with the tools to foster inclusive and supportive workplaces.

**\*Reminder to receive the monthly PID Newsletter - where all of our state and national events and activities are listed please ensure you and your team are registered: [Newsletter Signup | Pride Inclusion Programs](#)\***

### **PID Facilitated Member Training** (*incurs member hours*)

Our PID training overviews and sessions are **attached** if you are looking to schedule and run any education / training sessions to utilise your member hours, either in-person, virtual or hybrid.

### **Events and Member support**

**Hosts:** We are always looking for members to host events from roundtables to networking – let me know if you have an interest in hosting as spots fill up fast.

**Sponsors/Support :** With So many AMAZING events in 2024 as we roll on to 2025 the events and engagement continue, from PID Pride in Practice Conference, Midsumma, Days of significance to Community events - if sponsoring / supporting these events are of interest please let me know.

A massive thank you for the past year and I can't wait to continue in 2025.

With pride

s47F

s47F

Pride in Diversity

ACON's Pride Inclusion Programs

Direct:

Email: s47F

Address: 200 Hoddle Street, Abbotsford, VIC 3067

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)



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## LGBTQ AWARENESS (90 mins)

LGBTQ Awareness is an introductory session for anyone who is interested in learning more about the LGBTQ community and workplace inclusion. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

**By the end of the session participants will:**

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some introductory actions individuals can take to create a more inclusive workplace culture

## TRANSGENDER & GENDER DIVERSE AWARENESS (90 mins)

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ spectrum. The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

This session is recommended to support an employee's Gender Affirmation.

**By the end of the session participants will:**

- Understand the diversity of, and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting an employee through gender affirmation (transitioning) at work

## EMPOWERING ALLIES (90 mins)

The purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness'. This session will focus on what an ally is and how we can be allies in the workplace and beyond. This interactive workshop allows participants to build their skills in intervention as well as their



understanding of what makes a good ally. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

**By the end of the session participants will:**

- Understand what makes an effective ally
- Respond to some of the common views that question the need for inclusion initiatives
- Be able to intervene in non-inclusive situations

## **AUTHENTIC LGBTQ ROLE MODELLING & ALLYSHIP (90 mins)**

Targeted at a LGBTQ audience, the purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness' and focus on what a role model and ally is. It has a particular focus on allyship as an LGBTQ person, giving participants the knowledge of how we can be allies in the workplace and beyond, be a role model for other LGBTQ people, and be authentic as LGBTQ leaders. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

**By the end of the session participants will:**

- Understand the importance of visibility / being a role model
- Understand the role of LGBTQ leaders / LGBTQ allies
- Understand what makes an effective ally
- Be able to intervene in non-inclusive situations

## **LGBTQ INCLUSION CONSIDERATIONS FOR HR & RECRUITMENT (120 mins)**

The purpose of this session is to provide participants with an overview of why LGBTQ inclusion is important within an organisation and the role they can play in creating an inclusive culture. This session will cover terminology and language, whilst unpacking the LGBTQ acronym to provide a better understanding to participants of the challenges and barriers that LGBTQ employees face within the workplace. This session will look at inclusion through the lens of HR and recruitment. It will ask teams to look at their processes and how they can make them more inclusive and transparent for LGBTQ existing and potential employees. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

**By the end of the session participants will:**

- Be refreshed on the LGBTQ Awareness key concepts, that inform these considerations (30 mins)

**LGBTQ CONSIDERATIONS FOR HR (30 mins)**

- Understand the role that HR can play in building LGBTQ inclusion and the roles they play in being allies
- Understand the requirement for 'explicit' inclusion, and some specific policy areas that need special attention
- Understand considerations for marginalized populations within grievance processes
- Understand considerations for data collection for LGBTQ populations

**LGBTQ CONSIDERATIONS FOR FORMAL INCLUSION EDUCATION (15 mins)**

- Understand the role that visible active allies can play in creating an inclusive culture
- Understand the barriers for 'passive supporters'



- Understand the role of educational training and resources in 'converting' passive supporters to visible allies

#### **LGBTQ CONSIDERATIONS FOR RECRUITMENT (45 mins)**

- Understand the role that explicit inclusion can play in attracting diverse candidates
- Use a recruitment life cycle model to identify potential policy and practice areas that need special attention
- Understand the issues that transgender and gender diverse people face in recruitment and selection for roles

### **LGBTQ INCLUSION: A LEADERSHIP CONVERSATION (30-45 mins)**

This session is designed for a Senior Leadership Team / Board level discussion about LGBTQ inclusion, within the wider context of an organisation's culture and talent journey. Focusing on the business case for inclusion and key focus areas to get started, it is ideal for organisations who want to start the process of embedding their inclusion objectives and initiatives throughout all their functional areas.

#### **Topics include:**

- The business case for inclusion
- The components of a holistic inclusion strategy
- Inclusive leadership behaviours

### **LGBTQ AWARENESS FOR GRIEVANCE OFFICERS (120 mins)**

LGBTQ Awareness for Grievance Officers is a session specifically for people responsible for managing, or supporting employees through, a grievance complaint process. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

#### **By the end of the session participants will:**

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the prevalence of bullying and harassment, and the impact of stigma on reporting rates
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some actions individuals can take to create a more inclusive workplace culture
- OPTIONAL Discuss some workplace specific scenarios and how to appropriately manage them



## LGBTQ AWARENESS FOR PEOPLE MANAGERS (90 mins)

LGBTQ Awareness for People Managers is a session specifically for people responsible for managing teams. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

### By the end of the session participants will:

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Understand the importance of visible and active allies, particularly within leadership positions
- Understand some inclusive leadership behaviours

## PERSONAL PRONOUNS (30 mins)

Personal Pronouns is a short session that could be used to support a Day of Significance, the launch of a Pronouns initiative, or just to upskill employees in this specific area. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

### By the end of the session participants will:

- Understand what personal pronouns are, and the different types of pronouns
- Understand why organisations may focus on pronouns and other inclusive language to support trans and gender diverse people
- How to use different pronouns to support an inclusive culture
- How to correct yourself and others if a mistake is made

## Webex Online Training

In order to make our training more accessible for our members, we conduct online sessions at least once a month. Employees of member organisations can watch live, and even participate by asking questions, via the internet.

You must register (using your company email address) to attend any of these sessions – click the heading of your preferred session to register via Eventbrite. All these sessions will be conducted online via WebEx Events, unless otherwise stated. **Please make sure to note it in your calendar with the correct time (AEDT/ AEST) when registering so that you don't double-book**, you will receive the link to join any session you register for on the morning of that session.

## Awareness Sessions:

### **LGBTQ+ Awareness: 1.5 Hours**

Pride in Diversity will provide participants with an overall understanding of why LGBTQ+ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ+ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

### **Trans & Gender Diverse Awareness: 2 hours**

Pride in Diversity will provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum. The session will explore the complex nature of gender identity and gender affirmation processes, provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

## Dates:

### **February 2025**

[LGBTQ+ Awareness – Thursday 13th, 12:30pm – 2:00pm \(AEDT\)](#)

### **March 2025**

[LGBTQ+ Awareness – Tuesday 11th, 3:00pm – 4:30pm \(AEDT\)](#)

[Trans & Gender Diverse Awareness – Tuesday 18th, 3:00pm – 5:00pm \(AEDT\)](#)

### **April 2025**

[LGBTQ+ Awareness – Thursday 10th, 12:30pm – 2:00pm \(AEST\)](#)

### **May 2025**

[LGBTQ+ Awareness – Tuesday 13th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Tuesday 20th, 3:00pm – 5:00pm \(AEST\)](#)

### **June 2025**

[LGBTQ+ Awareness – Thursday 12th, 12:30pm – 2:00pm \(AEST\)](#)

### **July 2025**

[LGBTQ+ Awareness – Tuesday 8th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Thursday 10th, 3:00pm – 5:00pm \(AEST\)](#)

### **August 2025**

[LGBTQ+ Awareness – Thursday 14th, 12:30pm – 2:00pm \(AEST\)](#)

### **September 2025**

[LGBTQ+ Awareness – Tuesday 9th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Tuesday 16th, 12:30pm – 2:30pm \(AEST\)](#)

### **October 2025**

[LGBTQ+ Awareness – Thursday 9th, 12:30pm – 2:00pm \(AEDT\)](#)

### **November 2025**

[LGBTQ+ Awareness – Tuesday 11th, 3:00pm – 4:30pm \(AEDT\)](#)

[Trans & Gender Diverse Awareness – Tuesday 18th, 3:00pm – 5:00pm \(AEDT\)](#)

### **December 2025**

[LGBTQ+ Awareness – Thursday 11th, 12:30pm – 2:00pm \(AEDT\)](#)

## HR & Recruitment Sessions:

### **LGBTQ+ HR & Recruitment: 1.5 Hours**

Pride in Diversity will provide an interactive session on LGBTQ+ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues faced by LGBTQ+ employees and prospective employees. **NB: attendees for this session MUST have completed an LGBTQ+ Awareness session within the past 12 months.**

### Dates:

#### **February 2025**

[LGBTQ+ HR & Recruitment – Wednesday 19th, 12:30pm – 2:00pm \(AEDT\)](#)

#### **May 2025**

[LGBTQ+ HR & Recruitment – Thursday 15th, 3:00pm – 4:30pm \(AEST\)](#)

#### **August 2025**

[LGBTQ+ HR & Recruitment – Thursday 21st, 12:30pm – 2:00pm \(AEST\)](#)

#### **November 2025**

[LGBTQ+ HR & Recruitment – Thursday 13th, 3:00pm – 4:30pm \(AEDT\)](#)

If you have any questions, please contact [info@prideindiversity.com.au](mailto:info@prideindiversity.com.au).

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 Outlook

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FW: PiD Comms: Slides and Resources for TAW training [SEC=OFFICIAL]

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**From:** s47F  
**Sent:** Monday, 1 December 2025 12:40 PM  
**To:** s22 @abs.gov.au>  
**Subject:** RE: Slides and Resources for TAW training [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

What fabulous news thanks s22 here you go:

- s47G
- PID TGD Take Action Guide 2025 – *attached*
- Pride Inclusion Programs' Trans Awareness Week online panel – You Can't Ask That #2 2025 recording is now via our Vimeo channel, [click here to watch now.](#)

If anyone would like any other support please don't hesitate to reach out.

Thanks and speak soon

**s47F**

**Pride in Diversity, ACON's Pride Inclusion Programs**

**Direct:** s47F

**Email:** s47F

 Book time to meet with me

---

**From:** [REDACTED] s22 <[REDACTED]@abs.gov.au>  
**Sent:** Monday, 1 December 2025 12:22 PM  
**To:** [REDACTED] s47F  
**Subject:** Slides and Resources for TAW training [SEC=OFFICIAL]

Hi [REDACTED] s47F

Thanks so much for the training last week- people found it really helpful. [REDACTED] s47G

[REDACTED] s47G

[REDACTED] s47G Plus it is so nice to see how many people are keen to learn about supporting trans folk.

[REDACTED] s47G

Someone also mentioned other resources, like a TGD Ally Guide. I suspect that is on the PiD website somewhere, but if you could send me a link to save me some time that would be amazing.

Cheers,

[REDACTED] s22

Committee Lead for the ABS Pride Network

[REDACTED] s22

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch  
Technology and Security Division | Australian Bureau of Statistics  
(E) [REDACTED] s22 <[REDACTED]@abs.gov.au> | (W) [www.abs.gov.au](http://www.abs.gov.au)

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# Take <sup>TGD</sup> Ally

## Action Guide

# 1.

### When you hear someone misgender a colleague, *say something!*

**We all make mistakes, and that's OK**

When we misgender someone, we can quickly apologise and correct ourselves and move on. When we hear someone else misgender a trans or gender diverse colleague, we can speak up. We can gently remind the person that our colleague uses these pronouns, not those ones. This is a helpful reminder and we should encourage our colleagues to do the same for us when we make mistakes.

Here is a helpful resource on pronouns and the importance of using the correct gendered/non gendered language: **Pride in Diversity's Pronouns Guide**

# 2.

### When you hear something, *say something!*

**If you hear someone use a term that is inappropriate or harmful, what can you do?**

In this case you can help to educate the person on the correct language to use when speaking about a trans or gender diverse person. Let them know that the language they used is inappropriate, offensive or outdated.

There are no such words as 'transgendered' or 'transgenderism'. The term to use is transgender or trans. If you are unsure of the correct terms, you can use this language guide from TransHub: **Language — TransHub**



# 3.

## Visibility – It's all in the name

### Trans Day of Visibility

It's a day when all trans and gender diverse people should feel empowered to be visible and to feel pride in who they are. (This is true for every day, but especially on Trans Day of Visibility)

With so much negative media and commentary, this might be harder at the moment — but by being visible allies we can help make the visibility of our trans and gender diverse colleagues' safer.

Wear a trans badge, use a trans virtual background (available for **download** from the ACON Pride Inclusion Programs website), put your pronouns in your signature block, attend a trans rally or show up at your workplace's celebration for Trans Day of Visibility.

# 4.

## When you hear something, *say something!*

### If you hear someone tell a transphobic joke, what can you do?

Speaking up does not need to be aggressive or difficult. You can simply speak to the person who made the joke and let them know you understand they were trying to be funny, but jokes can be very hurtful to someone who is trans or gender diverse. They are not inclusive and they make trans and gender diverse people feel excluded. They just add to the emotional load that trans and gender diverse people already carry.

Sometimes it is important to say something as soon as you hear the joke. At other times you may want to speak to the person alone later on, but don't leave it too long.

# 5.

## There are many ways to be a great ally for our trans and gender diverse colleagues

### Explore the following resources for ideas:

- Check out your organisation's ally guide
- Check out the resources on **TransHub**
- Download our **Ally Fact Sheets**
- Watch the recording of last year's Trans Awareness Week panel 'You Can't Ask That' **here**
- For info about Trans Day of Visibility visit **www.tdov.org.au**
- Book in a planning or training session with your RM. If you're not a member, you can find out how to join **here**

s47G

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Document 24

 Outlook

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**Re: ABS TAW training tomorrow [SEC=OFFICIAL]**


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**From:** s47F  
**Date:** Thu 2025-11-20 09:40  
**To:** s22 <s22@abs.gov.au>  
**Cc:** s22 <s22@abs.gov.au>

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I've arrived downstairs when you are ready, thanks

---

**From:** s22 <s22@abs.gov.au>  
**Sent:** Wednesday, November 19, 2025 12:35:39 PM  
**To:** s47F  
**Cc:** s22 <s22@abs.gov.au>  
**Subject:** ABS TAW training tomorrow [SEC=OFFICIAL]

Hi s47F

Looking forward to hosting you here at ABS House in Canberra for our Trans Awareness Week training tomorrow, 10am-11am.

I'll be in the foyer ahead of time (by 9:45am) to check you in. If you're running early/late feel free to contact me via email, or via my mobile: s22

Cheers,

s22  
 Assistant Director, NDDA Data Governance  
 National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**  
 (P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)  
 Ngunnawal & Ngambri Country (Canberra, ACT)

**s22**

Committee Lead for the ABS Pride Network

The Australian Bureau of Statistics acknowledges the traditional custodians of country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and elders, both past and present

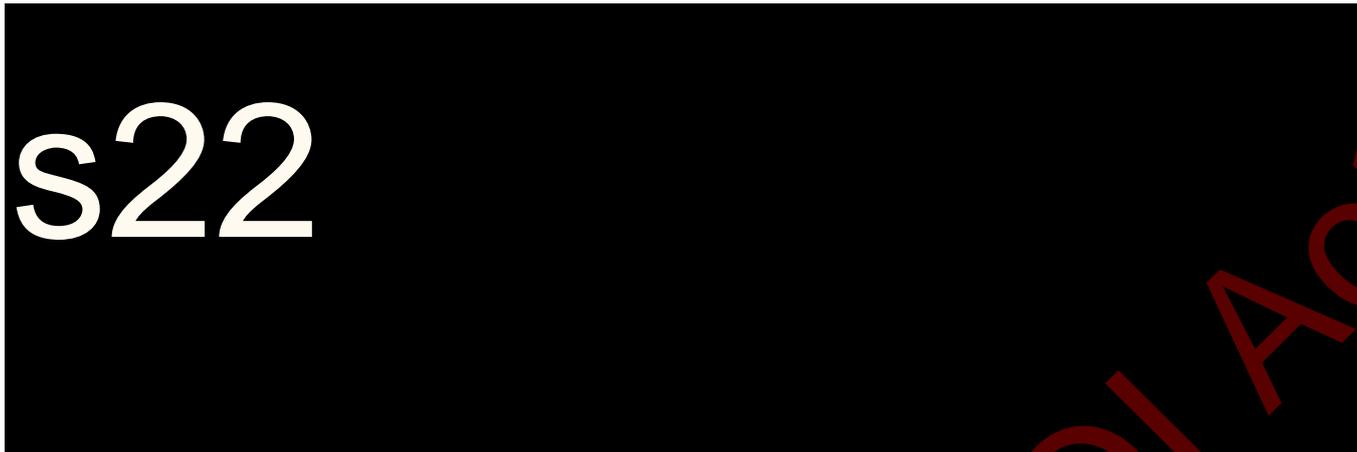
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Fw: Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]



**From:** s22 @abs.gov.au  
**Sent:** Friday, 31 October 2025 3:23 PM  
**To:** s47F  
**Cc:** s22 @abs.gov.au  
**Subject:** Re: Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]

Hi again s47F

Just checking in about tech for Monday.

Will you be bringing along a laptop to share a presentation? Or would you like to email me your presentation and you can present it using my laptop?

If you want to bring your own laptop, we will have time to test the setup beforehand. Please note that there are some difficulties with connecting Apple devices in our office, so if you have an Apple laptop it might be preferable to use my laptop.

Cheers,

s22

s22

*Assistant Director*  
 Health and Disability Surveys | Health, Disability and Vital Statistics | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au  
**Committee Lead for the ABS Pride Network**

**From:** s22 @abs.gov.au  
**Sent:** Tuesday, October 28, 2025 2:12 PM  
**To:** s47F  
**Cc:** s22 @abs.gov.au  
**Subject:** Re: Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]

Hi s47F

We are looking forward to having you present the Transgender and Gender Diverse Awareness training in the ABS Adelaide office next Monday. I will be your ABS contact person on the day.

Are you happy for me to meet you in the lobby of 11 Waymouth Street, Adelaide at around 9:40am? I can then help you get signed in to our office and set up the room.

My phone number is s22 feel free to contact me on this number on the day if you're running late or can't find me.

Thanks,

s22

s22

*Assistant Director*  
 Health and Disability Surveys | Health, Disability and Vital Statistics | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au  
**Committee Lead for the ABS Pride Network**

**From:** s22  
**Sent:** Tuesday, 23 September 2025 1:45 PM  
**To:** s22 @abs.gov.au; s22 @abs.gov.au; s47F s22

s22 @abs.gov.au>; s22 @abs.gov.au>; s22 @abs.gov.au>

**Subject:** Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]

**When:** Monday, 3 November 2025 10:00 AM-11:00 AM.

**Where:** Adelaide 9N 110 Fleurieu Training Room



As part of this years Transgender Awareness Week celebrations the ABS Pride Network invite you to join us in person for face-to-face Transgender and Gender Diverse Awareness training delivered by s47F from Pride in Diversity.

**When:** Monday 3 November, 10am

**Where:** Adelaide Office | Level 9, 110 Fleurieu Training Room | 11 Waymouth Street, Adelaide

Session overview:

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQIA+ spectrum.

The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

Questions?

**ABS Contact:** s22 at s22 @abs.gov.au

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RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions  
[SEC=OFFICIAL]

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s22

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s22

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**From:** [REDACTED] s47F  
**Sent:** Tuesday, 30 September 2025 2:58 PM  
**To:** s22 [REDACTED] @abs.gov.au>; s47F [REDACTED]  
**Subject:** RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hiya [REDACTED] s22

While [REDACTED] s47F is on leave, I can confirm they are good for 10am on the 27/11 so please send through a calendar invite to [REDACTED] s47F

Thanks

s47F

**Pride in Diversity, ACON's Pride Inclusion Programs**

**Direct:** [REDACTED]  
**Email:** s47F [REDACTED]

 [Book time to meet with me](#)

---

**From:** s22 [REDACTED] @abs.gov.au>  
**Sent:** Tuesday, 30 September 2025 2:42 PM  
**To:** s47F [REDACTED]; s47F [REDACTED]  
**Subject:** RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hi [REDACTED] s47F  
Thanks for that- can we lock in 10AM on Thurs 27/11?  
I'll get someone from our Inclusion and Diversity team to send you a placeholder invite if you're good to go with that date and time 😊

Cheers!

s22 [REDACTED]

**Committee Lead for the ABS Pride Network**

s22 [REDACTED]

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch  
Technology and Security Division | Australian Bureau of Statistics

(E) s22 [REDACTED] @abs.gov.au | (W) [www.abs.gov.au](http://www.abs.gov.au)

---

**From:** s47F [REDACTED]  
**Sent:** Wednesday, 24 September 2025 4:36 PM  
**To:** s22 [REDACTED] @abs.gov.au>; s47F [REDACTED]

Cc: s22 [redacted] <[redacted]@abs.gov.au>

Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi s22 [redacted],

27/11 works, at either time. Let me know which suits best. I've blocked out both for you just in case 😊

Kind Regards,

s47F [redacted]

s47F [redacted]

**Pride in Diversity • ACON's Pride Inclusion Program**

 [Book time to meet with me](#)

**Mobile:** s47F [redacted] | **Email:** s47F [redacted] | **LinkedIn:** s47F [redacted]

**Address:** 200 Hoddle Street, Collingwood VIC 3067

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)



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[Click here to view ACON's 2<sup>nd</sup> Innovate RAP](#)



**From:** s22 [redacted] <[redacted]@abs.gov.au>

**Sent:** Wednesday, 24 September 2025 3:17 PM

**To:** s47F [redacted] <[redacted]@abs.gov.au>

**Cc:** s22 [redacted] <[redacted]@abs.gov.au>

**Subject:** RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hi s47F [redacted],

Nice to meet you too 😊 Would either Thurs 20/11 or 27/11 at 10AM or 2PM work?

If not, let me know and I'll check if Monday would work with the Melbs office.

s22 [redacted]

**Committee Lead for the ABS Pride Network**

s22 [redacted]

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch

**From:** [REDACTED] s47F  
**Sent:** Tuesday, 23 September 2025 3:57 PM  
**To:** [REDACTED] s47F; [REDACTED] s22 @abs.gov.au>  
**Cc:** [REDACTED] s22 @abs.gov.au>  
**Subject:** RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED] s22,

Lovely to e-meet you 😊 please let me know when you'd like to schedule the Melbourne session.  
Monday 17 Nov is free for me up until 2pm if that works, if not, please feel free to propose alternate times.

Kind Regards,

[REDACTED] s47F  
[REDACTED] s47F  
**Pride in Diversity • ACON's Pride Inclusion Program**

 [Book time to meet with me](#)

**Mobile:** [REDACTED] s47F | **Email:** [REDACTED] s47F | **LinkedIn:** [REDACTED] s47F  
**Address:** 200 Hoddle Street, Collingwood VIC 3067  
**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)



ACON acknowledges and pays respect to the Traditional Owners and Custodians of all the lands on which we work.  
[Click here to view ACON's 2nd Innovate RAP](#)



**From:** [REDACTED] s47F  
**Sent:** Tuesday, 23 September 2025 11:29 AM  
**To:** [REDACTED] s22 @abs.gov.au>; [REDACTED] s47F  
**Cc:** [REDACTED] s22 @abs.gov.au>  
**Subject:** RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hiya [REDACTED] s22

Looping in @s47F who will facilitate the Melbourne session.

Please schedule myself in for the online sessions here:

 [Book time to meet with me](#)

Thanks v much

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F

 [Book time to meet with me](#)

---

**From:** s22 @abs.gov.au>

**Sent:** Monday, 22 September 2025 12:08 PM

**To:** s47F

**Cc:** s22 @abs.gov.au>

**Subject:** RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hi s47F

I'm taking over from s22 to schedule the last few of these- specifically I wanted to follow up on contacts for the Melbourne and online sessions. I've updated the table from your email to reflect all the sessions & times we currently have scheduled.

Are you scheduling the Melbourne and online sessions, or could you let me know who to contact to schedule them?

Thanks, and happy Monday!

s22

Committee Lead for the ABS Pride Network

s22

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch

Technology and Security Division | Australian Bureau of Statistics

(E) s22 @abs.gov.au | (W) [www.abs.gov.au](http://www.abs.gov.au)

---

**From:** s47F

**Sent:** Monday, September 08, 2025 14:08

**To:** s22 @abs.gov.au>; s22 @abs.gov.au>; s22

s22 @abs.gov.au>; s47F; s47F

s47F s47F s47F

s47F s47F s47F

s47F s47F

**Cc:** s22 @abs.gov.au>; s22 @abs.gov.au>; s22

<s22 @abs.gov.au>; s22 @abs.gov.au>

**Subject:** RE: ABS x PID - Trans Awareness Week - 2025 [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hiya [redacted] and the ABS team

Thanks for the info below, I've now have the further information support the planning for the ABS Trans Awareness Week nationwide rollout of session. I've also looped in the relevant **PID RM's** (thank-you all) for their specific sites to advise on a preferred date and time that works for their diary for the 60min Transgender and Gender Diverse Awareness session.

@ [redacted] and @ [redacted] please let us know if you need any other information for now.

### ABS Trans Awareness week sessions

**Date:** 13<sup>th</sup> November – 20<sup>th</sup> November (including TDOR)

**Session locations** (1hr ea - 8-10 member hrs total):

LOCATION	RM	DATE	TIME	ADDRESS	NOTES
Brisbane	[redacted] s47F	Thursday 20 November	10am	295 Ann Street, Brisbane QLD	[redacted] QLD RM
Canberra x1	s47F	Thursday 20 November	10am	45 Benjamin Way, Belconnen, ACT, 2617	
Canberra x2 (TBA)	[redacted] s47F	Tuesday 11 November	2pm	45 Benjamin Way, Belconnen, ACT, 2617	As above
Sydney	[redacted] s47F	Thursday 20 November	2pm	8/44 Market St, Sydney NSW 2000	PID SYD RM
Perth	[redacted] s47F	Thursday 13 Nov	2pm	St Georges Terrace	[redacted] WA RM
Geelong	[redacted] s47F	Friday 28 November	10am	12 Gheringhap Street	[redacted] RM
Adelaide	[redacted] s47F	Monday 3 November	10am	Level 9, ANZ House, 11 Waymouth Street	[redacted] to align with Q4 ADL activities- still need to confirm with [redacted] s47F
Melbourne CBD	PID VIC Team RM – TBA	TBA	TBA	TBA	[redacted] s47F to advise RM

<b>Online x1</b>	TBA	TBA	TBA	Teams	Virtual / Hobart / Darwin
<b>Online x2 (TBA)</b>	TBA	TBA	TBA	Teams	Virtual / Hobart / Darwin

**RM BIOs:**

Meet the Team - Pride in Diversity

**TRANSGENDER & GENDER DIVERSE AWARENESS (60 mins PID session + 30mins ABS organised)**

**Session overview**

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum.

The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

**Session outcomes:**

- Understand the diversity of, and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting and employee through gender affirmation (transitioning) at work

Thanks and speak soon

**s47F**

**Pride in Diversity, ACON's Pride Inclusion Programs**

**Direct:** s47F

**Email:** s47F

 [Book time to meet with me](#)

From: [redacted]@abs.gov.au>

Sent: Thursday, 28 August 2025 9:22 AM

To: [redacted] s47F ; [redacted] s22 @abs.gov.au>; [redacted] s22

<[redacted] s22 @abs.gov.au>

Cc: [redacted] s22 @abs.gov.au>; [redacted] s22 @abs.gov.au>; [redacted] s22

<[redacted] s22 @abs.gov.au>; [redacted] s22 @abs.gov.au>

Subject: ABS x PID - Trans Awareness Week - 2025 [SEC=OFFICIAL]

Hi [redacted] s47F

Was great to have you visit sunny Canberra last week. Connecting you with @ [redacted] s22 [redacted] from our Pride Committee - they'll be leading the organisation of our Trans Awareness Week activities from our staff Network perspective.

@ [redacted] s22 and @ [redacted] s22 will be your main contacts for Trans Awareness Week. I've included some highlights in yellow to clarify our intent for what we're planning.

We understand that getting some dates booked in is our first priority. Could you please clarify the additional considerations - I think it was Adelaide you mentioned may need to be the week before/after?

[redacted] s22 and [redacted] s22 will work to get those dates booked in with you over the next few days.

Thanks again, looking forward to seeing the sessions come to life 😊

Cheers,

[redacted] s22

-----  
**Trans Awareness Week:**

**TRANSGENDER & GENDER DIVERSE AWARENESS (60 mins PID session + 30mins ABS organised)**

**Session overview**

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum.

The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

*This session is recommended to support an employee's Gender Affirmation.*

**Session outcomes:**

- Understand the diversity of, and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting and employee through gender affirmation (transitioning) at work

**Session locations** (1hr ea - 8-10 member hrs total):

1. Brisbane
2. Canberra - \*potentially x2 (TBC, depending on interest and capacity)
3. Sydney
4. Perth
5. Geelong
6. Adelaide (RM TBC)
7. Melbourne CBD
8. Online - x2\* (watch party/ies to be organised for Hobart/Darwin)

§22

Assistant Director, NDDA Data Governance

National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**

(P) §22 (E) §22 [@abs.gov.au](mailto:§22@abs.gov.au) (W) [www.abs.gov.au](http://www.abs.gov.au)  
Ngunnawal & Ngambri Country (Canberra, ACT)

§22

**Committee Lead for the ABS Pride Network**

*The Australian Bureau of Statistics acknowledges the traditional custodians of country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and elders, both past and present*

The [ABS Privacy Policy](#) outlines how the ABS handles any personal information that you provide to us.

---

**From:** §47F

**Sent:** Thursday, August 21, 2025 16:09

**To:** §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); Nicky Bell <[nicky.bell@abs.gov.au](mailto:nicky.bell@abs.gov.au)>

**Cc:** Bindi Kindermann <[Bindi.Kindermann@abs.gov.au](mailto:Bindi.Kindermann@abs.gov.au)>

**Subject:** RE: Confirming Thursday 21 August ABS & PID catchup at ABS house 10.30 am [SEC=OFFICIAL]

Hi all

Thank-you for the catch-up today, it was great to connect, here's an outline of the information we discussed – let me know if I've missed everything!

## Membership Status

Current

## Membership Renewal Date

16/8/2026

## Membership Hours Used

0.00

## Member Hours Remaining

6.00 +6.00 rolled over

## PID UPDATE

### PID Q3 Roundtable

- Darwin/Garramilla Roundtable, Tues 26 Aug, 2:00pm – 3:30pm (ACST) – [Register Here](#)

### • AWEI Survey (6-Oct to 23-Feb)

AWEI ([2025-26 AWEI Employee Survey – Registration | Australian Workplace Equality Index](#))

#### • AWEI Practice Points 2025

- Key Insights (*published*)
- Being Out at Work (*published*)
- Trans and Gender Diverse Inclusion
- Allies in the Workplace (*published*)
- NEW: Workplace Inclusion Impacts (*published*)
- **Impacts of Leadership Support**
- **Bullying & Harassment Experiences**
- **Impacts of Visible role models**
- **Applying an Intersectional Lens**

#### • **PID Academic Paper published:**

[Same or Different? Understanding Employees' Perceptions of Their Own Workplace Diversities - Perales - 2025 - Diversity & Inclusion Research - Wiley Online Library](#)

It highlights underrepresented diversity dimensions—such as caring responsibilities and socioeconomic status—and reveals ideological resistance to diversity practices, offering important insights for improving survey design and data collection.

#### • **LGBTQASB+ Mob at Work report published**

The report, developed by Pride in Diversity and the UTS Centre for Social Justice and Inclusion, explores the workplace experiences of LGBTQASB+ First Nations people - including Sistergirls, Brotherboys, and other gender-diverse identities. It highlights the intersectional challenges they face and the cultural strengths they bring to workplaces.

• **TransHub National Launch – 29<sup>th</sup> August**

Trans Health Equity is excited to invite you to a special webinar marking the national relaunch of **TransHub**, now supporting trans and gender diverse communities across every state and territory in Australia.

Register now: <https://forms.acon.org.au/form-6873308/national-launch-webinar-rego-form-transhub>

• **PIP Conference, Melbourne, 25-26th November**

- Sponsorship opportunities
- Early Bird tickets available
- Info available in E-News:

• **VIC MIDSUMMA EOI'S**

Carnival & Marching, Sponsorship or Volunteering

**Midsumma Carnival | Sunday 19 January**



Pride in Diversity (stall name ACON's Pride Inclusion Programs) will be at Midsumma Carnival.

We are inviting PID members to:

1. **Volunteer** at our stall during the day – **enquire to** s47F **here**
2. **Come and say Hi** to the team and make an origami 'Proud Heart' or try your luck at the Inclusion parlour games!

**Midsumma Pride March | Sunday 2 February**



Pride in Diversity (ACON's Pride Inclusion Programs) will be marching at Midsumma Pride March.

We are inviting PID members to:

1. **Sponsor us** (your organisations logo to be added to our marching 'Proud Hearts' t-shirts) – [enquire to s47F here](#)



2. **March with us** – [enquire to s47F here](#) (*sponsorship not required to march with us*)

- 5x places and 5x 'Proud Hearts' t-shirts per each PID member (extras to be added to waitlist)

• **WIPD Proud Hearts toolkit**

This year for WIPD we have put together a toolkit to guide our members through hosting your own 'Purple Hearts' crafternoon.

Take a look at the attached toolkit for all the steps and recommendations, or if watching something is more your style the video below gives a little information on Wear It Purple Day, the considerations for hosting your own crafternoon, and then walks you through step by step in how to make an origami heart.

['Purple Hearts crafternoon' toolkit video](#)

**ABS REQUEST FOR DATA AND INSIGHTS ON LGBTQ+ INCLUSION**

**Why LGBTQ+ Inclusion still matters signed letter from s47F**

**KWM presentation: Australian Legislative Requirements to Support DEI**

### **PID AWEI Practice Point: Workplace Inclusion Impacts**

- Up to 4× higher employee recommendation rates
- 61% lower intent to leave with inclusion training
- 73% lower turnover intent where allyship is supported
- Up to 60% higher perceived job security with visible role models
- Up to 121% higher job satisfaction where bullying is addressed

#### **Detailed report:**

#### **RE Trans Awareness Week:**

### **TRANSGENDER & GENDER DIVERSE AWARENESS (60-90 mins)**

#### **Session overview**

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum.

The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

*This session is recommended to support an employee's Gender Affirmation.*

#### **Session outcomes:**

- Understand the diversity of, and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting and employee through gender affirmation (transitioning) at work

#### **Session locations:**

1. Brisbane
2. Canberra
3. Sydney
4. Perth
5. Geelong
6. Adelaide (ABS & RM TBC)
7. Melbourne CBD (ABS TBC)

Thanks and speak soon

§47F [REDACTED] Pride in Diversity

ACON's Pride Inclusion Programs

Direct: §47F [REDACTED]

Email: §47F [REDACTED]

Address: 200 Hoddle Street, Abbotsford, VIC 3067

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)



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From: §22 [REDACTED] <[REDACTED]@abs.gov.au>

Sent: Tuesday, 19 August 2025 1:27 PM

To: §47F [REDACTED]

Cc: §22 [REDACTED] <[REDACTED]@abs.gov.au>

Subject: Confirming Thursday 21 August ABS & PID catchup at ABS house 10.30 am [SEC=OFFICIAL]

Hi §47F [REDACTED]

Just checking in to confirm that all is ok for our meeting on Thursday.

The meeting will cover

- Update from yourself
- ABS update
- Membership hours
- Anything else?

We still haven't received our invoice for membership.

Just call me on s22 and I'll collect you from the foyer.

Looking forward to catching up.

Regards

s22

Senior Inclusion and Diversity Officer

Inclusion and Diversity

People Services Branch | Enterprise Services Group | Canberra Office

**Australian Bureau of Statistics**

(P) s22 (E) s22@abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

s22

*I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*



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RE: Notification: Response Update: AWEI Employee survey (8/1/2024) [SEC=OFFICIAL] (Response to: )

s47E(d)

s22

09/01/2024 09:12 AM

Basics

s22

09/01/2024 09:12 AM

s22

@abs.gov.au

<b>Send</b>	To s47E(d) s47E(d) @abs.gov.au> cc bcc
<b>Subject</b>	RE: Notification: Response Update: AWEI Employee survey (8/1/2024) [SEC=OFFICIAL]
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

s22

Released under FOIA Act

s22

"AWEI" ---08/01/2024 11:13:56 AM---Response Update: AWEI Employee survey (8/1/2024)

Response Update: AWEI Employee survey (8/1/2024)

§47E(d)

\*

## Basics

"AWEI"

s47G

Send	To
Subject	Re
Protective Mark	
Information management markers	
Categories	
Visibility	
Editors	
Document Usage	Information M
Document Id	

**CAUTION:** External email. Do not click links or open attachments unless you recognise the content is safe.

Hi s22

Thank you for requesting the link for [Australian Bureau of Statistics](#) to participate in the 2024 AWEI Employee Survey.

Responses received	0
FTE provided	3500
% of FTE responded	0%

If you have not distributed your link as yet please disregard, If you have chosen not to participate this year please let us know.

If you feel the numbers above are incorrect, please get it contact and we can review.

Please ensure you remind your employees to complete the survey, if you would like to advise us of the period you will be distributing we are happy to help you keep track during that time.

The Surveys will remain open and responses will be collected until **C.O.B. 29<sup>th</sup> February 2024.**

Should you have any questions, please do not hesitate to contact: s47F by replying to this email or via s47G

On behalf of the **Pride in Diversity** team, we would like to thank you for participating in this Survey. We look forward to sharing your results with you.

**Kind Regards**

**Pride in Diversity**

**ACON's Pride Inclusion Programs**

**Direct:** s47F

**Address:** 414 Elizabeth St Surry Hills NSW 2010

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

**Twitter:** [PrideDiversity](#) | [PrideInSportAU](#) | [PrideInHealth+Wellbeing](#)

**Facebook:** [PrideInDiversity](#) | [PrideInSport](#) | [PrideInHealth+Wellbeing](#)

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Released under FOIA Act

Basics

s47E  
Sent by s22

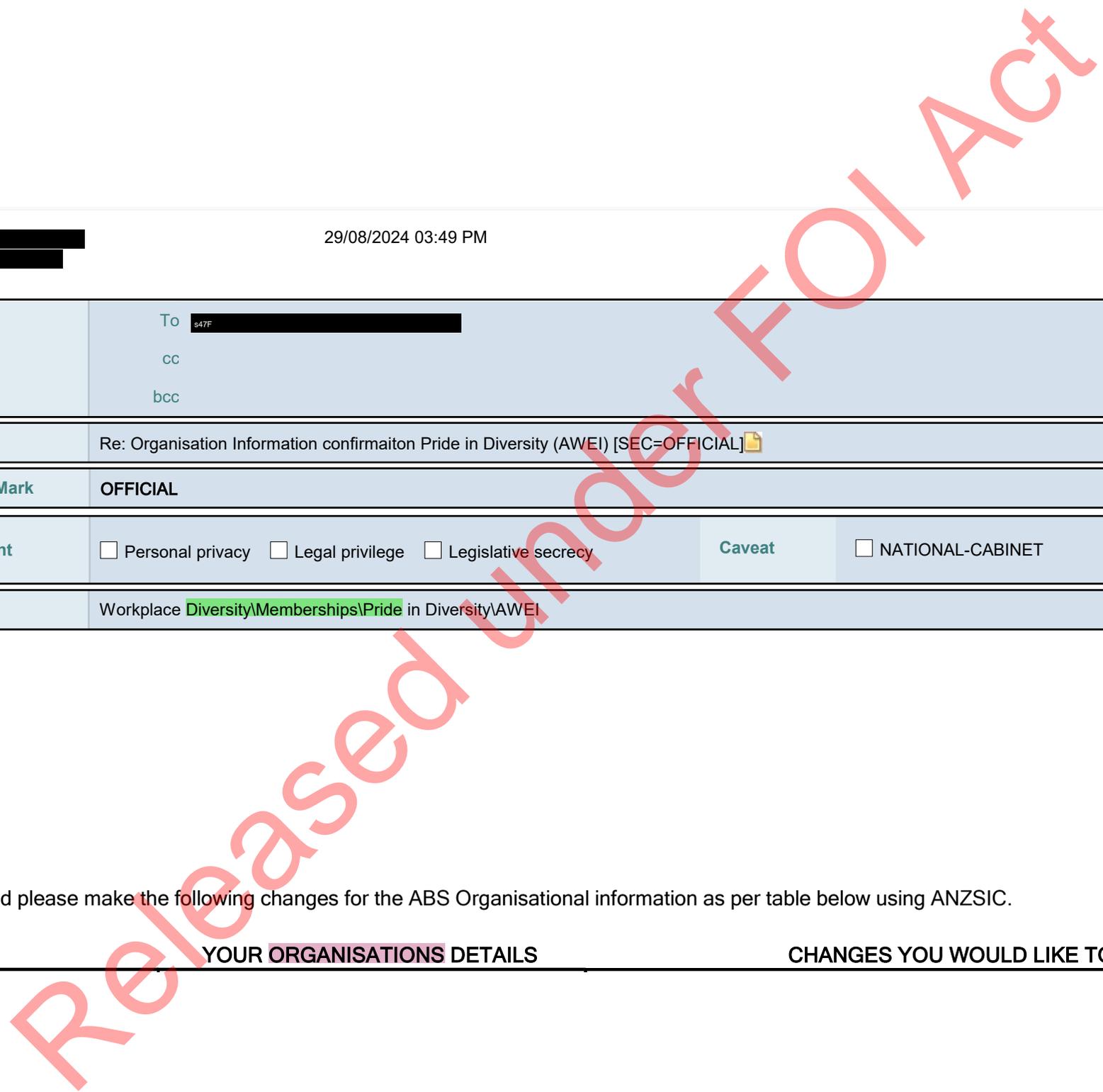
29/08/2024 03:49 PM

<b>Send</b>	To s47F cc bcc
<b>Subject</b>	Re: Organisation Information confirmaiton Pride in Diversity (AWEI) [SEC=OFFICIAL] 📎
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/> NATIONAL-CABINET
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

Hi s47F

As requested please make the following changes for the ABS Organisational information as per table below using ANZSIC.

ITEM	YOUR ORGANISATIONS DETAILS	CHANGES YOU WOULD LIKE TO MAKE
------	----------------------------	--------------------------------



<b>ORGANISATION NAME</b>	Australian Bureau of Statistics	
<b>Relationship Manager</b>	s47F	
	Pride in Diversity - Member	
<b>SECTOR:</b>	Federal Government	
<b>APPRO. EMPLOYEES</b> (headcount not FTE):	3500	
<b>PRIMARY INDUSTRY</b>		
Division:	O)-Public Administration and Safety	M -Professional Scientific and Technical Services
Subdivision:	75 - Public Administration	69- Professional Scientific and Technical Services ( Except computer system design and related services)
Group:	751 - Central Government Administration	695- Market Research and Statistical Services
Class:	751 - Central Government Administration»	6950- Market Research and Statistical Services
<b>SECONDARY INDUSTRY</b>		
Division:		
Subdivision:		
Group:		
Class:		

s22

Assistant Director, Inclusion and Diversity

Inclusion and Diversity | Workforce, Communications and Client Branch  
Corporate Services Division | Enterprise Services Group

**Australian Bureau of Statistics**

(P) s22 (M) s22  
(E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

I work flexibly, therefore you may receive emails from me outside of standard hours, but I do not expect you to read, respond or action outside of your regular hours.

The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia. We recognise their continuing connection to land, waters and community, and pay our respects to their cultures, histories and Elders past and present.

s47F

Organisation Information confirmaiton Pride in Diversity (AWEI)

23/08/2024 12:50:15 PM

Organisation Information confirmaiton Pride in Diversity (AWEI)

s47E

s47F

23/08/2024 12:50 PM

Basics

s47F

23/08/2024 12:50 PM

<b>Send</b>	To <span>s47E</span> @abs.gov.au" <span>s47E</span> @abs.gov.au> cc
<b>Subject</b>	Organisation Information confirmaiton Pride in Diversity (AWEI)
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/> NATIONAL-CABINET
<b>Categories</b>	Allocated Items\Allocated to <span>s22</span>
<b>Visibility</b>	Limited Readers
<b>Editors</b>	Workforce Strategies Team, Workplace Diversity Team, Samantha Palmer/Staff/ABS, Linda Fardell/Staff/ABS

<b>Readers</b>	Workforce Strategies Team, Workplace Diversity Team, Samantha Palmer/Staff/ABS, Linda Fardell/Staff/ABS
<b>Document Usage</b>	Information Management - determines recordkeeping action
<b>Document Id</b>	DCOO-D8E5YP

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear ,

You are receiving this email as the primary contact listed for Australian Bureau of Statistics.

Please respond to this email to:

1. Confirm the details are correct OR
2. Correct/change/add any details we may have missed or might be incorrect.

Should we receive no response we will follow up with the next contact from your Organisation. **Further details about this process are below the table.**

ITEM	YOUR ORGANISATIONS DETAILS	CHANGES YOU WOULD LIKE TO MAKE
ORGANISATION NAME	Australian Bureau of Statistics	
Relationship Manager	s47F Pride in Diversity - Member	
SECTOR:	Federal Government	
APPRO. EMPLOYEES	3500	

(headcount not FTE):

**PRIMARY INDUSTRY**

Division: O)-Public Administration and Safety  
Subdivision: 75 - Public Administration

Group: 751 - Central Government Administration  
Class: 751 - Central Government Administration»

M -Professional Scientific and Technical Services  
69- Professional Scientific and Technical Services ( Except computer system design and related services)  
695- Market Research and Statistical Services  
6950- Market Research and Statistical Services

**SECONDARY INDUSTRY**

Division:  
Subdivision:  
Group:  
Class:

As part of our approach to providing AWEI index submission and survey participants with more relevant and timely data to use for comparison purposes we have been undertaking a project to assign all organisation the following data points

- Sector
  - Public Sector (Federal Government, State Government, Local Government, )
  - Private Company,
  - NGO/Charity/NFP
  - Higher Education
- **ANZSIC Industry codes** based on the primary function of the organisation or department and where necessary a secondary classification using all 4 levels of the ANZIC code system
  - Industry division,
  - Industry Subdivision,
  - Industry Group and
  - Industry Class

This information has been collated in various ways including from the expression of interest form in 2024 for the Annual AWEI Employee survey, and through the use of research and allocation using the ANZSIC online tool. (which can be found here [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006 \(Revision 2.0\) | Australian Bureau of Statistics \(abs.gov.au\)](#))

We are now asking that you review this information and provide us feedback on this data if you feel your organisation has been inaccurately

assigned. Not all organisations have been allocated a secondary industry listing if we are not aware of your organisation functioning in separate industry types. You are welcome to nominate this if we have not done so.

-----  
Kind Regards

s47F

ACON's Pride Inclusion Programs

Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

Please note: While I may send emails outside of your working hours, there is never any expectation for you to either read these or respond during this time. Thank you.

s47F

Direct: s47F

Address: 414 Elizabeth St Surry Hills NSW 2010 | Email: s47F

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

Twitter: [PrideDiversity](#) | [PrideInSportAU](#) | [PrideInHealth+Wellbeing](#)

Facebook: [PrideInDiversity](#) | [PrideInSport](#) | [PrideInHealth+Wellbeing](#)



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Basics

s47E(d) [Redacted]  
Sent by s22 [Redacted]

09/10/2023 11:38 AM

<b>Send</b>	To "AWEI" s47G [Redacted] cc bcc
<b>Subject</b>	Re: Please confirm: Intention to participate in 2024 AWEI Employee Survey [SEC=OFFICIAL] 📎
<b>Protective Mark</b>	OFFICIAL
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;">Caveat <input type="checkbox"/></span>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity\AWEI

Hi

This email is to confirm that the ABS will be participating in the 2024 AWEI Employee Survey.

Thank you

s22 [Redacted]

s22 [Redacted]  
*Assistant Director, Inclusion and Diversity*

Inclusion and Diversity | Workforce, Communications and Client Branch  
Corporate Services Division | Enterprise Services Group

**Australian Bureau of Statistics**

(P) s22 [Redacted] (M) s22 [Redacted]  
(E) s22 [Redacted] (W) [www.abs.gov.au](http://www.abs.gov.au)

I work flexibly, therefore you may receive emails from me outside of standard hours, but I do not expect you to read, respond or action outside of your regular hours.

*The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia. We recognise their continuing connection to land, waters and community, and pay our respects to their cultures, histories and Elders past and present.*

"AWEI"

Please confirm: Intention to participate in 20...

09/10/2023 10:46:01 AM

Please confirm: Intention to participate in 2024 AWEI Employee Survey

s47E(d)

"AWEI" 09/10/2023 10:46 AM

Basics

"AWEI"

09/10/2023 10:46 AM

s47G

<b>Send</b>	To undisclosed-recipients;; cc s47E(d)
<b>Subject</b>	Please confirm: Intention to participate in 2024 AWEI Employee Survey
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	
<b>Visibility</b>	Public
<b>Editors</b>	s47G [Wkgroup]
<b>Document Usage</b>	Information Management - determines recordkeeping action
<b>Document Id</b>	DCOO-CWF2DP

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ITS ALMOST TIME

Thank you for submitting your expression of interest for the 2024 AWEI Employee Survey.

Unique Survey links will be distributed Thursday 26<sup>th</sup> October and the survey itself will become accessible starting from November 2nd.

Could you kindly confirm your intention to participate in this year's Survey and your need for a unique link? If you have opted not to participate this year, that is perfectly fine; please just inform us of your decision.

Confirmation is required for us to issue your unique link.

Kind Regards

s47F ACON's Pride Inclusion Programs

[Pride in Diversity](#) | [Pride in Sport](#) | [Pride in Health + Wellbeing](#)

Please note: While I may send emails outside of your working hours, there is never any expectation for you to either read these or respond during this time. Thank you.

s47F

Direct: s47F

Address: 414 Elizabeth St Surry Hills NSW 2010 | Email: s47F

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

Twitter: [PrideDiversity](#) | [PrideInSportAU](#) | [PrideInHealth+Wellbeing](#)

Facebook: [PrideInDiversity](#) | [PrideInSport](#) | [PrideInHealth+Wellbeing](#)



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Basics

s47F  
s47F

31/01/2024 11:34 AM

<b>Send</b>	To undisclosed-recipients;; cc bcc s47E(d)
<b>Subject</b>	HNY 2024! 📎
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;"><b>Caveat</b> <input type="checkbox"/></span>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi valued member!

As February fast approaches, I thought I'd take the opportunity to say hi and to highlight some upcoming activity including dates I'll be in Canberra for any member activity required.

**CALENDAR**

If you'd like to book in some time for either a check-in, member meeting, strategy session, consulting or training, please use the new booking system link below.

**Canberra Q1 IN PERSON DATES 26 FEB – 1 MAR**

[Book time to meet with me](#)

**PID Q1 ROUNDTABLE & NETWORKING EVENTS**

- Brisbane Roundtable, 15 February, 3:30pm - 5pm (AEST) - [Register Here](#)
- Brisbane Networking, 15 February, 5pm - 7pm (AEST) - [Register Here](#)
- Perth Roundtable, 15 February, 3:30pm - 5pm (AWST) - [Register Here](#)
- Perth Networking, 15 February, 5pm - 7pm (AWST) - [Register Here](#)
- Melbourne Roundtable, 21 February, 3:30pm - 5pm (AEDT) - [Register Here](#)

- Melbourne Networking, 21 February, 5pm - 7pm (AEDT) - [Register Here](#)
- Adelaide Roundtable, 27 February, 3:30pm - 5pm (ACST) - [Register Here](#)
- Adelaide Networking, 27 February, 5pm - 7pm (ACST) - [Register Here](#)
- Canberra Roundtable, 28 February, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Canberra Networking, 28 February, 5pm - 7pm (AEDT) - [Register Here](#)
- Sydney Roundtable, 6th March, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Sydney Networking, 6th March, 5pm - 7pm (AEDT) - [Register Here](#)

### CBR HOSTING OPPORTUNITIES

We are looking for CBR hosts for Q1-Q4 this year, so please reach out if you are interested in hosting or sponsoring:

- Quarterly Roundtable & Networking Events
- Executive Leadership Network Events
- Any other activations or sponsorship opportunities

### Quarterly Roundtable & Networking events hosting requirements example:

#### Roundtable:

- 3:30pm-5pm
- Meeting room for approx. 20x participants
- Include a virtual option

#### Networking event:

- 5.00pm-7.30pm
- Venue up to max. 50x attendees
- Light refreshments (food and beverages)
  - Hosts will generally provide 3-4 canape style options including veg/vegan/GF, one red wine, one white wine, one beer and non-alcoholic

### FEBRUARY ONLINE LEARNING

#### February 2024

#### [LGBTQ+ Awareness – Thursday 15th, 12:30pm – 2:00pm \(AEDT\)](#)

Pride in Diversity will provide participants with an overall understanding of why LGBTQ+ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ+ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

#### [LGBTQ+ HR & Recruitment – Wednesday 21st, 12:30pm – 2:00pm \(AEDT\)](#)

Pride in Diversity will provide an interactive session on LGBTQ+ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues faced by LGBTQ+ employees and prospective employees. NB: attendees for this session MUST have completed an LGBTQ+ Awareness session within the past 12 months.

### AWEI

AWEI Submissions due 29 February and AWEI survey links will also close.

AWEI Submissions marking period: 29 February – 12 April 2024.

### AWEI 2024 LGBTQ+ Awards

Friday 31st May 2024, 11am - 3:30pm

ICC Grand Ballroom, Sydney

Stay tuned for ticket sales updates please see our sponsorship brochure [here](#) .

### Update your PID membership contact details

If you'd like to update any of your records, please reply with Name, Pronouns, Title, Email to the following:

- Primary membership contact
- Secondary membership contact

- HR/D&I contact
- Co-HR/D&I contact
- Employee Network
- Co-Employee Network
- Executive Sponsor
- Executive Sponsor's EA
- CEO/Director General/Vice Chancellor etc
- CEO/Director General/Vice Chancellor's EA
- Other relevant contacts

Please let me know if there is anything else for now or anything I can support with.

Thanks and speak soon

s47F

s47F **Pride in Diversity**

**ACON's Pride Inclusion Programs**

**Direct:** s47F

**Email:** s47F

**Address:** 200 Hoddle Street, Collingwood VIC 3067

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)



**AWEI Submissions Close:** 29 February 2024

**AWEI Submissions Marking Period:** 29 February – 12 April 2024

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----- Message from Pride in Diversity <info@prideindiversity.com.au> on Tue, 5 Dec 2023 01:12:53 +0000 -----

s47G

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Notification: FW: HNY 2025! [SEC=OFFICIAL]

From [redacted] <[redacted]@abs.gov.au>  
Date Tue 2025-12-09 15:04  
To [redacted] <[redacted]@abs.gov.au>

2 attachments (444 KB)  
PID Virtual Training Calendar 2025.pdf; PID Facilitated Member Training 2025.pdf;

[redacted] ---22/01/2025 07:23:28 AM--- [redacted]

\*

Basics

[redacted]  
[redacted]@abs.gov.au

22/01/2025 07:23 AM

Send

To [redacted] <[redacted]@abs.gov.au>, [redacted] <[redacted]@abs.gov.au>, [redacted] <[redacted]@abs.gov.au>

CC [redacted] <[redacted]@abs.gov.au>

Subject FW: HNY 2025! [SEC=OFFICIAL]

Protective Mark

Caveat

Information  
management markers

Categories

Workplace Diversity\Memberships\Pride in Diversity

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**Visibility** Limited Readers

**Editors** Workplace Diversity Team, workforce strt

**Readers** Workplace Diversity Team, Workforce Strategies Team

**Last modified** 23/01/2025 08:22:12 AM By s22 Staff/ABS

**Document Id** DCOO-DD5RY6

Hi s22 and s22

How timely for this update we can discuss at the Pride chair catchup later today. I'll respond to s47F after the Pride catchup letting him know George has retired.

Regards

s22  
A/g Assistant Director

Inclusion and Diversity  
People Services Branch | Enterprise Services Group | Canberra Office  
**Australian Bureau of Statistics**  
(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

s22

*I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*



**From:** s47F  
**Sent:** Tuesday, January 21, 2025 4:10 PM  
**To:** s22, s22 @abs.gov.au  
**Cc:** s47E(d), s47E(d) @abs.gov.au  
**Subject:** HNY 2025!

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [redacted] and the ABS team (*please forward on as appropriate*)

HNY! ?

As we step into 2025, I wanted to express my gratitude for your continued support and trust in our services. I am excited about the opportunities and challenges that lie ahead, and I am committed to ensuring that we continue to meet your needs and expectations.

### **Membership details**

Membership Status

Current

Membership Renewal Date

17/08/2025

Membership Hours Used

0.00

Member Hours Remaining

6.00

*If there are any changes to your organisation's contacts, please let us know.*

### **Canberra 2025 travel dates (for in-person activity)**

**Q1:** Monday 10 February to Friday 14 February 2025

**Q2:** Monday 19 May to Friday 23 May 2025

**Q3:** Monday 18 August to Friday 22 August 2025

**Q4:** Monday 17 November to Friday 21 November 2025

I will be in Canberra for the above dates in 2025 and invite you to organise an in-person meeting. I'm open to having a general catch-up, AWEI submission document discussions or any AWEI reviews, or any facilitated member training sessions or consulting.

If you'd like to discuss your membership and plan out these activities for 2025 and beyond then please also book in a virtual pre-meeting so we can discuss and organise.

 [Book time to meet with me](#)

### **PID Consulting Support for 2025**

As we look ahead, I'd love to understand any key projects or initiatives where we can provide any custom or extra support to ensure you are getting the most out of your membership and myself as a consultant. This could include areas such as but not limited to :

- AWEI Survey or AWEI Benchmark tailored support
- HR Policy and/or Governance support
- Industry Group building or connection
- Workplace inclusion programs/strategy launch/support
- Training and capacity-building for leadership wider teams
- Intersectional organisational diversity development

*Feel free to share your upcoming plans so we can collaborate and support where possible.*

**PID Virtual Training Calendar** (*does not incur member hours*)

Please find attached our latest training calendar with links to register for 2025 sessions. We encourage you to review the sessions and share them with your teams—these events are designed to equip your team with the tools to foster inclusive and supportive workplaces.

**\*Reminder to receive the monthly PID Newsletter - where all of our state and national events and activities are listed please ensure you and your team are registered: [Newsletter Signup](#) | [Pride Inclusion Programs](#)\***

**PID Facilitated Member Training** (incurs member hours)

Our PID training overviews and sessions are **attached** if you are looking to schedule and run any education / training sessions to utilise your member hours, either in-person, virtual or hybrid.

**Events and Member support**

**Hosts:** We are always looking for members to host events from roundtables to networking – let me know if you have an interest in hosting as spots fill up fast.

**Sponsors/Support :** With So many AMAZING events in 2024 as we roll on to 2025 the events and engagement continue, from PID Pride in Practice Conference, Midsumma, Days of significance to Community events - if sponsoring / supporting these events are of interest please let me know.

A massive thank you for the past year and I can't wait to continue in 2025.

With pride

s47F

s47F

Pride in Diversity

**ACON's Pride Inclusion Programs**

**Direct:** s47F

**Email:** s47F

**Address:** 200 Hoddle Street, Abbotsford, VIC 3067

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)



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## LGBTQ AWARENESS (90 mins)

LGBTQ Awareness is an introductory session for anyone who is interested in learning more about the LGBTQ community and workplace inclusion. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

**By the end of the session participants will:**

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some introductory actions individuals can take to create a more inclusive workplace culture

## TRANSGENDER & GENDER DIVERSE AWARENESS (90 mins)

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ spectrum. The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

This session is recommended to support an employee's Gender Affirmation.

**By the end of the session participants will:**

- Understand the diversity of, and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting an employee through gender affirmation (transitioning) at work

## EMPOWERING ALLIES (90 mins)

The purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness'. This session will focus on what an ally is and how we can be allies in the workplace and beyond. This interactive workshop allows participants to build their skills in intervention as well as their



understanding of what makes a good ally. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

**By the end of the session participants will:**

- Understand what makes an effective ally
- Respond to some of the common views that question the need for inclusion initiatives
- Be able to intervene in non-inclusive situations

## AUTHENTIC LGBTQ ROLE MODELLING & ALLYSHIP (90 mins)

Targeted at a LGBTQ audience, the purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness' and focus on what a role model and ally is. It has a particular focus on allyship as an LGBTQ person, giving participants the knowledge of how we can be allies in the workplace and beyond, be a role model for other LGBTQ people, and be authentic as LGBTQ leaders. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

**By the end of the session participants will:**

- Understand the importance of visibility / being a role model
- Understand the role of LGBTQ leaders / LGBTQ allies
- Understand what makes an effective ally
- Be able to intervene in non-inclusive situations

## LGBTQ INCLUSION CONSIDERATIONS FOR HR & RECRUITMENT (120 mins)

The purpose of this session is to provide participants with an overview of why LGBTQ inclusion is important within an organisation and the role they can play in creating an inclusive culture. This session will cover terminology and language, whilst unpacking the LGBTQ acronym to provide a better understanding to participants of the challenges and barriers that LGBTQ employees face within the workplace. This session will look at inclusion through the lens of HR and recruitment. It will ask teams to look at their processes and how they can make them more inclusive and transparent for LGBTQ existing and potential employees. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

**By the end of the session participants will:**

- Be refreshed on the LGBTQ Awareness key concepts, that inform these considerations (30 mins)

**LGBTQ CONSIDERATIONS FOR HR (30 mins)**

- Understand the role that HR can play in building LGBTQ inclusion and the roles they play in being allies
- Understand the requirement for 'explicit' inclusion, and some specific policy areas that need special attention
- Understand considerations for marginalized populations within grievance processes
- Understand considerations for data collection for LGBTQ populations

**LGBTQ CONSIDERATIONS FOR FORMAL INCLUSION EDUCATION (15 mins)**

- Understand the role that visible active allies can play in creating an inclusive culture
- Understand the barriers for 'passive supporters'



- Understand the role of educational training and resources in 'converting' passive supporters to visible allies

### **LGBTQ CONSIDERATIONS FOR RECRUITMENT (45 mins)**

- Understand the role that explicit inclusion can play in attracting diverse candidates
- Use a recruitment life cycle model to identify potential policy and practice areas that need special attention
- Understand the issues that transgender and gender diverse people face in recruitment and selection for roles

### **LGBTQ INCLUSION: A LEADERSHIP CONVERSATION (30-45 mins)**

This session is designed for a Senior Leadership Team / Board level discussion about LGBTQ inclusion, within the wider context of an organisation's culture and talent journey. Focusing on the business case for inclusion and key focus areas to get started, it is ideal for organisations who want to start the process of embedding their inclusion objectives and initiatives throughout all their functional areas.

#### **Topics include:**

- The business case for inclusion
- The components of a holistic inclusion strategy
- Inclusive leadership behaviours

### **LGBTQ AWARENESS FOR GRIEVANCE OFFICERS (120 mins)**

LGBTQ Awareness for Grievance Officers is a session specifically for people responsible for managing, or supporting employees through, a grievance complaint process. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

#### **By the end of the session participants will:**

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the prevalence of bullying and harassment, and the impact of stigma on reporting rates
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some actions individuals can take to create a more inclusive workplace culture
- OPTIONAL Discuss some workplace specific scenarios and how to appropriately manage them



## LGBTQ AWARENESS FOR PEOPLE MANAGERS (90 mins)

LGBTQ Awareness for People Managers is a session specifically for people responsible for managing teams. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

**By the end of the session participants will:**

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Understand the importance of visible and active allies, particularly within leadership positions
- Understand some inclusive leadership behaviours

## PERSONAL PRONOUNS (30 mins)

Personal Pronouns is a short session that could be used to support a Day of Significance, the launch of a Pronouns initiative, or just to upskill employees in this specific area. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

**By the end of the session participants will:**

- Understand what personal pronouns are, and the different types of pronouns
- Understand why organisations may focus on pronouns and other inclusive language to support trans and gender diverse people
- How to use different pronouns to support an inclusive culture
- How to correct yourself and others if a mistake is made

## Webex Online Training

In order to make our training more accessible for our members, we conduct online sessions at least once a month. Employees of member organisations can watch live, and even participate by asking questions, via the internet.

You must register (using your company email address) to attend any of these sessions – click the heading of your preferred session to register via Eventbrite. All these sessions will be conducted online via WebEx Events, unless otherwise stated. **Please make sure to note it in your calendar with the correct time (AEDT/ AEST) when registering so that you don't double-book**, you will receive the link to join any session you register for on the morning of that session.

## Awareness Sessions:

### **LGBTQ+ Awareness: 1.5 Hours**

Pride in Diversity will provide participants with an overall understanding of why LGBTQ+ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ+ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

### **Trans & Gender Diverse Awareness: 2 hours**

Pride in Diversity will provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum. The session will explore the complex nature of gender identity and gender affirmation processes, provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

## Dates:

### **February 2025**

[LGBTQ+ Awareness – Thursday 13th, 12:30pm – 2:00pm \(AEDT\)](#)

### **March 2025**

[LGBTQ+ Awareness – Tuesday 11th, 3:00pm – 4:30pm \(AEDT\)](#)

[Trans & Gender Diverse Awareness – Tuesday 18th, 3:00pm – 5:00pm \(AEDT\)](#)

### **April 2025**

[LGBTQ+ Awareness – Thursday 10th, 12:30pm – 2:00pm \(AEST\)](#)

### **May 2025**

[LGBTQ+ Awareness – Tuesday 13th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Tuesday 20th, 3:00pm – 5:00pm \(AEST\)](#)

### **June 2025**

[LGBTQ+ Awareness – Thursday 12th, 12:30pm – 2:00pm \(AEST\)](#)

### **July 2025**

[LGBTQ+ Awareness – Tuesday 8th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Thursday 10th, 3:00pm – 5:00pm \(AEST\)](#)

### **August 2025**

[LGBTQ+ Awareness – Thursday 14th, 12:30pm – 2:00pm \(AEST\)](#)

### **September 2025**

[LGBTQ+ Awareness – Tuesday 9th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Tuesday 16th, 12:30pm – 2:30pm \(AEST\)](#)

### **October 2025**

[LGBTQ+ Awareness – Thursday 9th, 12:30pm – 2:00pm \(AEDT\)](#)

### **November 2025**

[LGBTQ+ Awareness – Tuesday 11th, 3:00pm – 4:30pm \(AEDT\)](#)

[Trans & Gender Diverse Awareness – Tuesday 18th, 3:00pm – 5:00pm \(AEDT\)](#)

### **December 2025**

[LGBTQ+ Awareness – Thursday 11th, 12:30pm – 2:00pm \(AEDT\)](#)

## HR & Recruitment Sessions:

### **LGBTQ+ HR & Recruitment: 1.5 Hours**

Pride in Diversity will provide an interactive session on LGBTQ+ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues faced by LGBTQ+ employees and prospective employees. ***NB: attendees for this session MUST have completed an LGBTQ+ Awareness session within the past 12 months.***

### Dates:

#### **February 2025**

[LGBTQ+ HR & Recruitment – Wednesday 19th, 12:30pm – 2:00pm \(AEDT\)](#)

#### **May 2025**

[LGBTQ+ HR & Recruitment – Thursday 15th, 3:00pm – 4:30pm \(AEST\)](#)

#### **August 2025**

[LGBTQ+ HR & Recruitment – Thursday 21st, 12:30pm – 2:00pm \(AEST\)](#)

#### **November 2025**

[LGBTQ+ HR & Recruitment – Thursday 13th, 3:00pm – 4:30pm \(AEDT\)](#)

If you have any questions, please contact [info@prideindiversity.com.au](mailto:info@prideindiversity.com.au).

Released under FOIA Act

Meeting in the New Year with PID [SEC=OFFICIAL]

s47E(d)

s22

07/11/2024 11:55 AM

Basics

" s22 " 07/11/2024 11:55 AM

s22 @abs.gov.au

<b>Send</b>	To s47E(d) @abs.gov.au>
	cc s22 <s22 @abs.gov.au>
	bcc
<b>Subject</b>	Meeting in the New Year with PID [SEC=OFFICIAL]
<b>Protective Mark</b>	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <span style="float: right;"><b>Caveat</b> <input type="checkbox"/></span>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity

**From:** George Holton <g.holton@abs.gov.au>

**Sent:** Wednesday, November 6, 2024 2:15 PM

**To:** s47F >; David Waymouth

<David.Waymouth@abs.gov.au>; s47F >; s22

<s22 @abs.gov.au>

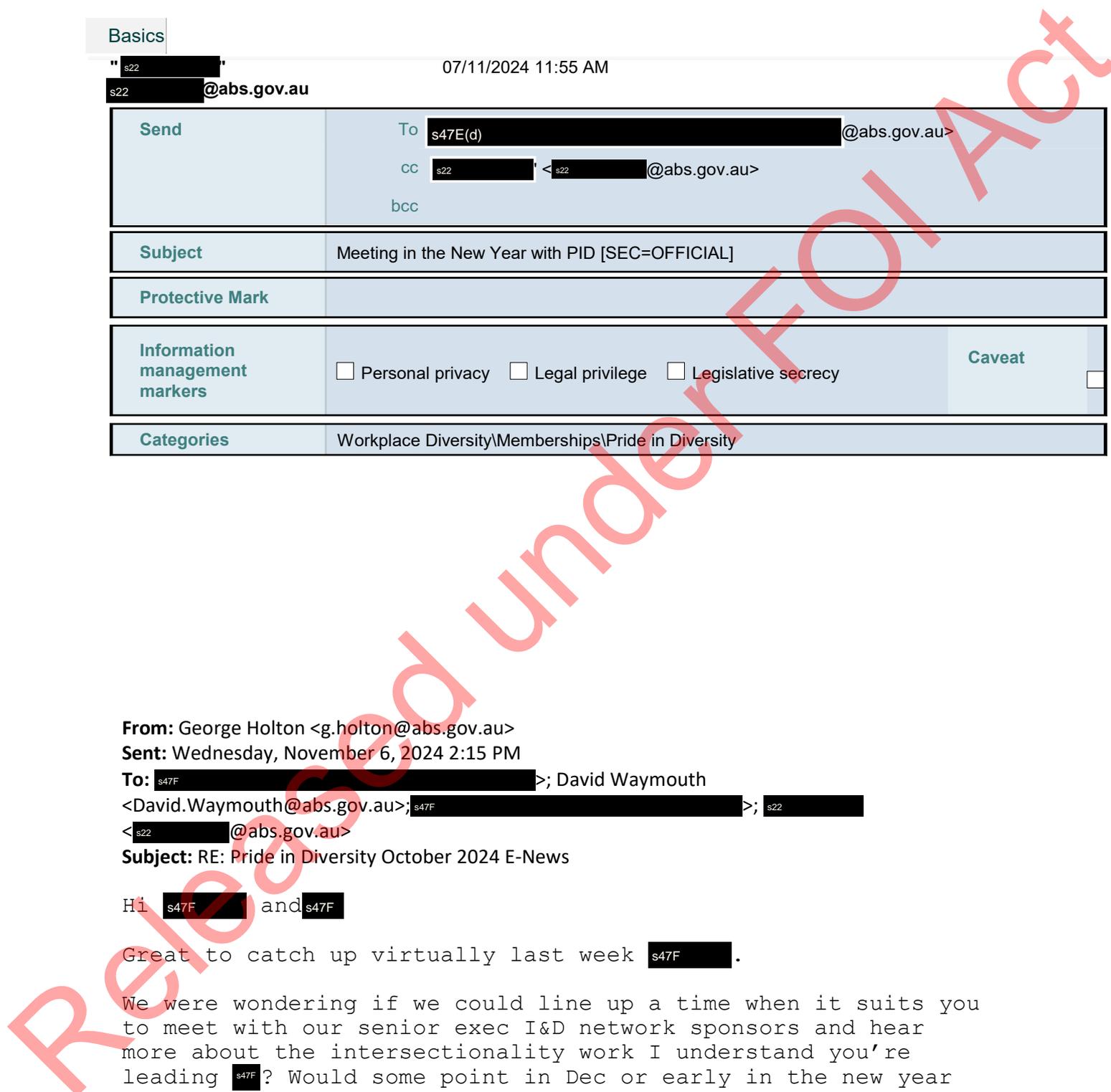
**Subject:** RE: Pride in Diversity October 2024 E-News

Hi s47F and s47F

Great to catch up virtually last week s47F .

We were wondering if we could line up a time when it suits you to meet with our senior exec I&D network sponsors and hear more about the intersectionality work I understand you're leading s47F? Would some point in Dec or early in the new year suit?

Happy to meet up beforehand with David in the To list who stewards all of our I&D networks to talk through how that might work. Im wondering David is we could share the



overlapping analysis your team did recently for how our staff with different intersecting diversities reported in the 2024 APS employee census?

And hope to see you in Adelaide next week for the round table.

Many thanks  
George

**From:** [REDACTED] >  
**Sent:** Friday, 1 November 2024 2:01 PM  
**To:** [REDACTED] <[REDACTED]@abs.gov.au>; [REDACTED] <[REDACTED]@abs.gov.au>; [REDACTED] <[REDACTED]@abs.gov.au>; George Holton <g.holton@abs.gov.au>; Nicky Bell <nicky.bell@abs.gov.au>; Bindi Kindermann <Bindi.Kindermann@abs.gov.au>  
**Subject:** RE: Pride in Diversity October 2024 E-News

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi all

It was great to catch-up and discuss the year ahead, here are the roundtable and upcoming Trans Awareness Panel details I mentioned, I'll follow-up on Monday with the other outputs.

#### **Quarterly Roundtable & Networking Events**

Our quarterly Member Roundtables are held in-person in most capital cities, providing the opportunity to discuss LGBTQ+ inclusion from a local perspective. Includes Q&A with Pride in Diversity. Numbers are limited for these events, and we restrict registration to one person from each member organization to enable the maximum representation of diverse member organisations. We encourage our members to rotate attendance opportunities throughout the year for members of their HR / Diversity & Inclusion / LGBTQ+ Network teams.

- Canberra Roundtable, 30 Oct, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Brisbane Roundtable, 6 Nov, 3:30pm - 5pm (AEST) - [Register Here](#)
- Melbourne Roundtable, 6 Nov, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Perth Roundtable, 7 Nov, 3:30pm - 5pm (AWST) - [Register Here](#)
- Sydney Roundtable, 13 Nov, 3:30pm - 5pm (AEDT) - [Register Here](#)

- Adelaide Roundtable, 20 Nov, 3:30pm - 5pm (ACDT) - [Register Here](#)

Our Networking Events have been designed to facilitate professional networking amongst employees working for organisations that are members of Pride in Diversity and active in LGBTQ+ inclusion, creating a safe and inclusive environment and enabling you to extend your professional networks, learn more about what others are doing in this space and of course, meet new people. Our Networking Events follow on immediately after the Roundtables, and are open to all employees of our member organisations who may have an interest in LGBTQ+ workplace inclusion.

Registrations are essential to enable us to manage catering, name tags and to track attendance numbers.

- Canberra Networking, 30 Oct, 5pm - 7pm (AEDT) - [Register Here](#)
- Brisbane Networking, 6 Nov, 5pm - 7pm (AEST) - [Register Here](#)
- Melbourne Networking, 6 Nov, 5pm - 7pm (AEDT) - [Register Here](#)
- Perth Networking, 7 Nov, 5pm - 7pm (AWST) - [Register Here](#)
- Sydney Networking, 13 Nov, 5pm - 7pm (AEDT) - [Register Here](#)
- Adelaide Networking, [TBA], 5pm - 7pm (ACDT) - [Register Here](#)

#### **APIP Trans Awareness Week Panel**

#### **You Can't Ask That - A Trans Awareness Week Panel**

In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Health +

Wellbeing, Pride in Sport and Pride Training) are coming together to deliver this online panel to increase awareness and expose some of the myths about being transgender.

Hosted by s47F

Pride in Diversity, our panel of people with diverse genders will answer those questions you're not supposed to ask but are dying to know the answers to, and share their lived experience to help participants gain a better understanding of life through a transgender lens.

Wed, 13 Nov, 1pm - 2pm AEDT, Online via Zoom

[Register Now](#)

Thanks and speak soon

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F



[Book time to meet with me](#)

**From:** Pride in Diversity <[info@prideindiversity.com.au](mailto:info@prideindiversity.com.au)>

**Sent:** Wednesday, 2 October 2024 11:04 AM

**To:** s47F >

**Subject:** Pride in Diversity October 2024 E-News

s47G

s47G

Released under FOIA Act

**RE: Your Q4 PID member check-in and upcoming activities [SEC=OFFICIAL]**

s47E(d)

s22

10/10/2024 11:13 AM

Basics

s22

10/10/2024 11:13 AM

s22

@abs.gov.au

<b>Send</b>	To	s47F " <s47F >, "s47E(d) @abs.gov.au" <s47E(d) @abs.gov.au>
	cc	"s22 @abs.gov.au>, "s22 " <s22 @abs.gov.au>, "George Holton" <g.holton@abs.gov.au>, "s22 " <s22 @abs.gov.au>
	bcc	
<b>Subject</b>	RE: Your Q4 PID member check-in and upcoming activities [SEC=OFFICIAL]	
<b>Protective Mark</b>	OFFICIAL	
<b>Information management markers</b>	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy	<b>Caveat</b> <input type="checkbox"/>
<b>Categories</b>	Workplace Diversity\Memberships\Pride in Diversity	

Hi s47F

Hope all is well with you. Looking forward to seeing you in Novembers. I've booked a time 12.30- 1.30pm on Friday 1 November - are you able to add - s22, s22, Nicky Bell and George Holton to the invite, I couldn't make that happen when I requested the booking.

Thanks

s22

A/g Assistant Director

Inclusion and Diversity  
Workforce, Communication and Clients Branch | Canberra Office  
**Australian Bureau of Statistics**  
(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au

s22

*I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*



THIS EMAIL COMES TO YOU FROM  
**NGUNNAWAL**  
COUNTRY



**From:** [redacted] <[redacted]>  
**Sent:** Friday, October 4, 2024 10:46 AM  
**To:** [redacted] <[redacted]>@abs.gov.au; [redacted] <[redacted]>@abs.gov.au  
**Cc:** [redacted] <[redacted]>@abs.gov.au; [redacted] <[redacted]>@abs.gov.au  
**Subject:** Your Q4 PID member check-in and upcoming activities

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender as safe.

Hi [redacted] and the ABS team

Hope you have been well. I wanted to take the opportunity to share your membership details and upcoming Pride in Diversity activities for your membership:

**Membership Status**

Current

**Membership Renewal Date**

16/08/2025

**Membership Hours Used**

0.00

**Member Hours Remaining**

6.00

**Q4 Canberra (CBR) in-person activities**

I will be in Canberra from **Tuesday 29 October to Friday 1 November** and invite you to organise an in-person meeting. I'm open to having a general catch-up, AWEI submission document discussions or any AWEI reviews, or any facilitated member training sessions. If you'd like to discuss your membership and plan out these activities for Q4 and beyond then please also book in a virtual pre-meeting so we can discuss and organise.

 [Book time to meet with me](#)

**Q4 CBR Roundtable & Networking**

**Date:** Wednesday 30 October

**Host:** TBA

**Location:** Canberra City 2601 Australia

**Roundtable:** 3.30pm-5pm AEST

Pride in Diversity's Roundtable Events are an opportunity to discuss LGBTQ+ inclusion from a local perspective, either in person or virtually.

[Register here for the Roundtable](#)

### **Networking Event: 5pm-7.30pm**

Pride in Diversity's Networking Events have been designed to facilitate professional networking amongst employees working for organisations that are members and active in LGBTQ+ inclusion, creating a safe and inclusive environment and enabling you to extend your professional networks, learn more about what others are doing in this space and of course, meet new people.

[Register here for the Networking event](#)

*I've attached our E-News for other states Q4 roundtable and networking events and other upcoming activities.*

### **PID Training 2024 overviews**

Our PID training overviews and sessions are attached if you are looking to schedule and run any education / training sessions.

**Attached.**

### **APIP International Pronouns Day Event**

**When:** Wednesday 16 October, 2.30pm-3.15pm AEDT

**Register link:** [Talking Pronouns... You, Me, They! | Humanitix](#)

**Event description:** Come and join a conversation about the importance and power of pronouns in celebration of International Pronouns Day. This day encourages everyone to ask, use, and affirm people's pronouns, helping to create a more inclusive and respectful society.

**Hosts:**

- [REDACTED] Pride in Diversity
- [REDACTED] Pride in Diversity

**Guest speakers:**

- [REDACTED] Pride in Sport
- [REDACTED] Pride in Health + Wellbeing

**Day of significance:** International Pronouns Day is observed on the third Wednesday of October each year, which falls on 16 October in 2024. This day aims to make respecting, sharing, and educating about personal pronouns commonplace. It's especially significant for transgender, non-binary, and gender nonconforming individuals, as being referred to by the correct pronouns is fundamental to human dignity.

### **AWEI 2025 submission documents**

If you are planning on submitting for the 2025 submissions, please request the updated submissions documents below.

**Request here:** [AWEI Submissions Registration | Australian Workplace Equality Index](#)

### **2024 AWEI Practice Points | Australian Workplace Equality Index Survey**

#### **Exciting Changes for the 2024 AWEI Practice Point Sessions**

We're thrilled to announce that the 2024 AWEI Practice Point sessions are just around the corner! This year, we're shaking things up! Register now for our seminars and gain early access to the relevant data reports. Each session will delve into key insights from the report, featuring discussions between our Pride Inclusion Programs data analyst and a member of our Consulting team. This format creates a unique opportunity to explore what these numbers mean in the real world.

**Practice Point 2 - Out at work** with [REDACTED], Thursday, 3 October, 14:30-15:00 AEST

**Practice Point 3 - Trans & Gender Diverse Inclusion** with [REDACTED], Quality, Training & Research, Thursday, 10 October, 11:30-12:00 AEDT

**Practice Point 4 - Impact of Allies in the Workplace** with [REDACTED] Pride In Diversity, Tuesday, 15 October, 11:30-12:00 AEDT

**Practice Point 5 - Leadership impacts and LGBTQ inclusion in the workplace** with [s47F] - [s47F], Tuesday, 22 October, 12:30-13:00 AEDT

**Practice Point 6 - Harassment & Bullying experiences of LGBTQ employees** with [s47F] - [s47F] PID, Tuesday, 29 October, 11:30-12:00 AEDT

**Practice Point 7 - Impact of Visible Role Models** with [s47F] - [s47F], Wednesday, 6 November, 14:30-15:00 AEDT

**Practice Point 8 - Applying an intersectional lens** with [s47F] - [s47F], Quality, Training & Research, Thursday, 14 November, 13:30-14:00 AEDT

**Link to register** [2024 AWEI Practice Points | Australian Workplace Equality Index \(pid-awei.com.au\)](https://pid-awei.com.au)

[E-Newsletter Signup | Pride Inclusion Programs](#)

### **Pride in Practice Conference 2024**

Our annual [Pride in Practice Conference](#) is taking place from **Tuesday 26 – Wednesday 27 November** at **Marvel Stadium, Melbourne**.

The Pride in Practice conference is the only national conference dedicated to advancing LGBTQ+ inclusion in Australian workplaces. This event continues to inspire and spotlight LGBTQ+ inclusion, with key themes focusing on Intersectionality, LGBTQ+ women, Trans and Gender Diverse People, First Nations LGBTQ+ people, Resilience, International Reach, and much more.

**Tailor your experience:** Delegates can tailor their tickets to attend one or both days of the conference, with those attending both days gaining automatic access to the On-Demand platform to watch all the recorded sessions (including break-out sessions). This year's program will also include interactive workshops, and networking opportunities enabling you to directly connect with speakers and other delegates.

**Watch on-demand:** We will be recording all sessions and have them available to watch On-Demand on a digital platform after the Conference with the purchase of a Full Conference Pass or On-Demand Pass.

**Sponsorship opportunities:** If your organisation is interested in sponsoring the 2024 Pride in Practice Conference, please [click here](#). We have a range of opportunities currently available.

[Tickets and Registration | Pride in Practice](#)

### **Spring Out Festival Canberra | 1-30 November 2024**

SpringOUT is Canberra's pride festival. Held in November each year, it is a month-long pride festival that celebrates Australia's most LGBTQIA+ friendly city and its LGBTQIA+ community in all its fabulous diversity.

**Website:** [www.springout.com.au](http://www.springout.com.au)

**Facebook:** <https://www.facebook.com/springoutcbr/>

**INSTA:** <https://www.instagram.com/springoutcbr/>

I look forward to connecting with you and your team members, and as always please reach out if I can assist in the meantime.

Thanks v much

**s47F**

[s47F] **Pride in Diversity**

**ACON's Pride Inclusion Programs**

**Direct:** [s47F]

**Email:** [s47F]

**Address:** 200 Hoddle Street, Abbotsford, VIC 3067

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)



[Book time to meet with me](#)



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**Notification: Re: New Website New Login! - what is the ABS email address to reset password to? [SEC=OFFICIAL]**

**From** [REDACTED]@abs.gov.au  
**Date** Tue 2025-12-09 14:58  
**To** [REDACTED] <[REDACTED]@abs.gov.au>

[REDACTED] --20/08/2025 10:11:02 AM-- [REDACTED]

\*

**Basics**

[REDACTED] 20/08/2025 10:11 AM  
**Sent by** [REDACTED]

**Send** To [REDACTED]

**CC** [REDACTED]@abs.gov.au" <[REDACTED]@abs.gov.au> [REDACTED]@abs.gov.au@M365,  
[REDACTED]@abs.gov.au@M365

**Subject** Re: New Website New Login! - what is the ABS email address to reset password to? [SEC=OFFICIAL]

**Protective Mark** OFFICIAL

**Caveat**

**Information**  
management markers

**Categories** Workplace Diversity\Memberships\Pride in Diversity

**Visibility** Limited Readers

Released Under FOI Act

**Editors** Workplace Diversity Team, workforce strt

**Readers** Workplace Diversity Team, Workforce Strategies Team

**Last modified** 22/08/2025 12:38:51 PM By §22 Staff/ABS

**Document Id** JCOY-DKQ26Y

### Edit Logging

<b>Edit Log</b>	20/08/2025 10:07:55 AM; §22 Document created.
-----------------	---

Hi §47F

I'm just trying follow your instructions to reset the membership login details for the ABS membership but I'm a little confused as to where/which email address the reset password goes to?

Can you please assist with this.

Regards

§22  
Senior Inclusion and Diversity Officer

Inclusion and Diversity  
People Services Branch | Enterprise Services Group | Canberra Office

**Australian Bureau of Statistics**

(P) §22 (E) §22@abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

§22  
*I work flexibly and i'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*

§47F ---13/08/2025 04:40:19 PM---New Website New Login!

New Website New Login!

§47E(d)

§47F

13/08/2025 04:40 PM

\*

## Basics

s47F

13/08/2025 04:40 PM

s47F

### Send

To s47E(d) @abs.gov.au" s47E(d) @abs.gov.au>

cc

### Subject

New Website New Login!

### Protective Mark

Information  
management markers

Caveat

### Categories

### Visibility

Public

### Editors

s47F [Wkgroup]

### Document Usage

Information Management - determines recordkeeping action

### Document Id

DCOO-DKH9VT

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi ABS,  
Our new website is live, and here are your new login details:

# s47G

If you have any trouble logging in, setting your new password, or accessing resources please reach out to me directly. I will do my best to get back to you as quickly as possible.

Warm regards,

s47F

**ACON's Pride Inclusion Programs**  
**Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing**

s47F

Thanks to ACON's flexible work policy I am able to work at times that best suit me, which may be outside of common work hours. I do not expect anyone to read or respond to my emails outside of their own work hours.

**Mobile:** s47F

**Address:** 414 Elizabeth St, Gadgial Land, Surry Hills NSW 2010 | **Email:** s47F

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)



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 Outlook

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**FW: PiD Comms: Feedback from our first Trans Awareness Week Training [SEC=OFFICIAL]**

---

**From** s22 [redacted] s22 [redacted] @abs.gov.au>

**Date** Fri 2025-12-12 10:01

**To** s22 [redacted] s22 [redacted] @abs.gov.au>

s22 [redacted]

**Committee Lead for the ABS Pride Network**

s22 [redacted]

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch  
Technology and Security Division | Australian Bureau of Statistics

(E) s22 [redacted] @abs.gov.au | (W) [www.abs.gov.au](http://www.abs.gov.au)

---

**From** s47F [redacted]

**Sent:** Monday, 24 November 2025 10:51 AM

**To** s22 [redacted] s22 [redacted] @abs.gov.au>

**Subject:** RE: Feedback from our first Trans Awareness Week Training [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

---

Thanks speak ther s22 [redacted]

---

**From** s22 [redacted] s22 [redacted] @abs.gov.au>

**Sent:** Monday, 24 November 2025 10:49 AM

**To** s47F [redacted]

**Subject:** RE: Feedback from our first Trans Awareness Week Training [SEC=OFFICIAL]

H s47F [redacted]

Thanks, I've just sent an invite for 3-3:15pm (AEDT) today 😊 Should be quick!

s22 [redacted]

**Committee Lead for the ABS Pride Network**

s22 [redacted]

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch  
Technology and Security Division | Australian Bureau of Statistics

(E) s22 [redacted] @abs.gov.au | (W) [www.abs.gov.au](http://www.abs.gov.au)

---

**From** s47F [redacted]

**Sent:** Friday, 21 November 2025 2:05 PM

To s22 s22 @abs.gov.au>

Subject: RE: Feedback from our first Trans Awareness Week Training [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Sounds great thanks s22

- a. Happy for the session to be recorded
- b. We have our conference Tuesday/Wednesday next week so limited availability – I could do 3pm Monday? Send through a calendar invite if that works, otherwise we could do a test Thursday morning before the session?

Thanks v much

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct s47F

Email s47F

 [Book time to meet with me](#)

From s22 s22 @abs.gov.au>

Sent: Friday, 21 November 2025 1:35 PM

To s47F

Subject: RE: Feedback from our first Trans Awareness Week Training [SEC=OFFICIAL]

Thanks for the s47F feedback from the most recent sessions has been great 😊 Sorry for my delay in reply s47F

I had a couple of things I wanted to ask ahead of the virtual session next week-

1. Are you happy for us to record the session? We've had a few people request it 😊
2. Could we have a quick tech check next week? We can both test out the teams link, make sure you can share your screen etc. I can book a time in your calendar for this next week, but I do want to make sure to use our internal Teams link so we can iron out any problems.

Cheers.

s22

Committee Lead for the ABS Pride Network

s22

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch  
Technology and Security Division | Australian Bureau of Statistics

(E) s22 @abs.gov.au | (W) [www.abs.gov.au](http://www.abs.gov.au)

From s47F

Sent: Thursday, 13 November 2025 8:46 AM

To s22 s22 @abs.gov.au>

Subject: RE: Feedback from our first Trans Awareness Week Training [SEC=OFFICIAL]

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H s22

Thank you for the feedback about the ADL session.

s47G

Thanks

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F

Email s47F

 [Book time to meet with me](#)

From: s22 s22 @abs.gov.au>

Sent: Wednesday, 12 November 2025 4:17 PM

To s47F

Subject: Feedback from our first Trans Awareness Week Training [SEC=OFFICIAL]

H s47F

s47G

# s47G

Cheers.

s22

Committee Lead for the ABS Pride Network

s22

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch

Technology and Security Division | Australian Bureau of Statistics

(E s22 @abs.gov.au | (W) [www.abs.gov.au](http://www.abs.gov.au)

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Outlook

FW: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

From [redacted] [redacted]@abs.gov.au>  
Date Wed 2024-11-13 10:40  
To [redacted] <[redacted]@abs.gov.au>

1 attachment (3 MB)  
PID 2020 - DCA Intersections At Work.pdf;

FYI

[redacted]  
A/g Assistant Director

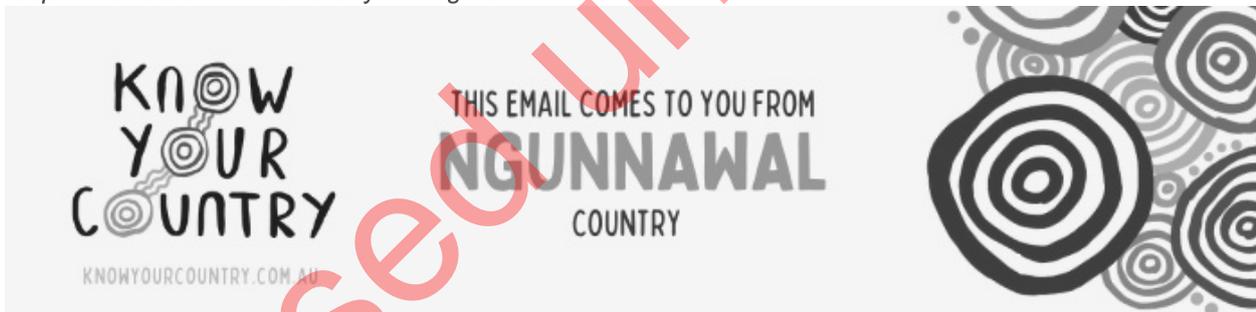
Inclusion and Diversity  
Workforce, Communication and Clients Branch | Canberra Office

**Australian Bureau of Statistics**

(P) [redacted] (E) [redacted]@abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

[redacted]

*I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*



From [redacted] [redacted]  
Sent: Thursday, November 7, 2024 5:55 PM  
To: George Holton <g.holton@abs.gov.au>; David Waymouth <David.Waymouth@abs.gov.au> [redacted]  
[redacted] [redacted] [redacted]@abs.gov.au  
Subject: RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi George & David

[redacted] and I would absolutely welcome the opportunity to meet with the senior exec I&D network sponsors and we can share the information and data around the varying LGBTQ+ intersectionalities and our soon to be launched publication and information around Pride in Neurodivergence. I've also attached our 2020 publication on understanding the experience of culturally diverse LGBTQ talent.

I've reviewed our diaries, and we can be available:

- Monday 1 December, 12pm-5pm AEDT
- Tuesday 2 December, before 12.30pm AEDT
- Monday 9 December, between 1pm-3pm AEDT
- Friday 13 December, before 1pm AEDT

If these times work, let us know, or confirm with [REDACTED] when you see each other at the roundtable in ADL next week.

Thanks and speak soon

[REDACTED]  
s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: [REDACTED] s47F

Email: [REDACTED] s47F

 [Book time to meet with me](#)

---

**From:** George Holton <[g.holton@abs.gov.au](mailto:g.holton@abs.gov.au)>

**Sent:** Wednesday, 6 November 2024 2:15 PM

**To:** [REDACTED] s47F; David Waymouth <[David.Waymouth@abs.gov.au](mailto:David.Waymouth@abs.gov.au)>; [REDACTED] s47F

[REDACTED] s47F; [REDACTED] s22; [REDACTED] s22; [REDACTED] @abs.gov.au

**Subject:** RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

Hi [REDACTED] s47F and [REDACTED] s47F

Great to catch up virtually last week [REDACTED] s47F

We were wondering if we could line up a time when it suits you to meet with our senior exec I&D network sponsors and hear more about the intersectionality work I understand you're leading [REDACTED] s47F? Would some point in Dec or early in the new year suit?

Happy to meet up beforehand with David in the To list who stewards all of our I&D networks to talk through how that might work. Im wondering David is we could share the overlapping analysis your team did recently for how our staff with different intersecting diversities reported in the 2024 APS employee census?

And hope to see you in Adelaide next week for the round table.

Many thanks  
George

---

**From** [REDACTED] s47F

**Sent:** Friday, 1 November 2024 2:01 PM

**To:** [REDACTED] s22; [REDACTED] s22; [REDACTED] @abs.gov.au; [REDACTED] s22; [REDACTED] s22; [REDACTED] @abs.gov.au; [REDACTED] s22

[REDACTED] s22; [REDACTED] @abs.gov.au; George Holton <[g.holton@abs.gov.au](mailto:g.holton@abs.gov.au)>; Nicky Bell <[nicky.bell@abs.gov.au](mailto:nicky.bell@abs.gov.au)>; Bindi Kindermann <[Bindi.Kindermann@abs.gov.au](mailto:Bindi.Kindermann@abs.gov.au)>

**Subject:** RE: Pride in Diversity October 2024 E-News

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Hi all

It was great to catch-up and discuss the year ahead, here are the roundtable and upcoming Trans Awareness Panel details I mentioned, I'll follow-up on Monday with the other outputs.

### Quarterly Roundtable & Networking Events



Our quarterly Member Roundtables are held in-person in most capital cities, providing the opportunity to discuss LGBTQ+ inclusion from a local perspective. Includes Q&A with Pride in Diversity. Numbers are limited for these events, and we restrict registration to one person from each member organization to enable the maximum representation of diverse member organisations. We encourage our members to rotate attendance opportunities throughout the year for members of their HR / Diversity & Inclusion / LGBTQ+ Network teams.

- [Canberra Roundtable, 30 Oct, 3:30pm - 5pm \(AEDT\) - Register Here](#)
- [Brisbane Roundtable, 6 Nov, 3:30pm - 5pm \(AEST\) - Register Here](#)
- [Melbourne Roundtable, 6 Nov, 3:30pm - 5pm \(AEDT\) - Register Here](#)
- [Perth Roundtable, 7 Nov, 3:30pm - 5pm \(AWST\) - Register Here](#)
- [Sydney Roundtable, 13 Nov, 3:30pm - 5pm \(AEDT\) - Register Here](#)
- [Adelaide Roundtable, 20 Nov, 3:30pm - 5pm \(ACDT\) - Register Here](#)

**pride in  
diversity**

**NET  
WOR  
KING**

Our Networking Events have been designed to facilitate professional networking amongst employees working for organisations that are members of Pride in Diversity and active in LGBTQ+ inclusion, creating a safe and inclusive environment and enabling you to extend your professional networks, learn more about what others are doing in this space and of course, meet new people. Our Networking Events follow on immediately after the Roundtables, and are open to all employees of our member organisations who may have an interest in LGBTQ+ workplace inclusion.

Registrations are essential to enable us to manage catering, name tags and to track attendance numbers.

- Canberra Networking, 30 Oct, 5pm - 7pm (AEDT) - [Register Here](#)
- Brisbane Networking, 6 Nov, 5pm - 7pm (AEST) - [Register Here](#)
- Melbourne Networking, 6 Nov, 5pm - 7pm (AEDT) - [Register Here](#)
- Perth Networking, 7 Nov, 5pm - 7pm (AWST) - [Register Here](#)
- Sydney Networking, 13 Nov, 5pm - 7pm (AEDT) - [Register Here](#)
- Adelaide Networking, [TBA], 5pm - 7pm (ACDT) - [Register Here](#)

#### **APIP Trans Awareness Week Panel**



## You Can't Ask That - A Trans Awareness Week Panel

In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Health + Wellbeing, Pride in Sport and Pride Training) are coming together to deliver this online panel to increase awareness and expose some of the myths about being transgender.

Hosted by s47F Pride in Diversity, our panel of people with diverse genders will answer those questions you're not supposed to ask but are dying to know the answers to, and share their lived experience to help participants gain a better understanding of life through a transgender lens.

Wed, 13 Nov, 1pm - 2pm AEDT, Online via Zoom

[Register Now](#)

Thanks and speak soon

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F

 [Book time to meet with me](#)

---

**From:** Pride in Diversity <info@prideindiversity.com.au>

**Sent:** Wednesday, 2 October 2024 11:04 AM

**To:** s47F

**Subject:** Pride in Diversity October 2024 E-News

s47G

Released under FOIA Act



**pridein**  
**diversity**

A central graphic consisting of a black circle with a white dot in the center. Surrounding this circle are several overlapping, semi-transparent geometric shapes in various colors from the rainbow spectrum, including shades of blue, green, yellow, orange, red, pink, and purple. The shapes are arranged in a circular pattern, creating a vibrant, multi-colored background.

# intersections at work

**UNDERSTANDING THE EXPERIENCES  
OF CULTURALLY DIVERSE LGBTQ TALENT**



*Diversity Council Australia (DCA) is proud to be working on this important area of LGBTQ inclusion with Pride in Diversity.*

*In 2018, DCA conducted research exploring the experiences of LGBTQ+ workers in Australia. Our research showed how important LGBTQ+ inclusive organisations are.*

*When we spoke with culturally diverse LGBTQ people in focus groups, we heard a different message about their experiences of workplace inclusion to what was coming through in our survey data.*

*What we were hearing in those conversations was that people who were culturally diverse and LGBTQ are navigating multiple identities, and often experience multiple forms of discrimination at work. And that for some people, current workplace D&I initiatives aren't addressing these nuances of their intersectional identities.*

*This was a similar message to what we heard previously from culturally diverse women aspiring to leadership in Australia: that their experiences were complex, and that workplaces initiatives were addressing aspects of their identities in isolation from one another.*

*When we spoke with Pride in Diversity, they also were hearing something similar from their members.*

*This research collaboration attempts to start addressing this gap by sharing the insights of culturally diverse LGBTQ workers about the actions Australian organisations can take to create more inclusive workplaces.*

*We are so grateful for the thoughtful and valuable contributions from the almost 200 participants in this research. It is the insights of people with lived experience that have helped us develop this guidance for workplaces.*

**LISA ANNESE**, Chief Executive Officer, Diversity Council Australia



## pride in diversity

*Every employee has a unique identity; and we all engage in diverse communities, whether it be at work, within family settings or socially.*

*Pride in Diversity has spent over a decade supporting employers in building LGBTQ inclusive workplaces, ensuring that those who identify as LGBTQ can work in a safe and inclusive environment, irrespective if they are out to their work colleagues, their families and/or other communities in which they live and participate.*

*In supporting organisations that employ over three million Australians, it has become very clear that those who passionately identify and engage with communities that reflect a culturally and linguistically diverse heritage can face unique challenges when it comes to their LGBTQ identity, being open about who they are and also in their ability to fully experience and/or benefit from the positive impact of inclusion initiatives. These unique challenges have not until now been given a great deal of attention when assessing the overall effectiveness of workplace inclusion.*

*For the last two years, Pride in Diversity has included questions within the Australian Workplace Equality Index (AWEI) survey that specifically seek to engage with culturally and linguistically diverse (CALD) employees who also identify as someone of diverse sexuality and gender. The 2019 and 2020 data set provides significant insight into these experiences and much of this has been incorporated within this report.*

*Pride in Diversity is delighted to partner with Diversity Council Australia to research the intersectional experiences of cultural identity, sexual orientation and gender diversity. Our aim is to listen to the voices of our culturally and linguistically diverse people, determine how we can better meet their needs and in doing so, extend the reach and effectiveness of an organisation's workforce inclusion initiatives.*

*We at Pride in Diversity commend this work to your teams.*

**DAWN HOUGH**, Director, ACON's Pride Inclusion Programs

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# WHY THIS PROJECT?

Diversity Council Australia (DCA) and Pride in Diversity joined forces on this project as our respective research on LGBTQ workplace inclusion had revealed that culturally diverse LGBTQ workers had unique workplace experiences that warranted investigation.

When we looked at our respective research, we were struck by two distinct messages we heard from culturally diverse LGBTQ people about what being 'out' meant to them.

On the one hand, DCA's *Out At Work*<sup>1</sup> and Pride in Diversity's *Australian Workplace Equality Index (AWEI)*<sup>2</sup> 2019 survey findings revealed little if any statistically significant differences between culturally diverse and non-culturally diverse LGBTQ workers in relation to their experiences of being out at work. (Though Pride in Diversity has since added new questions to its 2020 AWEI survey to provide deeper and richer insights in this area – so stay tuned for these results!)

On the other hand, comments made by culturally diverse LGBTQ people in DCA and PID's open-ended survey questions and in focus groups, revealed that their cultural background had a distinct effect on their experiences of being out at work and workplace inclusion – in a way that wasn't reflected in our survey findings. This sentiment is reflected in the below quote provided by a culturally diverse LGBTQ+ worker who participated in DCA's *Out at Work* survey.

**“It's not necessarily work that stops me from being out but my own background/culture.”**

We then turned to the existing literature to see if this could shed some further light. We found little academic research that looked specifically at the experiences of LGBTQ culturally diverse people at work (see Appendix A). The dominant voice captured in this literature appeared to be cisgendered white gay men. Issues around conflict, family and visibility for culturally diverse LGBT workers had been raised but not explored in an Australian workplace context (the exception being PID's video library CALD conversations).<sup>3</sup>

Our aspiration, therefore, was to address this gap in research by talking with culturally diverse LGBTQ Australian workers in order to better understand their experiences.<sup>4</sup>

## BEING 'OUT' MEANS DIFFERENT THINGS TO DIFFERENT PEOPLE

**It's important to note that when it comes to being “out at work”, people of diverse genders may have very different motivations to those of diverse sexualities.**

**For example, someone with a trans history or experience does not need to be out to be personally authentic; affirming their gender was in fact their road to authenticity.**

**Being out about their trans history or experience for some may be revisiting a time that may be difficult and should not be seen as a marker of inclusion.**



# OUR APPROACH

## Our Research Questions

With this project we wanted to investigate two research questions:

- 1 How do the cultural backgrounds of LGBTQ people impact on their experience at work?
- 2 What evidence-based actions can organisations take to create workplaces which are more inclusive of LGBTQ workers from culturally diverse backgrounds?

## Our Evidence Base

To investigate these research questions, we drew on two main sources of evidence:

1. **Review of latest research:** we conducted an extensive review of international and national academic and industry research (including insights from Pride in Diversity's AWEI datasets) to establish what this could tell us about the experiences of culturally diverse LGBTQ people in workplaces, and
2. **Online survey:** we conducted an online survey to provide culturally diverse LGBTQ workers with the opportunity to offer their insights.

**We thank our research participants for generously sharing their stories, experiences and insights.**

## Our Definition of 'LGBTQ'

For this report we use the acronym LGBTQ (lesbian, gay, bisexual, transgender/ gender diverse, and queer). Where we use different acronyms in this report, including LGBT, LGBTI, LGBTIQ, or LGBTIQ+ we are quoting from participants, or other studies and using the acronyms the authors used.

While the survey was open to respondents with an intersex variation, there were insufficient responses to reflect their experiences. Therefore, this report does not include findings related to the experiences of people with an intersex variation.

## Our Definition of 'Culturally Diverse'

A defining feature of this research was that the survey recognised that an employee's cultural identity may be informed by multiple rather than only one prevailing ethnicity, and so we collected data on up to two different cultural/ethnic groups that an employee may identify with. This approach to measuring cultural background respects the fact that as many as 30% of Australian workers identify with more than one cultural background and they can find it difficult to specify just one cultural identity, ethnicity, or cultural background in surveys.<sup>5</sup>

Moreover, allowing people to describe their cultural background in more than one way (e.g. Australian-Greek rather than just Australian) enables their response to capture not just how they identify but also how others may identify them.

For the purposes of this research, we defined 'culturally diverse' as anyone with non-Anglo cultural origins, that is, anyone from a non-Main English Speaking Country cultural background (that is, countries other than Canada, Ireland, New Zealand, South Africa, United Kingdom, and the United States of America, and Australia). This definition recognises Australia's history of British colonisation, so culturally diverse includes people with European, Asian, African, Middle Eastern, Latin American, and Pacific Islander cultural backgrounds.

## First Nations People

In accordance with DCA's *Counting Culture* principles, we do not define Aboriginal and/or Torres Strait Islander people as 'culturally diverse', to respect Aboriginal and Torres Strait Islander peoples unique position as First Nations People.

Both Pride in Diversity and DCA recognise the importance of self-determination when it comes to Australia's First Nations Peoples. In recognition of this, when we conduct research that focusses specifically on the workplace inclusion experiences of Aboriginal and/or Torres Strait Islander workers we work with Aboriginal and/or Torres Strait Islander led organisations.

**In 2020, both DCA and Pride in Diversity are working with the Jumbunna Institute on two further research projects examining the specific barriers facing Aboriginal and/or Torres Strait Islander people at work.**

# ARE CULTURALLY DIVERSE LGBTQ WORKERS 'OUT'?

## **Very little available data captures the experiences of culturally diverse LGBTQ workers.**

Overseas, there is little or no available information on the percentage of culturally diverse LGBTQ workers who are out at work. Studies have tended to focus on reporting on LGBTQ workers overall or a subset of these such as LGB or people with a trans history/experience. While these studies mention the importance of considering the experiences of culturally diverse LGBTQ workers, they have not yet gone so far as to investigate and report on these.<sup>6</sup>

In Australia, this situation is exacerbated by the data that is available not being easily comparable due to there being no nationally agreed upon way of measuring and reporting on people's cultural background/s.

## **What DCA's *Out at Work* research tells us**

In *Out at Work*, (2018) DCA used 'country of birth' to measure respondents' cultural background, with LGBTIQ+ workers who were born in a non-Main English-Speaking Country<sup>7</sup> being defined as culturally diverse. This definition revealed very little difference between the percentage of culturally diverse and non-culturally diverse LGBTQ workers who were out at work.<sup>8</sup>

For example, 29% of culturally diverse LGBTIQ+ workers were out to everyone at work compared to 32% of non-culturally diverse LGBTIQ+ workers. When we looked at outness by sexual orientation (LGB status) we found that 30% of culturally diverse LGB employees were out to everyone compared to 32% of non-culturally diverse members, while 50% of culturally diverse LGB employees were out to their managers, compared to 40% of non-culturally diverse LGB employees.

## **What Pride in Diversity's *Australian Workplace Equality Index (AWEI)* tells us**

Pride in Diversity's AWEI (2019) used 'non-English Speaking Background' to measure respondents' cultural and linguistic diversity (CALD status),<sup>9</sup> and found somewhat larger difference in 'outness' between non-English speaking background and English-speaking background on the basis of their sexual orientation (LGB status).

For example, 54% of LGBQ respondents from a non-English speaking background were out to everyone at work, compared to 63% of those from an English-speaking background.

The difference between the DCA and PID findings is likely a consequence of different survey sampling approaches. Pride in Diversity's AWEI survey was completed by organisations that are active in LGBTQ workplace inclusion. It would stand to reason that the greater the visibility of LGBTQ inclusion initiatives, the greater the likelihood that people will be out at work. DCA's *Out At Work* survey was administered by convenience snowball sampling and so included people working in organisations that were and were not active in this space.

## AWEI INSIGHT: THE IMPORTANCE OF BEING OUT

The 2019 AWEI found that 78% of all sexually diverse culturally and linguistically diverse (CALD) respondents felt that it was important to be out at work and 50% reported being extremely comfortable with peers and colleagues as a result.

These respondents also reported positive impacts on their engagement, productivity, innovation and inclination to stay as a result.

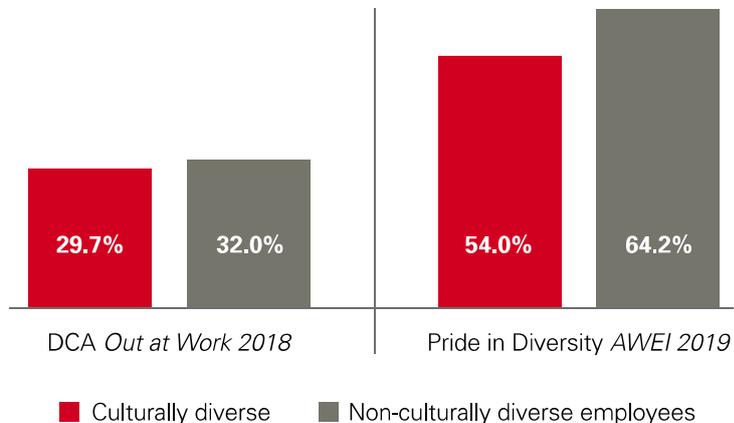
The key reason for CALD employees wanting to be out at work aligned with the reasons reported by the majority of those with diverse sexual orientation, these were:

- a) the desire to be authentic at work; and
- b) the freedom to talk about their life/partner/community.



	DCA Out at Work 2018		Pride in Diversity AWEI 2019	
	Culturally diverse employees	Non-culturally diverse employees	Culturally diverse employees	Non-culturally diverse employees
Out to everyone (sexual orientation)	29.7%	32.0%	54.0%	64.2%
Out to Manager (sexual orientation)	–	–	79.7%	82.4%
Out to everyone (LGBTIQ+ status)	31.9%	29.2%	–	–

### Out to everyone (sexual orientation)



# HOW DOES CULTURAL BACKGROUND IMPACT ON LGBTQ PEOPLE'S EXPERIENCE OF WORK?



For this project, DCA and PID surveyed 193 culturally diverse LGBTQ workers based in Australia and found that cultural background makes a difference for 75% of those culturally diverse LGBTQ workers we surveyed. In all, 55% reported that their cultural background negatively affected their workplace experience, for 20% it had a positive impact, while for the remaining 25% it had no impact at all.

### About one in five culturally diverse LGBTQ workers reported a positive impact.

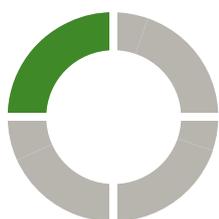
The good news is that about one in five of the culturally diverse LGBTQ workers we spoke with indicated that being *both* culturally diverse and LGBTQ had a positive impact on their experience at work. For these respondents, their workplace was already doing good work to ensure that culturally diverse LGBTQ people were included.

*Being culturally diverse and ALBTIQ+ has a positive experience at work. I feel valued and I feel I have something 'more' to offer.*

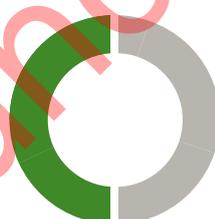
– QUEER, NON-BINARY/GENDER FLUID, ITALIAN-AUSTRALIAN CULTURAL IDENTITY

*In my workplace, my identity is seen as a benefit, as I can better relate to clients who some other colleagues cannot. I have very supportive management in this regard.*

– GAY MALE, FILIPINO CULTURAL IDENTITY



For **one in four** being culturally diverse and LGBTQ **had no impact** on their experience at work.



Just over **one in two** respondents reported that being a culturally diverse LGBTQ worker **negatively affected** their workplace experience.

For these respondents there were **six common themes** in how their experiences played out: Racism and/or Homophobia; Not Being Understood at Work by People from the Anglo/White Majority; The Complexity of Multiple and Intersecting Identities; Working in Regional or Rural Areas; Working Internationally in Countries Where Homosexuality is Criminalised; and Feeling Accepted at Work but Not at Home.

### AWEI INSIGHT: CULTURALLY DIVERSE WORKERS' RESPONSE TO LGBTQ INCLUSION

Of the 4,455 CALD respondents who took part in the 2019 AWEI (regardless of sexual orientation or gender identity):

- 90.5% personally supported LGBTQ inclusion,
- 42.3% identified as an active ally of LGBTQ employees and colleagues, and
- 52.4% of all CALD respondents said that an organisation's positive track record in LGBTQ inclusion would positively influence their decision to join the organisation, regardless of how they personally identified.

Freeform comments within the AWEI however did generate a number of comments from CALD respondents regarding the negative stereotyping of CALD people; assuming that because of their linguistically or diverse background, the support for LGBTQ inclusion would not be there.

For many, it was a personal view to stand for or against, not one necessarily informed by cultural heritage or faith.



## Racism and/or Homophobia

### When Homophobia is More of an Issue

For some culturally diverse LGBTQ respondents homophobia was more of an issue for them than racism – homophobia more than their cultural identity had an impact on their workplace experiences.

Concerningly, a number of respondents indicated that they experienced homophobia or heterosexism, or weren't comfortable being open about their sexuality, in organisations that worked in the cultural diversity space:

*Culturally specific agency I worked in refused to grow their LGBTIQ knowledge, post anything on their website, subjected me to homophobic professional bullying both direct and indirect.*

– FEMALE LESBIAN, GREEK-AUSTRALIAN CULTURAL IDENTITY

*My office is very culturally diverse, but not with Anglo people: I don't feel comfortable by sharing my condition as a gay male.*

– GAY MALE COLOMBIAN CULTURAL IDENTITY

One respondent indicated that it was the expectations of other culturally diverse people at work that meant it was difficult for her to be open at work:

*As a culturally diverse LGBTIQ employee I still find it very hard to be 'open' at work as I have had very conservative culturally diverse senior managers and work colleagues who are not openly supportive of LGBTIQ staff.*

– LESBIAN FEMALE, TRANSWOMAN, INDIAN/ANGLO-INDIAN CULTURAL IDENTITY

### When Racism is More of an Issue

Several culturally diverse LGBTQ workers indicated that racism was a far more prominent issue for them than their gender identity or sexual orientation at work:

*Being from a non-Anglo-Saxon background and having English as a second language has had a huge negative impact on my career. I don't believe being gay has ever been an issue.*

– GAY MALE, BRAZILIAN-ITALIAN CULTURAL IDENTITY

Even if racism wasn't overt, some workplaces had not embraced cultural diversity in the same way they had other D&I areas:

*My firm has not had an issue with sexual orientation of its employees but celebrating cultural diversity has been slow.*

– LESBIAN FEMALE, CHINESE ASIAN NEC, CULTURAL IDENTITY

**Racism in LGBTQ spaces** or organisations that did not meet the cultural needs of respondents could be a source of stress and anxiety for those who felt they had to leave part of that identity aside:

*I work in an organization which is an LGBTI health organization. However, they do not understand my cultural needs. These are often completely ignored. I identify as a Muslim woman, so there are often comments that are very anti-religious. This means I often feel I have to leave my religious part of myself out of work and it cause me great anxiety. What I love about my work is that I am a visibly Muslim woman working in a queer space, as part of my work I also go to queer social venues- there people who aren't visibly Muslim can see me and they often come up and hug me and talk to me about their experiences and that they are happy to see me in queer spaces.*

– QUEER, NON-BINARY/GENDER FLUID, ARAB CULTURAL IDENTITY



## Not Being Understood at Work by People from the Anglo/White Majority

There was also a sense that the complexity of the intersectionality of both culture/religion and sexuality/gender was not well understood.

Other culturally diverse LGBTQ workers reported that work could be a place where colleagues, particularly those from the white majority, misunderstood the complexity of their dual identity, and lacked understanding of what coming out can mean in different cultural contexts:

*I feel that some colleagues I've told previously may have failed to understand the reasons why I haven't come out to my family. I have had people tell me that I should just come out and my family will just deal with it, without trying to understand what the repercussions of coming out might be for me.*

– BISEXUAL FEMALE, FILIPINO-CHINESE CULTURAL IDENTITY

*Recognise that not everyone wants to be or is "out" and culturally this can potentially be in conflict with Western notions of being out and proud.*

– QUEER FEMALE, ITALIAN CULTURAL IDENTITY



## The Complexity of Multiple and Intersecting Identities

A number of culturally diverse LGBTQ workers described how navigating multiple identities could be stressful and complicated, and how the different parts of their identity seemed to multiply negatively against them:

*There is just a bigger package of reasons for some people to hate us. I think it makes us an easier target.* – PANSEXUAL FEMALE, MAORI-NEW ZEALANDER CULTURAL IDENTITY

These respondents felt like they needed to choose part of themselves, and selectively edit or ignore other parts to fit in in different contexts:

*Not sure if people understand the complexity of layers and challenges faced for someone with CALD background and being out at work, at home or publicly and the how you are always self-editing.*

– LESBIAN FEMALE, AUSTRALIAN-SERBIAN CULTURAL IDENTITY

### AWEI INSIGHT:

*"My current role has me working in a government department where LGBTQI initiatives are prominent in the workplace. However my team is made up of a very high number of people who've recently arrived in Australia and have a different cultural view on life.*

*"They are very friendly and non-threatening but as a person who also came from another country*

*and knows what sits under the surface of the publicly facing professional position, I still find it difficult to 'come out' in the work environment.*

*"I therefore, take time in getting to know my peers before I divulge my personal details and where I feel safe to do so."*

– CALD LGBTQ Employee, AWEI 2019



THERE IS A WAY TO MEASURE  
HOW EFFECTIVE YOUR LGBTQ  
INCLUSION INITIATIVES ARE!





## Working in Regional or Rural Areas

For others, working in a rural area or a country/countries in which it was illegal to be gay meant they needed to hide themselves in order to be safe and accepted:

*While I do not hide my cultural background at work, I have not yet come out to all of my colleagues. The company does have a diversity and inclusion committee, in which I am a member, but we are based in a semi-rural city of Australia so there is still a lot of people who are anti-LGBT+ people.*

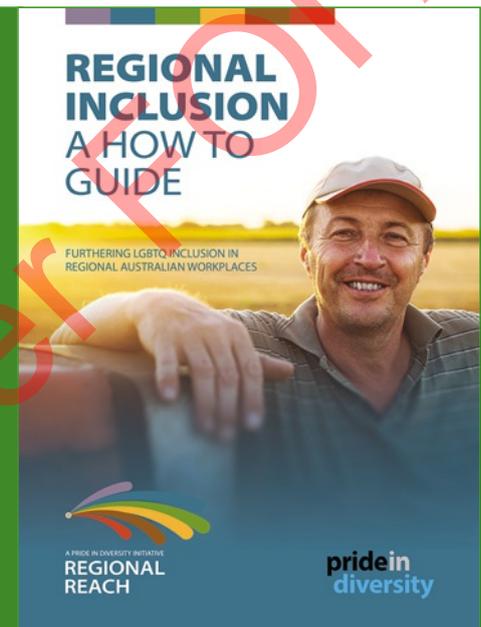
– LESBIAN FEMALE, LEBANESE-AUSTRALIAN CULTURAL IDENTITY

### AWEI INSIGHT: WORKING IN REGIONAL/ RURAL AREAS

Pride in Diversity's *Regional Inclusion – A How to Guide* focused on regional/rural respondents within the 2019 AWEI; while visible signs of LGBTQ inclusion and the numbers of visible allies were lower, 63% of regional/rural respondents felt that these initiatives were very important.

While the survey found that there was little difference between regional and metropolitan Australia in being completely out at work, when it comes to the support of gender diverse employees, only 35% felt supported as opposed to 50% in metropolitan areas.

It is important to keep in mind that this survey focuses on organisations active in LGBTQ inclusion. It is expected that these numbers would be quite different for those who do not.



## Working Internationally in Countries Where Homosexuality is Criminalised

Some culturally diverse LGBTQ workers mentioned the difficulties they faced working in places where it's illegal to be gay:

*My job role is Director - International, which means that my “workplace” is not only my organisation but also the international environment in which we operate, in particular the Asia Pacific. ... I only came out in my organisational workplace in the last decade or so (and began speaking in public forums about this only this year) and I am definitely not out in my international “workplace”. The impact has been non-negligible domestically, but being “in the closet” internationally does cause a greater degree of internal stress, anxiety and feelings of being compromised.*

– LESBIAN FEMALE, AUSTRALIAN-INDIAN CULTURAL IDENTITY

## AWEI INSIGHT:

The 2019 AWEI found that 54.0% of CALD LGBTQ employees were out to everyone at work, 79.7% were out to the manager; only 65.7% were out to the majority of their family.



### Feeling Accepted at Work but Not at Home

Other culturally diverse LGBTQ workers indicated that cultural or family expectations put pressure on them to hide part of themselves, but they found work was a safe space.

*I come from a traditional non-English speaking background which my family is not accepting. I have no problems at work and no impact at work, work is very accepting.*

– NON-BINARY/GENDER FLUID, LESBIAN, GAY OR HOMOSEXUAL, GREEK CULTURAL IDENTITY

*I feel that people should be informed about the sensitivities around coming out for an LGBTQ person from a culturally diverse background. There are many cultural backgrounds that have strict religious beliefs and negative views on homosexuality. LGBTQ people from a culturally diverse background may be subject to being disowned, excluded or even hurt by their families or people within their cultural community.*

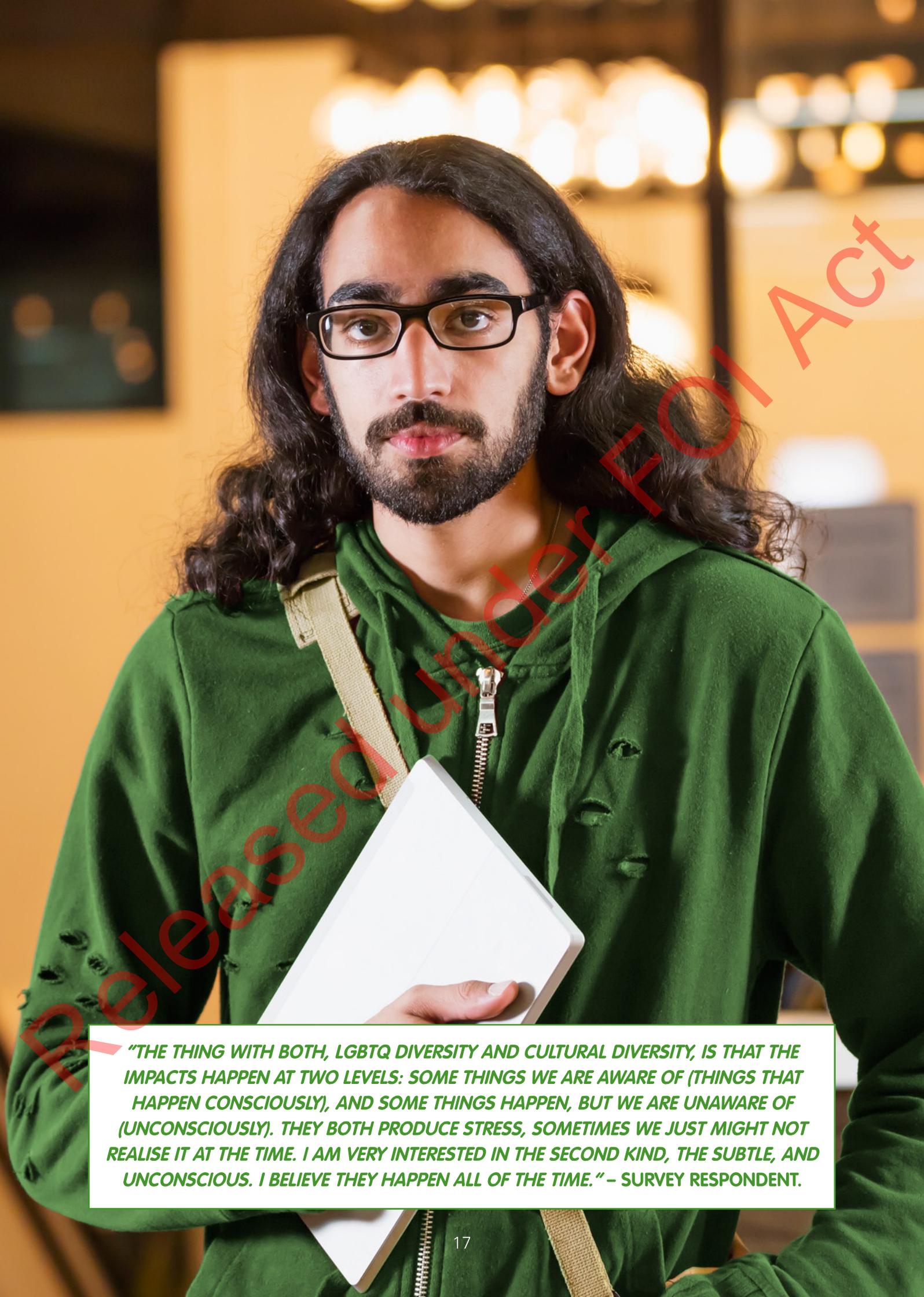
*Those who have come out may have had a very traumatic experience whilst those who remain closeted are terrified of the potential consequences. I think that informing others of this would help my colleagues to understand why it isn't easy and why people may be hesitant when it comes to this subject.*

– BISEXUAL FEMALE, FILIPINO-CHINESE CULTURAL IDENTITY

## AWEI INSIGHT: CHALLENGING STEREOTYPES

The AWEI 2019 results also challenge assumptions about people from CALD backgrounds, for whom religion plays an important part, not supporting LGBTQ workplace inclusion. While some CALD respondents may not have been personally active in these initiatives, the AWEI findings show that that does not mean that these employees are not supportive of LGBTQ inclusion or workplace inclusion in general.

*“ I did not like the use of your term conservative values/beliefs. This implies that my beliefs and values are flawed. So often these days if one has a differing view or belief that does not fall inline with another persons they are a labelled which is not different to what your organization is trying to fight. As previously stated if one treats all people with respect they should not be labelled for the religious, cultural values and beliefs.” – CALD Employee, AWEI 2019*



*"THE THING WITH BOTH, LGBTQ DIVERSITY AND CULTURAL DIVERSITY, IS THAT THE IMPACTS HAPPEN AT TWO LEVELS: SOME THINGS WE ARE AWARE OF (THINGS THAT HAPPEN CONSCIOUSLY), AND SOME THINGS HAPPEN, BUT WE ARE UNAWARE OF (UNCONSCIOUSLY). THEY BOTH PRODUCE STRESS, SOMETIMES WE JUST MIGHT NOT REALISE IT AT THE TIME. I AM VERY INTERESTED IN THE SECOND KIND, THE SUBTLE, AND UNCONSCIOUS. I BELIEVE THEY HAPPEN ALL OF THE TIME." – SURVEY RESPONDENT.*

# WHAT IS LOCKING CULTURALLY DIVERSE LGBTQ TALENT OUT FROM INCLUSION@WORK?



## IGNORING INTERSECTIONALITY

Organisational Lock	Lived Experience
<p><b>Workplaces don't recognise that having multiple identities can be complicated.</b></p>	<p><i>Workplaces need to know that diversity is not just one type i.e. ethnic, gay, women, Indigenous. There are many who are double or triple minority in these regards (in my case double minority). While I've been fortunate in some respects there are still pockets where I feel self-conscious and sometimes it is hard to judge whether my feelings or perceptions of situations are due to people's views of me or because of my sexuality or because of my cultural extraction.</i></p> <p><b>Gay Male, Australian-Filipino cultural identity</b></p>
<p><b>Dealing with multiple minority statuses can be stressful.</b></p>	<p><i>The occurrence of double minority status (or more) is rarely recognised as an issue for many people who are 'diverse' and this can be a source of interpersonal challenge and stress.</i></p> <p><b>Gay Male, Australian-Filipino cultural identity.</b></p>
<p><b>Navigating multiple identities can also mean experiencing multiple forms of discrimination.</b></p>	<p><b>HOMOPHOBIA:</b>  <i>Homophobic mindsets working in culturally specific community orgs, lack of willingness to grow LGBTIQ whole of staff capacity, blaming, shaming making for non-inclusive, safe or supportive workplaces.</i></p> <p><b>Female Lesbian, Greek-Australian cultural identity.</b></p> <p><b>RACISM:</b>  <i>In contemporary Australia, the 'limit' in career opportunities and senior leadership roles is because of my race rather than my sexual orientation. I feel that race issues are more frowned upon than my sexual identity.</i></p> <p><b>Gay Male, Australian-Filipino cultural identity.</b></p>

**INTERSECTIONALITY** refers to the way that multiple aspects of diversity (e.g., our age, care-giving responsibilities, disability status, sexual orientation and gender identity) come together or ‘intersect’ to form part of our identity – and therefore our experience of inclusion at work.



## IGNORING INTERSECTIONALITY

Organisational Lock	Lived Experience
<p><b>Gender bias is amplified for people who are culturally diverse and LGBTQ.</b></p>	<p><i>I come from a European background and have not experienced issue at work as a result of being culturally diverse. Being a woman and someone that identifies as an LGBTIQ woman has had more of an impact at work than being culturally diverse.</i></p> <p><b>Lesbian Female, Australian-Maltese cultural identity.</b></p> <p><i>Being an LGBT, Asian, female, the intersection of being Asian and female has a much larger impact on my experience. I am not easily identified as LGBT for those who are not explicitly told, so I feel that has a large part to do with it.</i></p> <p><b>Bisexual Female, Chines cultural identity.</b></p>
<p><b>Workplaces treating diversity dimensions separately in D&amp;I initiatives.</b></p>	<p><i>My experience as being both culturally diverse and part of the LGBTQ community at work don't really interconnect and are completely separate. We have diversity and inclusion programs/teams which focus on cultural diversity, and those that focus on LGBTQ, but none that focus (or even work together) on various inclusion considerations at the one time in a joint/collaborative way.</i></p> <p><b>Gay Male, Chinese-Australian cultural identity.</b></p>



## INTERSECTIONAL APPROACHES TO DIVERSITY

Organisational Lock	Lived Experience
<p><b>Learn more about the experiences of people from different backgrounds.</b></p>	<p><i>There seems to be a sense that all LGBTQ people have it easy these days. That is not true for people from diverse backgrounds. This understanding seems to be missing.</i></p> <p><b>Gay Male, Indian cultural identity.</b></p>
<p><b>Implement LGBTQ awareness training.</b></p>	<p><i>Mandatory LGBTI (and gender diversity) training sessions.</i></p> <p><b>Gay Male, French Tunisian cultural identity.</b></p> <p><i>Leaders should have appropriate trainings on this topic. I feel unsafe in my work place when I found out any of my superiors are anti LBGT.</i></p> <p><b>Gay Male, Chinese-Asian cultural identity.</b></p>
<p><b>Implement cultural diversity awareness training.</b></p>	<p><i>Some awareness training about different cultures and what it is like for migrants coming to Australia. Some people think if you come from another country and you aren't white then you must be a terrorist.</i></p> <p><b>Pansexual Female, Maori-New Zealander cultural identity.</b></p>
<p><b>Promote the intersectionality of diversity within all diversity training.</b></p>	<p><i>LGBTQ inclusion and CALD inclusion are always treated separately as though you can only be one or the other. Training on intersectionality sensitivity would help. I also work for a global organisation with branches around the world. I'm not sure the LGBTQ inclusion initiatives extend beyond the Australian branch.</i></p> <p><i>If they are, I would like to see them promoted as many CALD LGBTIQ people are still connected to their heritage in one way or another.</i></p> <p><b>Female Lesbian, Australian-Chinese cultural identity.</b></p>
<p><b>Make D&amp;I initiatives specifically work across diversity dimensions.</b></p>	<p><i>By the multiple diversity strands working on more joint events, so that it is not so time consuming for people who identify with multiple strands, to be involved.</i></p> <p><b>Bisexual Female, Australian-Filipino cultural identity.</b></p>



## INTERSECTIONAL APPROACHES TO DIVERSITY

### Organisational Lock

**Develop responses that are appropriate and sensitive to the needs and experiences of people from culturally diverse backgrounds.**

### Lived Experience

*I feel that people should be informed about the sensitivities around coming out for an LGBTQ person from a culturally diverse background. There are many cultural backgrounds that have strict religious beliefs and negative views on homosexuality. LGBTQ people from a culturally diverse background may be subject to being disowned, excluded or even hurt by their families or people within their cultural community. Those who have come out may have had a very traumatic experience whilst those who remain closeted are terrified of the potential consequences. I think that informing others of this would help my colleagues to understand why it isn't easy and why people may be hesitant when it comes to this subject.*

**Bisexual Female, Filipino-Chinese cultural identity.**

*I think my workplace is quite awesome. However, there seems to be a sense that all LGBTQ people have it easy these days. That is not true for people from diverse backgrounds. This understanding seems to be missing.*

**Gay Male, Indian cultural identity.**

**Encourage more diverse people to get involved with leading D&I initiatives.**

*LGBTQ initiatives run in the workplace often come from a very white/Anglo-Saxon space, and often I find myself having pieces of my identity represented in segments.*

**Queer Non-binary/gender fluid, Australian-Chinese cultural identity.**

*Often LGBTIQ issues and barriers are discussed and understood in a western context.*

**Queer Female, Sinhalese-Australian cultural identity.**



## INVISIBILITY

Organisational Lock	Lived Experience
<b>Invisibility of culturally diverse LGBTQ role models and leaders.</b>	<p><i>Where is the cultural diversity? Where are the role models? It creates the impression that unless you're white, Anglo and non-LGBTIQ, you have little to no chance of rising up the ranks</i></p> <p><b>Trans Female, Polish cultural identity.</b></p> <p><i>Often pride/advocacy work is led by white and cisgender LGBTIQ people when culturally diverse voices can or should be involved.</i></p> <p><b>Gay Male, Australian-Chinese cultural identity</b></p>
<b>Invisibility of culturally diverse LGBTQ colleagues.</b>	<p><i>I don't know what we could do differently... but I wish I knew who else was queer here.</i></p> <p><b>Bisexual Female, Australian-Armenian cultural identity.</b></p>
<b>Invisible barriers to progression.</b>	<p><i>While I've spotted other CALD LGBTIQ people at work, I don't see any in senior management - suggesting there is a bamboo/glass/rainbow? ceiling.</i></p> <p><b>Lesbian Female, Australian-Chinese cultural identity.</b></p> <p><i>I think it is also important for organisations to reflect on the way that staff may be hesitant to apply for workplaces or apply for leadership positions where they can not see a diverse workforce (both as staff and in leadership).</i></p> <p><b>Bisexual Female, Australian Malawian cultural identity.</b></p>
<b>Contrast between the visibility of their culturally diverse identity and the invisibility of their LGBTQ identity.</b>	<p><i>It's tricky how one is visible (i.e., being culturally diverse) where the other is not visible (being Bisexual), and the trickiness of being seen for both.</i></p> <p><b>Bisexual Female, Australian-Filipino cultural identity.</b></p>



## BOOST VISIBILITY

Organisational Key	Lived Experience
<p><b>Increase the visibility and active participation of culturally diverse LGBTQ people.</b></p>	<p><i>Increase active participation and visibility across all levels of organisation including marketing images, commitment statements on diversity specially diverse LGBTQ, recruitment and selection, etc.</i></p> <p><b>Gay Male, Australian-Filipino cultural identity.</b></p>
<p><b>Increase the visibility of culturally diverse LGBTQ leaders and role models.</b></p>	<p><i>It would be great to see more role models. More culturally and LGBTIQ-diverse people among the SES and Executive. It would set a better tone for the whole department.</i></p> <p><b>Female, Trans, Polish cultural identity.</b></p>
<p><b>Demonstrate a commitment through visible celebrations of LGBTQ awareness days and cultural events and celebrations.</b></p>	<p><i>Participate in awareness days like Wear it Purple.</i></p> <p><b>Gay Male, Filipino-Australian cultural identity.</b></p> <p><i>Celebrate or recognise Eid and my holy days. Not just Easter and XMAS.</i></p> <p><b>Queer Female, Pakistani Australian cultural identity.</b></p>
<p><b>Let people speak for themselves and share their stories.</b></p>	<p><i>Let us speak!</i></p> <p><b>Gay/Lesbian, Non-binary, Turkish cultural identity.</b></p> <p><i>I think story telling is an important part of work culture that isn't utilised enough. It could infringe on privacy a bit, but if people opt in I think there's a lot of value that could come from staff learning and understanding a different perspective.</i></p> <p><b>Gay Male, Mexican-American cultural identity.</b></p>
<p><b>Ensure that Pride groups have representation of culturally diverse voices.</b></p>	<p><i>Mandates for pride networks/ to have culturally diverse executives. Often pride/advocacy work is led by white and cisgender LGBTIQ people when culturally diverse voices can or should be involved.</i></p> <p><b>Gay Male, Australian-Chinese cultural identity.</b></p>



### **CASE STUDY: PRIDE IN DIVERSITY'S CALD LGBTQ STORYTELLING**

Pride in Diversity has created a series of videos where LGBTQ people from culturally diverse backgrounds and faiths tell their story. These videos, on call to members, allow Pride in Diversity to not only increase the visibility of culturally diverse LGBTQ people but also allow CALD people to have their say, talk about their experiences and encourage those within their communities who also identify.

### **CASE STUDY: STONEWALL'S BAME/POC LGBTQ ROLE MODELS PROGRAMMES<sup>10</sup>**

Recognising that LGBTQ people of colour (POC) – who may or may not also identify as BAME (Black, Asian and minority ethnic) – face significant discriminatory challenges with their intersectional identities from multiple groups in society, Stonewall (UK) has developed these role model programmes to create safe and positive spaces within which to share these stories.

The aim is to create networks of empowered and visible BAME/POC LGBTQ role models who address the above issues in their own meaningful ways within their communities. These programmes are being delivered to ensure to ensure BAME/POC LGBTQ people feel able to be role models wherever they live, work, shop, socialise and pray. The Stonewall Role Models programmes equips delegates with the tools and confidence to connect with, influence and enable others to be themselves and achieve their full potential.



## LONELINESS & ISOLATION

Organisational Lock	Lived Experience
<b>Being the only culturally diverse LGBTQ person at events, on diversity committees or in their work team.</b>	<i>I feel lonely - in my team, which is national there is only one other culturally diverse LGBTQ employee (who is only out to select people).</i> <b>Lesbian Female, Russian cultural identity.</b>
<b>Feeling pressure to be involved in all the diversity events at their workplace or be the representative on all committees.</b>	<i>Sometimes I feel like, as the only person of colour on some committees or groups, that I essentially get labelled as the voice of reason for all international students or Chinese people etc.</i> <b>Gay Male, Chinese cultural identity.</b>
<b>Compromised wellbeing and satisfaction.</b>	<i>I work in a male dominated workforce so it has been a struggle sometimes being the only Gay, Indigenous male in the company.</i> <b>Gay Male, Australian Aboriginal-Spanish cultural identity.</b>



## CREATE CONNECTIONS

Organisational Key	Lived Experience
<b>LISTEN/ ASK: Connect and seek to understand the experiences of CALD LGBTQ employees by asking them about themselves and listening to their experiences.</b>	<i>At the very core it all comes down to be acknowledged and accepted and that could only be achieved by making the individual feel welcomed, ask them questions about their lives and so on and making a connection on a human level. So they could then feel comfortable enough to open up and be more themselves.</i> <b>Gay Male, Indian-Australian cultural identity.</b>
<b>Create safe-spaces for people with culturally diverse backgrounds who are also LGBTQ to share their opinions and experiences.</b>	<i>Providing certain safe spaces for multicultural LGBTQIA+ individuals to exercise their opinions and be validated about their differences, not trying to incorporate them into some broader normative discourse or thought. A big fear also for many culturally diverse LGBTQIA+ individuals is not Australians but people of the same culture as them. For many culturally diverse people, community and a sense of belonging is very important, and sometimes being Queer can mean having to leave those groups in order to fight for yourselves.</i> <b>Gay Male, preferred not to indicate cultural identity.</b>



### **CASE STUDY: ALLYSHIP IN PID MEMBER ORGANISATIONS**

Research and feedback from the LGBTQ CALD community highlights the isolation and lack of empathy that pervades many workplaces. The value of informed and engaged allies to address this has often been cited as being of tremendous value.

Recent work by two Pride in Diversity member organisations are examples of proactive and empathetic initiatives to help build ally communities for the LGBTQ demographic. One, a major national retailer, realised their very extensive LGBTQ awareness training was not reaching their overnight shift workers, who were nearly exclusively from multi-cultural communities, and as such, began taking the conversation about workplace inclusion beyond normal business hours. Second, a major entertainment industry conglomerate was keen to ensure all the customer facing and other work environments were safe and inclusive.

They recognised their security team was populated extensively with employees from communities with strong religious beliefs. They specifically reached out to this team with a respectful conversation on LGBTQ awareness and the need for behaviours (not beliefs) to align with the organisational culture and modus operandi. Both initiatives were well received by the LGBTQ employees and by the wider employee population.

# APPENDIX A:

## Summary of Academic Research

While academic explorations of the experiences of LGBTQ people at work are relatively new and growing, the **dominant voices in such research tend to be cisgendered, well-educated and economically secure, white, gay men**, and therefore “positions White and middle-class individuals as the social norm”.<sup>11</sup>

**Research around disclosure decisions has been primarily in a White context** and hasn't considered the experiences of culturally diverse people. For example, people who have grown up experiencing racism might be wary of disclosing due to their negative experiences with racism.<sup>12</sup>

While many workplaces have been developing diversity initiatives for LGBT people, many of these have been developed in organisations where 'whiteness' is the prevailing norm, and thus **many LGBT diversity initiatives don't call out the needs or experiences of culturally diverse LGBT people**.<sup>13</sup>

**LGB workers who are racioethnic minorities may still experience exclusion in organisations that undertake diversity initiatives** which have been developed based on the experiences of gay White men and women. For example, organisations who encourage workers to be 'out' and authentic about their sexuality, but do not address racism in an organisation or the broader community and do not understand cultural barriers related to disclosing an LGB identity are not likely to be inclusive of the experiences of LGB workers who are also culturally diverse.<sup>14</sup>

**A lack of visibility of people who are both culturally diverse and LGBTQ** means that many people don't see themselves represented in the workplace, and organisations have little experience in dealing with the racism and sexual-identity based oppression these people experience. **LGBTQ supportive organisations should encourage conversations on the unique and diverse ways people can experience their LGBTQ identity at work** and the complexities underlying the decisions of LGB workers who are culturally diverse to be 'out'.<sup>15</sup>

Lesbian, gay and bisexual (LGB) workers who are racial and ethnic minorities must continually negotiate a different set of norms, and may experience **conflict between their identities**, including misalignments between the values, beliefs, and expectations regarding LGB identity of their racial and ethnic communities and the values, beliefs, and expectations regarding LGB identity in the majority and dominant White culture.<sup>16</sup>

Previous research has found that LGB individuals who are racioethnic minorities are more likely to avoid disclosing when the values and beliefs of their community include disapproval of homosexuality.<sup>17</sup> **Because family and community can be such a source of support and safety from racism rejection from family and community can be particularly challenging for LGB people from culturally diverse backgrounds.** Therefore, some LGB culturally diverse people may opt to “pass” as heterosexual with family and community in order to maintain supportive relationships with family and friends, while they may opt to be open about their sexual identity at work.<sup>18</sup>

While it would seem obvious that LGBT (lesbian, gay, bisexual and trans) people of colour (POC) are at higher risk of stress and negative mental health, the research suggests that **LGBT POC actually have greater resilience**, particularly, when they are connected to community or due to “Positive marginality” – i.e. how acceptance and empowerment around one part of identity can lead to increased acceptance of other parts of identity, greater wellbeing, and resilience.<sup>19</sup>

# APPENDIX B:

## A Note on Language

DCA and Pride in Diversity are committed to language that is respectful, accurate and relevant as a powerful tool for inclusion.

**A Powerful Tool.** Language is a powerful tool for building inclusion (or exclusion) at work. The way we speak to each other creates a culture in which everyone can feel valued, respected, and one of the team (included), rather than under-valued, disrespected, and out of place (excluded).

**Constantly Evolving.** It's important to acknowledge that language is constantly evolving. We recognise that one label or description may not be able to capture the breadth of the LGBTQ community. Our intention has always been to be as succinct as we can, but inclusive of everyone. and apologise for any unintended offence.

**Lived Experience.** The terminology we have used in this report is based on advice from peak groups representing people with lived experience of being LGBTQ, as well as the generous advice of people from the LGBTQ community.

**Willing to Change.** We acknowledge that we may not always get it right, but commit ourselves to being open to change and willing to continue learning from the people we are hoping to represent.

**LGBTQ People.** For this report we use the acronym LGBTQ (lesbian, gay, bisexual, transgender/ gender diverse, and queer).. Where we use different acronyms in this report, including LGBT, LGBTI, and LGBTIQ+, we are quoting from participants, or other studies and using the acronyms the authors used.

**People with Intersex Variations.** While the survey was open to respondents with an intersex variation, there were insufficient responses to reflect their experiences. Therefore this report does not include findings related to the experiences of people with an intersex variation.

Furthermore, in line with ACON's commitment to the Darlington Statement, which advocates for working with intersex-led organisations for work pertaining to the intersex community, rather than taking a lead in resource development for intersex people, the focus of our work is to work alongside experts in the lived experience of intersex people, such as Intersex Human Rights Australia (IHRA) Intersex Peer Support Australia (IPSA), and other intersex-led organisations.

**Culturally Diverse:** We define 'culturally diverse' as anyone with non-Anglo cultural origins, that is, anyone from a non-Main English Speaking Country cultural background (according to the Australian Bureau of Statistics these are countries other than Canada, Ireland, New Zealand, South Africa, United Kingdom, and the United States of America). This definition recognises Australia's history of British colonisation, so culturally diverse includes people with European, Asian, African, Middle Eastern, Latin American, and Pacific Islander cultural backgrounds.

**BAME / POC / CALD:** We recognise that there is no single term that is used by culturally diverse people, and there are certain terms that different groups or individuals prefer. Where quoting respondents, or other existing research, we have used the language used by those individuals or reports. We recognise and respect individuals to identify with terms that they feel most comfortable with.

# APPENDIX C:

## Methodology

This project focused on investigating the following two research questions:

1. *How do the cultural backgrounds of LGBTQ people impact on their experience at work?*
2. *What evidence-based actions can organisations take to create more workplaces which are more inclusive of LGBTQ workers from culturally diverse backgrounds?*

Two sources of evidence were drawn on: industry and academic research, and an online survey.

We conducted an extensive review of international and national academic and industry research to establish what it tells us about the experiences of culturally diverse LGBTQ people in workplaces.

**Online Survey.** We conducted an online survey in November 2019 to provide LGBTQ workers from a diversity of backgrounds with the opportunity to offer their insights.

The survey focussed on two main questions (i) What is your experience of being a culturally diverse LGBTIQ+ employee? To what extent has it impacted on your experience at work – whether positive, negative or not at all?; and (ii) What could be done differently to provide a more inclusive work environment for culturally diverse LGBTIQ+ employees such as yourself?; as well as demographic information about participants. We used ACON's *Recommended Sexuality and Gender*<sup>20</sup> Indicators to capture information about the gender identity and sexual orientation of participants.

A defining feature of this research was that the survey recognised that an employees' cultural identity may be informed by multiple rather than only one prevailing ethnicity, and so it collected data on up to two different cultural/ethnic groups that an employee may identify with. This approach to measuring cultural background respects the fact that as many as 30% of Australian workers identify with more than one cultural background and they can find it difficult to specify just one cultural identity, ethnicity, or cultural background in surveys. Moreover, allowing people to describe their cultural background in more than one way (e.g. Australian-Greek rather than just Australian) also enables their response to capture not just how they identify but also how others may perceive them to identify.

**Sample.** The survey was administered using a non-probability/convenience sampling method. Online sampling is an established method in reaching out to and recruiting respondents from hard to reach and stigmatised groups such as LGBT people.<sup>21</sup> The survey was distributed through Pride in Diversity and DCA's member email distribution list, trusted social media groups for LGBTQ people, sponsor employee resource groups, cultural community groups and other LGBTIQ+ community organisations. Findings are based on the responses from 193 LGBTQ workers based in Australia who completed the survey (see Appendix C for Survey Sample Characteristics).

**Analysis.** Thematic analysis was conducted on the survey questions. Pride in Diversity provided insights from their AWEI survey data in relation to themes that emerged. For information about the AWEI survey and methodology see [www.PID-awei.com.au](http://www.PID-awei.com.au).

**Limitations.** Previous studies have shown that online research produces results which are at least as accurate (and sometimes more accurate) than telephone research. However, a benefit of this approach is the removal of any interviewer bias that may come into play when discussing sensitive issues. Online surveys also have the advantage of allowing people to respond at their own pace, giving them enough time to properly consider important and complex issues. However, it is possible that this methodology over-samples the computer literate population that on average may be more highly educated than the general population of workers.

**Defining Cultural Diversity.** For the purposes of this research, we defined 'culturally diverse' as anyone with non-Anglo cultural origins, that is, anyone from a non-Main English Speaking Country cultural background (that is, countries other than Canada, Ireland, New Zealand, South Africa, United Kingdom, and the United States of America). This definition recognises Australia's history of British colonisation, so culturally diverse includes people with European, Asian, African, Middle Eastern, Latin American, and Pacific Islander cultural backgrounds.

We reviewed the cultural backgrounds of all survey respondents and divided them into:

- *First Nations* = people with an Australian Aboriginal and/or Torres Strait Islander background or cultural identity. In accordance with DCA's *Counting Culture* principles, we do not define Aboriginal and/or Torres Strait Islander as culturally diverse, to respect Aboriginal and Torres Strait Islander Australians' unique position as First Nations people.
- *MESC* = main English-speaking country<sup>22</sup> (that is anyone who identifies with a cultural identity from any of the following countries: Canada, New Zealand (non-Maori people), Republic of Ireland, South Africa, United Kingdom, England, Scotland, Wales, Northern Ireland, United States of America or Australia. People who identified with only Australian cultural backgrounds were excluded from this analysis; and
- *Non-MESC* = anyone with a cultural identity or background from a country other than those identified above as MESC. It is important to note that being from a non main English-speaking country does not imply a lack of proficiency in English.

The survey recognised that an employee's cultural identity may be informed by multiple rather than only one prevailing ethnicity, and so it collected data on up to two different cultural/ethnic groups that an employee may identify with. This approach to measuring cultural background respects the fact that as many as 30% of Australian workers identify with more than one cultural background and they can find it difficult to specify just one cultural identity, ethnicity, or cultural background in surveys. Moreover, allowing people to describe their cultural background in more than one way (e.g. Australian-Greek rather than just Australian) also enables their response to capture not just how *they* identify but also how *others* may perceive them to identify.

# APPENDIX D:

## Sample Profile

Demographic	Sample
<b>SEXUAL ORIENTATION</b>	
Lesbian, gay or homosexual	73.6%
Bisexual/Pansexual*	13.0%
Queer	11.4%
Straight or heterosexual	1.0%
Other identity	1.0%
<b>GENDER IDENTITY</b>	
Male	51.3%
Female	42.5%
Non-binary/gender fluid	6.2%
<b>TRANS AND GENDER DIVERSE STATUS</b>	
Trans	2.6%
Non-binary/gender fluid	6.2%
No	91.2%
<b>INTERSEX STATUS</b>	
Yes	0.5%
Don't know	4.7%
No	94.8%
<b>CULTURAL IDENTITY</b>	
First Nations	6.7%
MESC (Main English-Speaking Country)	5.2%
Non-MESC (Non-Main English-Speaking Country)	88.1%
Monocultural Identity (one)	30.1%
Multicultural Identity (two or more)	69.9%
Only Main English-Speaking Cultural Identity	5.2%
Most Common Cultural Identity <sup>23</sup> : Australian	26.1%
Second Most Common Cultural Identity: Chinese (incl. Chinese Asian, nec)	14.3%
Third Most Common Cultural Identity: Aboriginal and / or Torres Strait Islander	4.0%

Demographic	Sample
<b>CULTURAL IDENTITY</b>	
Equal Third Most Common Cultural Identity: Italian	4.0%
Fourth Most Common Cultural Identity: Filipino	3.6%
<b>COUNTRY OF BIRTH</b>	
Born Overseas	57.5%
Australian Born	42.5%
Born in a Main English Speaking Country (MESC) Born <sup>24</sup> (excludes Australia)	8.3%
Born in a Non-Main English Speaking Country	49.2%
Asian Born	29.5%
Oceania and Antarctica (including Australia)	45.6%
North East Asian Born	8.8%
Southern and Central Asian Born	7.3%
South East Asian Born	13.5%
North-West European Born	9.8%
Southern and Eastern Europe Born	4.1%
North Africa and the Middle East Born	1.0%
Sub-Saharan Africa Born	2.1%
Americas Born	7.8%
Other not listed and Prefer not to say	0.0%
<b>RELIGIOUS AFFILIATION</b>	
Buddhism	5.7%
Christianity	24.9%
Hinduism	1.6%
Islam	4.7%
Judaism	1.0%
Spiritual beliefs	3.1%
No religion	53.4%
Other religion	2.6%
Prefer not to say	3.1%

Demographic	Sample
<b>AGE</b>	
18-24 years	5.2%
25-34 years	38.3%
35-44 years	31.1%
45-54 years	20.2%
55-65 years	4.7%
65+ years	0.5%
<b>PARENT</b>	
Yes	83.4%
No	16.6%
<b>ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATUS</b>	
Aboriginal and/or Torres Strait Islander	6.7%
<b>DISABILITY</b>	
Yes	9.8%
Prefer not to say	3.1%
No	87.0%
<b>ORGANISATIONAL SIZE</b>	
Large (3000+ employees)	58.0%
Medium/Large (1200-2999 employees)	11.4%
Medium (600-1199 employees)	8.3%
Small/Medium (300-599 employees)	5.2%
Small (1-299 employees)	17.1%

Demographic	Sample
<b>INDUSTRY</b>	
Agriculture, forestry and fishing	1.0%
Mining	0.0%
Manufacturing	0.5%
Electricity, gas, water and waste services	0.5%
Construction	1.0%
Wholesale trade	0.5%
Retail trade	0.5%
Accommodation and food services	0.0%
Transport, postal and warehousing	3.6%
Information media and telecommunications	4.7%
Financial and insurance services	9.8%
Rental, hiring and real estate services	0.5%
Professional, scientific and technical services	24.9%
Administrative and support services	7.3%
Public administration and safety	14.5%
Education and training	14.5%
Health care and social assistance	14.5%
Arts and recreation services	1.6%
Other (please specify), Inadequately described, and not stated	0.0%

Cultural Identity of Sample	First Nations	MESC	Non-MESC	Totals
<b>Overall Sample</b>	6.7%	5.2%	88.1%	100.0%
Female	3.6%	1.6%	37.3%	42.5%
Male	3%			2.6%
Non-binary/gender-fluid	0.5%		5.7%	6.2%
TGD/Non-binary	0.5%		8.3%	8.8%
Lesbian, gay, homosexual	5.7%	3.6%	64.2%	73.6%
Bisexual/Pansexual	1.0%	1.0%	10.9%	13.0%
Queer		0.5%	10.9%	11.4%
Different identity			1.0%	1.0%
Straight or heterosexual			1.0%	1.0%
Intersex Status			0.5%	0.5%

# ENDNOTES

1. Diversity Council Australia (C. Brown, J. O'Leary, R. Trau and A. Legg), *Out At Work: From Prejudice to Pride*, Sydney, Diversity Council Australia, 2018.
2. Pride in Diversity, *Australian Workplace Equality Index (AWEI)*, ACON, 2019, [www.PID-awei.com.au](http://www.PID-awei.com.au).
3. Pride in Diversity, *CALD Conversations*, video library. Available for Pride in Diversity members at <http://www.prideinclusionprograms.com.au/member-login/>.
4. While academic literature is limited, Pride in Diversity has worked in the area of LGBTQ inclusion for over ten years and has over the last four years produced commentary and insights into the views and perceptions of LGBTQ people from culturally and linguistically diverse backgrounds via its video library content and AWEI surveys.
5. Diversity Council Australia (O'Leary, J., Groutsis, D. and D'Almada-Remedios, R.) *Cracking the Glass-Cultural Ceiling: Future Proofing Your Business in the 21st Century*, Sydney, Diversity Council Australia, 2017.  
  
Diversity Council Australia, *Leading in the Asian Century: A National Scorecard of Australia's Workforce Asia Capability*, DCA, Sydney, 2015.
6. Human Rights Campaign Foundation, *A Workplace Divided: Understanding the Climate for LGBTQ Nationwide Workers*, HRC Foundation, 2018, <https://assets2.hrc.org/files/assets/resources/AWorkplaceDivided-2018.pdf?ga=2.193059562.635763091.1574216063-589904856.1574216063>.  
  
C. Bachmann, & B. Gooch, *LGBT in Britain: Work Report*, Stonewall, 2018, [https://www.stonewall.org.uk/system/files/lgbt\\_in\\_britain\\_work\\_report.pdf](https://www.stonewall.org.uk/system/files/lgbt_in_britain_work_report.pdf).
7. For the purposes of this research, DCA used the approach outlined by the Australian Bureau of Statistics: *The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. The list therefore includes South Africa. Although large numbers of South Africans do not speak English as their first language, those who migrate to Australia are likely to speak English. The list does not include country units which are statistically insignificant in the Australian context, although they are English-speaking countries. Canada, Republic of Ireland, New Zealand, South Africa, United Kingdom, England, Scotland, Wales, Northern Ireland, United States of America.* Australian Bureau of Statistics, *GLOSSARY, 3417.0 - Understanding Migrant Outcomes - Enhancing the Value of Census Data, Australia*, 2011, accessed 10.12.19 at <https://www.abs.gov.au/AUSSTATS/abs%40Nsf/39433889d406eeb9ca2570610019e9a5/313e802677d15410ca2582cd00153735%21OpenDocument>.
8. DCA ran a series of independent sample T-tests to determine whether people from culturally diverse backgrounds were more likely to be out to their colleagues, managers, HR, customers/clients or suppliers. There were no significant differences in whether participants were out at work. The percentages of people out to various people at work were also not noticeably different between those who were classified as culturally diverse and those who were not.
9. Pride in Diversity, *AWEI*, [www.PID-awei.com.au](http://www.PID-awei.com.au).
10. Stonewall, *Community BAME/PoC LGBTQ Role Models programmes*, Stonewall, <https://www.stonewall.org.uk/get-involved/get-involved-individuals-communities/community-bamepoc-lgbtq-role-models-programmes>.
11. R. Trau & B. Lyons, (forthcoming), *Identity Management Strategies of LGB Workers who are Racioethnic Minorities*. In E. B. King, Q. Roberson, & M. Hebl (Eds.), *Research on Social Issues in Management: Pushing our Understanding of Diversity in Organizations*: IAP.
12. R. Trau & B Lyons, 'Identity Management Strategies of LGB Workers who are Racioethnic Minorities'.
13. Jane Ward, 'White normativity: The Cultural Dimension of Whiteness in a Racially Diverse LGBT Organization', *Sociological Perspectives*, 2008, Issue 3, pp563-586.
14. R. Trau & B Lyons, 'Identity Management Strategies of LGB Workers who are Racioethnic Minorities'.
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16. R. Trau & B Lyons, 'Identity Management Strategies of LGB Workers who are Racioethnic Minorities'.

17. C. Han, 'Introduction to the Special Issue on GLBTQ of Color', *Journal of Gay & Lesbian Social Services*, 2009, pp 21(2-3), 109-114, quoted in R. Trau & B. Lyons, 'Identity Management Strategies of LGB Workers who are Racioethnic Minorities'.
18. A. Sedlovskaya, et al, 'Internalizing the closet: Concealment heightens the cognitive distinction between public and private selves,' *Journal of Personality and Social Psychology*, 104, 2013, pp. 695-715, quoted in R. Trau & B. Lyons, 'Identity Management Strategies of LGB Workers who are Racioethnic Minorities'.
19. E. McConnell et al., 'Multiple Minority Stress and LGBT Community Resilience among Sexual Minority Men, *Psychology of Sexual Orientation and Gender Identity*, Vol 5, No.1, 2018, pp 1-12.
20. ACON, Recommended Sexuality and Gender Indicators, available at: <https://www.acon.org.au/what-we-are-here-for/policy-research/#recommended-sexuality-and-gender-indicators>.
21. R. Trau, C. Härtel and G. Härtel, 'Reaching and hearing the invisible: Organizational research on invisible stigmatized groups via web surveys', *British Journal of Management*, Vol 24, 2013, pp. 532-541.
22. Australian Bureau of Statistics, *GLOSSARY, 3417.0 - Understanding Migrant Outcomes - Enhancing the Value of Census Data*, 2011.
23. Respondents could nominate two cultural identities. These figures were calculated as a percentage of total 329 responses to this question.
24. Australian Bureau of Statistics, *GLOSSARY, 3417.0 - Understanding Migrant Outcomes - Enhancing the Value of Census Data*, 2011.





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Released under FOIA Act



Notification: Next PID - Pride in Diversity Training with [REDACTED] – Combining data and Storytelling for authentic allyship expectations [SEC=OFFICIAL]

From [REDACTED] <[REDACTED]@abs.gov.au>

Date Mon 2025-12-15 09:53

To [REDACTED] <[REDACTED]@abs.gov.au>

[REDACTED] ---23/05/2024 04:04:32 PM--- [REDACTED] [REDACTED]@abs.gov.au>

\*

Basics

[REDACTED] <[REDACTED]@abs.gov.au> 23/05/2024 04:04 PM

Send

To [REDACTED]

[REDACTED] <[REDACTED]@abs.gov.au>, [REDACTED] <[REDACTED]@abs.gov.au>, [REDACTED] <[REDACTED]@abs.gov.au>, [REDACTED] <[REDACTED]@abs.gov.au>, [REDACTED] <[REDACTED]@abs.gov.au>

Subject

Next PID - Pride in Diversity Training with [REDACTED] – Combining data and Storytelling for authentic allyship expectations [SEC=OFFICIAL]

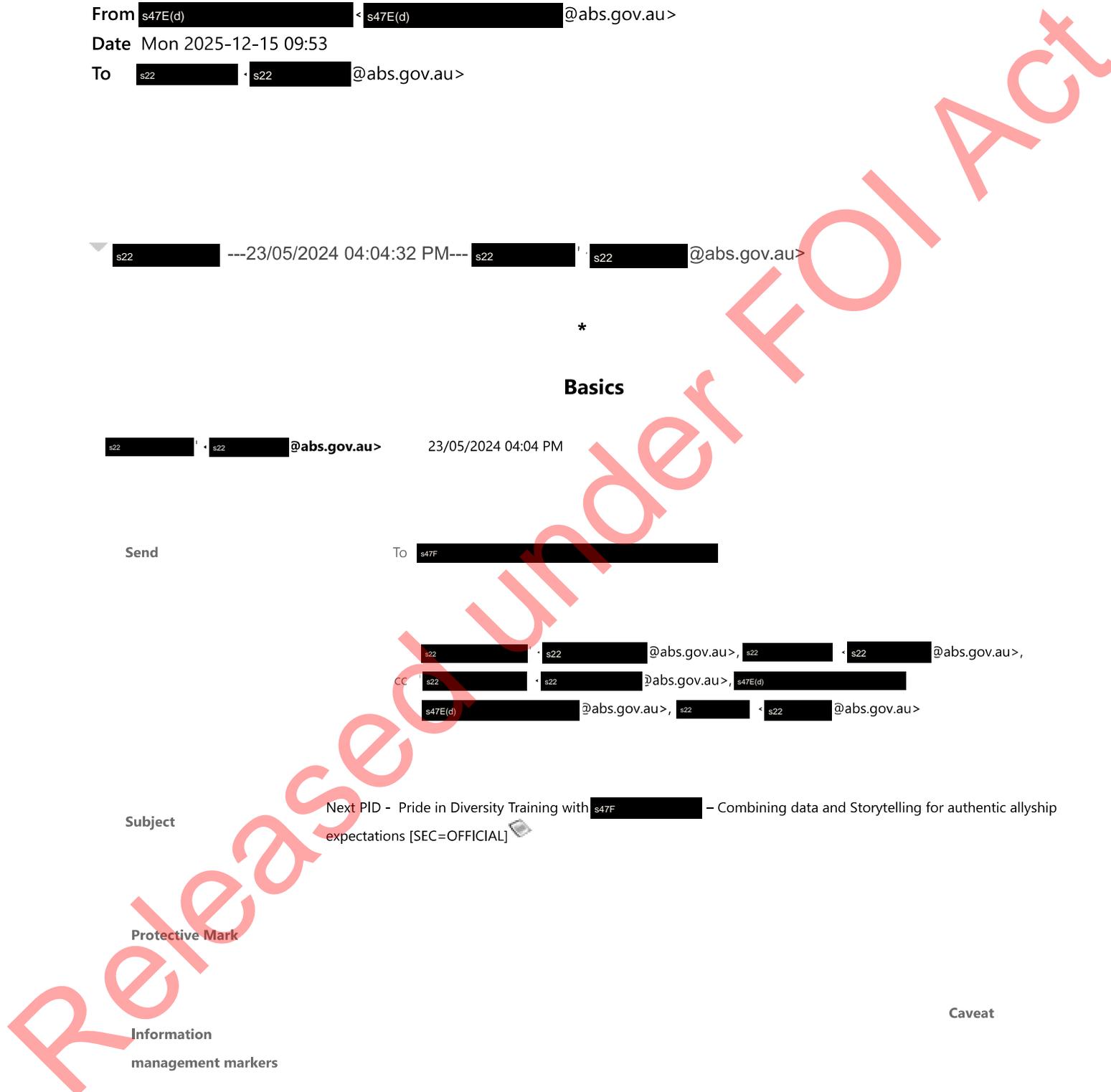
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Categories

Workplace Diversity\Memberships\Pride in Diversity



Visibility Limited Readers

Editors s22 Staff/ABS, Workplace Diversity Team, workforce str

Readers s22 Staff/ABS, Workplace Diversity Team, Workforce Strategies Team

Last modified 29/08/2024 03:51:09 PM By s22 Staff/ABS

Document Id DCOO-D5J97G

Hi s47F

We met with s22 and s22 today to confirm content and format for our June 5 training with s47F could the workshop include:

- Workshop – Guide on talking about storytelling – how to do it.
- Telling your own story and using data to support your story.
- There are several ways to do that could possibly use the public narrative style – self, us, now but happy for use what style you would like.
- Meeting will be via MS teams

If you need any other clarification, please contact s22 s22 @abs.gov.au n s22 and she is happy to speak to you about the event. s22 will be on leave till Tuesday 28 May.

Regards

s22

Senior Inclusion and Diversity Officer

Inclusion and Diversity  
Workforce, Communication and Clients Branch | Canberra Office  
**Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

s22

*I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*

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 Outlook

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Re: Checking-in as we enter H2 2025! - add attendees to our catchup [SEC=OFFICIAL]

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From: [REDACTED]@abs.gov.au>

Date: Thu 2025-07-17 08:23

To: [REDACTED]

Cc: [REDACTED]@abs.gov.au>; [REDACTED]@abs.gov.au>; [REDACTED]  
[REDACTED]@abs.gov.au>; [REDACTED] <workplace.diversity.wdb@abs.gov.au>

Hi [REDACTED]

Hope all is well with you. I have booked a meeting with you for 21 August - are you able to add the following names to the invite [REDACTED]@abs.gov.au> [REDACTED]@abs.gov.au>, [REDACTED]@abs.gov.au>, "Nicky Bell" <nicky.bell@abs.gov.au> and "Bindi Kindermann" <Bindi.Kindermann@abs.gov.au>

To confirm the meeting will be a check-in, discuss membership hours, and plans for face to face training for second half of year.

Also has the invoice for our membership been sent out yet - its due for August isn't it?

Looking forward to seeing you on the 21st August.

Thanks

[REDACTED]  
Senior Inclusion and Diversity Officer

Inclusion and Diversity  
People Services Branch | Enterprise Services Group | Canberra Office

**Australian Bureau of Statistics**

(P) [REDACTED] (E) [REDACTED]@abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

[REDACTED]  
*I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours*



---

From: [REDACTED]  
Sent: Thursday, July 3, 2025 15:50

To s47E @abs.gov.au <s47E @abs.gov.au> s22 @abs.gov.au>  
Subject: Checking-in as we enter H2 2025!

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi s22 and the ABS team

As we have entered the second half of 2025 (🤖), I wanted to take the opportunity to share your membership details, check in and share upcoming activity:

### MEMBERSHIP DETAILS

Membership Status

Current

Membership Renewal Date

16/8/2025

Membership Hours Used

3.00

Member Hours Remaining

5.00

### CALENDAR

If you'd like to book in some time for either a check-in, have a chat, member meeting, strategy session, consulting or training, please use the booking system link below.

 [Book time to meet with me](#)

### CANBERRA Q3 IN PERSON DATES Wed 20 August – Fri 22 August 2025 (inclusive)

It would be great to connect in person while I'm in Canberra, please book in some time directly into the calendar above for a coffee, chat, strategy session or training.

### PID Q3 ROUNDTABLE & NETWORKING EVENTS

- Perth/Boorloo Roundtable, Wed 6 Aug, 3:30pm – 5pm (AWST) – [Register Here](#)
- Perth/Boorloo Networking, Wed 6 Aug, 5pm – 7pm (AWST) – [Register Here](#)
- Melbourne/Naarm Roundtable, Wed 13 Aug, 3:30pm – 5pm (AEST) – [Register Here](#)
- Melbourne/Naarm Networking, Wed 13 Aug, 5pm – 7pm (AEST) – [Register Here](#)
- Brisbane/Meanjin Roundtable, Tues 19 Aug, 3:30pm – 5pm (AEST) – [Register Here](#)
- Brisbane/Meanjin Networking, Tues 19 Aug, 5pm – 7pm (AEST) – [Register Here](#)
- Adelaide/Tartanya Roundtable, Tues 19 Aug, 3:30pm – 5pm (ACST) – [Register Here](#)
- Adelaide/Tartanya Networking, Tues 19 Aug, 5pm – 7pm (ACST) – [Register Here](#)
- Sydney/Warrang Roundtable, Wed 20 Aug, 3:30pm – 5pm (AEST) – [Register Here](#)
- Sydney/Warrang Networking, Wed 20 Aug, 5pm – 7pm (AEST) – [Register Here](#)
- Canberra/Ngambri Roundtable, Wed 20 Aug, 3:30pm – 5pm (AEST) – [Register Here](#)
- Canberra/Ngambri Networking, Wed 20 Aug, 5pm – 7pm (AEST) – [Register Here](#)

### HOSTING OPPORTUNITIES

We are always looking for members to host events across the country, so please reach out if you are interested in hosting or sponsoring:

- Quarterly Roundtable & Networking Events
- Executive Leadership Network Events
- Any other activations or sponsorship opportunities

### PRIDE INCLUSION PROGRAMS REBRANDING FEEDBACK SESSIONS

On behalf of s47F

After 15 years Pride Inclusion Programs is undertaking a major rebranding, and we would like to invite feedback from our member organisations. I will be holding four online consultation sessions via Teams to take you through the proposed branding and seek feedback on the new-look Pride Inclusion Programs.

- 12pm Wednesday 9 July
- 10am Thursday 10 July
- 10am Tuesday 15 July
- 3pm Thursday 17 July

[Register now to be part of this important process.](#)

I look forward to seeing you online and hearing your thoughts on the proposed new-look Pride Inclusion Programs. If you have any questions, please get in touch with our Member Support

Services - s47F

## NATIONAL LGBTQ+ EXECUTIVE ALLIES & LEADERS FORUMS & EVENTS

These forums and events are designed to bring together Executive Sponsors, Allies & Leaders across Australia, those who have taken on the leadership responsibility of being a visible and proactive ally to the LGBTQ+ community in their workplace, and to communicate, to educate and to motivate.

### CBR ELN Event Overview

**Date:** Thursday 24 July. 5.30-7.30pm

**PID host:** s47F Pride Inclusion Programs & PID VIC Team

**PID Team:** s47F

**Member host:** Deloitte

**Location:** L5/6 Brindabella Cct, North Canberra Airport, Canberra Airport

**Guest speaker:** Nicole Spencer, Acting Deputy Commissioner, Strategy and Capability, Australian Border Force

*Registrations to follow.*

### MEL ELN Event Overview

**Date:** Thursday 4 September, 5.30-7.30pm

**PID host:** s47F Deputy Director Pride Inclusion Programs & PID VIC Team

**PID Team:** s47F Associate Director People & PID VIC Team

**Member host:** Australia Post

**Member Exec:** Gary Starr, Executive General Manager

**Location:** AusPost, 480 Swan Street, Richmond

**Guest speaker:** David Locke, CEO AFCA (CEO of the year 2024 AWEI Awards)

*Registrations to follow.*

**If you know of an Executive, SES Champion or Executive Ally who has not yet joined, please contact** (s47F) **for an invite.**

## UPCOMING ONLINE LEARNING

### July 2025

LGBTQ+ Awareness - Tuesday 8th, 3:00pm - 4:30pm (AEST).

Trans & Gender Diverse Awareness - Thursday 10th, 3:00pm - 5:00pm (AEST).

### August 2025

LGBTQ+ Awareness - Thursday 14th, 12:30pm - 2:00pm (AEST).

LGBTQ+ HR & Recruitment - Thursday 21st, 12:30pm - 2:00pm (AEST).

**Full year's schedule is available in the members section of our website.**

## BECOME A PRIDE IN DIVERSITY ENDORSED LGBTQ+ TRAINER IN 2025!

The Pride in Diversity (PID) Endorsed LGBTQ+ Trainer Program equips individuals and organisations to deliver face-to-face facilitated LGBTQ+ education experiences. This program arms participants to deliver Pride in Diversity's LGBTQ+ Awareness training module through in depth, facilitator led workshops.

This program has been designed with a theoretical base, historical context and an understanding of emerging trends in LGBTQ+ inclusion. The program delivers modular content through case studies, theories and models, video artefacts and PID publications, exposing participants to relevant, up-to-date modes of process and practice.

### 2025 Quarter 3 Dates (last enrolment for 2025)

- Monday 8 September
- Wednesday 10 September
- Friday 12 September
- Monday 15 September
- Wednesday 17 September
- Friday 19 September

**Click here** to register for the Q3 2025 Endorsed Trainer program. Registrations close **Friday 29 August 2025**, and payment must be received before registrations are finalised and places confirmed.

## PARTICIPANT FEEDBACK & TESTIMONIALS

- **Expertise of Trainers:** Perfect scores across the board – consistently rated 5/5
- **Delivery & Presentation:** Clear, confident, and engaging – consistently rated 5/5
- **Clarity of Content:** Highly understandable – typically rated 4-5 out of 5
- **Group Engagement:** Strong interaction and participation – regularly rated 4-5 out of 5

### Key strengths

- **Engaging content:** Participants found the training surprisingly engaging for an online course.

- **Useful facilitator notes:** Detailed notes were highly appreciated.
- **Comprehensive coverage:** The training covered more than expected, providing valuable information.
- **Personal stories:** Participants appreciated the personal stories shared by trainers, which added a relatable and human touch.
- **Confidence building:** The training significantly boosted participants' confidence in delivering the content themselves.

**What part of this training was particularly useful for you?**

- *All parts were useful for me, I want to know more!*
- *Firsthand, lived experience knowledge and the space to ask questions in a learning, non-judgemental environment.*
- *The resources provided, especially the reading materials and videos, were very useful. I found the listening to the various lived experiences of those in the videos to be engaging.*
- *The foundations of identity - 101 stuff I'd never thought to learn.*
- *The statistics in the AWEI reports will be very helpful when presenting this course to anyone who may be resistant. It was also very helpful to have such a safe and welcoming space to learn about terminology and discuss with people with lived experience - as an ally, I have much to learn, and I felt I was very supported during this learning journey.*

**Pride in Practice LGBTQ+ Conference 2025 – abstracts now open!**

Our annual [Pride in Practice Conference](#) is taking place from **Tuesday 25 – Wednesday 26 November at Marvel Stadium, Melbourne.**

The Pride in Practice conference is the only national conference dedicated to advancing LGBTQ+ inclusion in Australian workplaces. This event continues to inspire and spotlight LGBTQ+ inclusion, with key themes focusing on Intersectionality, LGBTQ+ women, Trans and Gender Diverse People, First Nations LGBTQ+ people, Resilience, International Reach, and much more.

**ABSTRACTS NOW OPEN** (*info flyer attached*):

Our intent is to shine the spotlight on best practices and thought leadership that highlight the long-term benefits and value of LGBTQ+ Diversity & Inclusion in the workplace.

If your organisation has done something exceptional in the LGBTQ+ workplace inclusion space and would like to share it at our conference, we would love to hear from you!

**Submitting an abstract:**

Prior to submitting an abstract, please see our following guides:

- For more information on **Key Themes** please [click here](#)

**Sponsorship opportunities:** If your organisation is interested in sponsoring the 2024 Pride in Practice Conference, please [click here](#). We have a range of opportunities currently available.

**Tickets:** Early Bird Tickets will go on sale on Tuesday 29th July. Please monitor our [website](#) for more details.

Please let me know if there is anything else for now or anything I can support with.

Thanks and speak soon

s47F

s47F

Pride in Diversity

ACON's Pride Inclusion Programs

Direct

Email: s47F

Address: 200 Hoddle Street, Abbotsford, VIC 3067

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)





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## ABS TAW training tomorrow

From s22 @abs.gov.au >

Date Wed 2025-11-26 19:25

To s47F

Cc s22 @abs.gov.au >

Hi s47F

Looking forward to hosting you here at ABS House in Canberra for our Trans Awareness Week training tomorrow, 2-3pm.

I'll be in the foyer ahead of time (by 1:45pm) to check you in. If you're running early/late feel free to contact me via email, or via my mobile s22

Cheers,

s22

Assistant Director, NDDA Data Governance

National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) [www.abs.gov.au](http://www.abs.gov.au)

Ngunnawal & Ngambri Country (Canberra, ACT)

s22

Committee Lead for the ABS Pride Network

The Australian Bureau of Statistics acknowledges the traditional custodians of country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and elders, both past and present

The [ABS Privacy Policy](#) outlines how the ABS handles any personal information that you provide to us.



FW: 18 September 2024 APS+ Pride Community of Practice. [SEC=OFFICIAL]

From [REDACTED] <[REDACTED]>

Date Fri 2024-09-20 10:41

Cc [REDACTED] <[REDACTED]>

s47G

**CAUTION:** External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi APS+ Pride Community of Practice

Thank you for the informative meeting on Wednesday, [REDACTED] and myself from Pride in Diversity wanted to share a few more resources and information that might be of interest to the group:

#### **Australian Workplace Equality Index Survey 2024 – APS insights**

The AWEI presentation is **attached**, we have added some more demographics and highlighted significant differences with a red circle, please reach out if you'd like further info.

#### **PID Guides – member benefit (available in PID Member Portal)**

- PID 2010 - Sexual orientation and gender identity in the workplace
- PID 2011 - Establishing and Maintaining Successful LGBT Networks In Australian Workplaces
- PID 2012 - Engaging Allies for Change
- PID 2013 - Managers Guide to LGBTI Workplace Inclusion
- PID 2014 - Employers Guide to Intersex Inclusion
- PID 2015 - Let's Talk Gender
- PID 2016 - Anti-Discrimination Law & Practice
- PID 2018 - LGBTI Domestic & Family Violence – best practice for workplace policy
- PID 2018 - PWC Where are all the women
- PID 2019 - Regional Inclusion Guide
- PID 2020 - PID x DCA Intersections at Work report
- PID 2021 - Sapphire (LGBTQ+ people who identify or may be perceived as women in the workplace) toolkit
- PID 2021 - PID x Grace Papers An Inclusive Approach to Parenting LGBT+ parents in the workplace
- PID 2022 - Being Seen A Spotlight on Bi+ Inclusion
- PID 2023 – TGD Inclusive Recruitment Factsheets
- PID 2023 - Cracking the Rainbow Glass Ceiling
- PID 2024 – Pride in Neurodivergence (*upcoming publication*)

Portal link: [Members Home](#) | [Pride Inclusion Programs](#)

***If you need assistance in accessing the portal, then please let me know.***

#### **Our PID published Academic papers:**

- February 2022 - [Exposure to Inclusive Language and Well-Being at Work Among Transgender Employees in Australia](#) paper
- March 2022 - [Pronouns Are a Public Health Issue](#) paper
- June 2022 - [Improving the wellbeing of LGBTQ+ employees: Do workplace diversity, training and ally networks make a difference?](#) - ScienceDirect paper



### Invitation | Victorian Pride Centre tour – Tuesday 24 September

For those based in Victoria, you are invited to join us for a private tour of the Victorian Pride Centre (VPC) with our [s47F] and [s47F] [s47F] joining us in person.

**Date:** Tuesday 24 September

**Tour time:** 3.30pm-4.30pm

**Address:** 79-81 Fitzroy Street, St Kilda, VIC, 3182 [Google Maps](#)

**VPC Tour Guide:** [s47F] and Justine Dalla Riva, CEO, Victorian Pride Centre

**Info:** The [Victorian Pride Centre](#) is a landmark for the LGBTIQ+ community, offering a unique opportunity to explore its facilities and learn about its significant contributions. This tour will provide an exclusive insight into the Centre's mission, services, and the vibrant community it supports.



vicpridecentre



vicpridecentre

**PID VIC contact:** [s47F] [s47F]

**PID VIC RM's:** [s47F] & [s47F]

Please **RSVP** by **Monday 23 September** to confirm your attendance (maximum tour size is 25).

➤ JUST FOR MEMBERS

# SAFE & SEEN

Ensuring Domestic & Family Violence support is inclusive of LGBTQ+ Communities



PRIDE  
INCLUSION  
PROGRAMS

### Safe and Seen: Ensuring Domestic & Family Violence Support is Inclusive of LGBTQ+ Communities

- **Date:** Thursday 3rd October
- **Timing:** 7.30am for 8.00am start, finish by 9.00am
- **Venue:** Amazon Web Services, 2 Park Street, Sydney NSW 2000

- **Livestream:** Available for dial-in and will be made available as a recording for people in non-AEST zones
- **Tickets:** [Safe and Seen: Ensuring Domestic & Family Violence Support is Inclusive of LGBTQ+ Communities](#) | [Humanitix](#)

### Event description

Domestic and Family Violence (DFV) is unfortunately all too prevalent in our society, and governments, agencies, and organisations are all striving to take steps to reduce its occurrence and to put in place programs to support victims. DFV also happens within the LGBTQ+ community, and victims often do not feel that the support mechanisms in place are relevant or pertinent to them.

Join us for an empowering and impactful breakfast session, kindly hosted by Amazon Web Services, where Pride in Diversity will explore how organisations can ensure that DFV policies are inclusive of members of the LGBTQ+ community. Using awareness and education we can make the invisible visible.

### Event Highlights:

- **Education:** Gain a deeper understanding through DFV data and research in relation to LGBTQ+ communities.
- **Lived Experience:** Hear the impact of LGBTQ invisibility in DFV support, highlighting some of the unique challenges faced by LGBTQ+ people.
- **Panel Discussion:** Hear representatives from DFV support organizations on the crucial role workplaces play in supporting employees experiencing DFV.
- **Call to Action:** Understand how your Pride in Diversity membership can help your organization ensure strong, inclusive policies and support systems. Partnering to ensure your approach includes education, explicit policy inclusion, and clear avenues of support for LGBTQ+ staff.

Light refreshments will be served thanks to our generous hosts, Amazon Web Services. Our s47F will introduce the session with the assembled panel of experts. We would love to see you attend this important event spotlighting an issue that can have such devastating impacts. You can register for either in-person attendance or the live stream at this link.



### APIP International Pronouns Day Event

**When:** Wednesday 16 October, 2.30pm-3.15pm AEDT

**Register link:** [Talking Pronouns,, You, Me, They! | Humanitix](#)

**Event description:** Come and join a conversation about the importance and power of pronouns in celebration of International Pronouns Day. This day encourages everyone to ask, use, and affirm people's pronouns, helping to create a more inclusive and respectful society.

### Hosts:

- s47F Pride in Diversity
- s47F Pride in Diversity

### Guest speakers:

- s47F Pride in Sport
- s47F Pride in Health + Wellbeing

**Day of significance information:**

International Pronouns Day is observed on the third Wednesday of October each year, which falls on 16 October in 2024. This day aims to make respecting, sharing, and educating about personal pronouns commonplace. It's especially significant for transgender, non-binary, and gender nonconforming individuals, as being referred to by the correct pronouns is fundamental to human dignity.



Did you miss our online event for Wear it Purple Day?

**Proud Hearts: A Crafternoon** featured an engaging conversation with Pride in Diversity

**s47F** and **s47F** discussing the importance of visible LGBTQ+ role models in workplaces.

If you missed out you can still catch up on the fun - [CLICK HERE](#) to download the PDF with the **origami instructions** and tips for being a great role model, and [CLICK HERE](#) to view the **event recording**.

Have a great Friday and weekend.

Thanks all

**s47F**  
**s47F** **Pride in Diversity**  
**ACON's Pride Inclusion Programs**  
**Direct:** **s47F**  
**Email:** **s47F**  
**Address:** 200 Hoddle Street, Collingwood VIC 3067  
**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

 [Book time to meet with me](#)



# PRIDE IN PRACTICE

TICKETS  
NOW ON  
SALE

THE AUSTRALIAN LGBTQ+ INCLUSION CONFERENCE  
MARVEL STADIUM, MELBOURNE

## 26 - 27 NOV



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-----Original Appointment-----

**From:** Pride and Allies Network s47G

**Sent:** Friday, August 23, 2024 11:32 AM

**To:** Pride and Allies Network; s47F

# s47F

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# s47F

**Subject:** 18 September 2024 APS+ Pride Community of Practice. [SEC=OFFICIAL]

**When:** Wednesday, 18 September 2024 4:00 PM-5:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.

**Where:** In Person - 111 Alinga Street, Canberra ACT (Department of Infrastructure, Transport, Regional Development, Communications and the Arts) and Virtual (Link Below)

OFFICIAL



Pride and Allies  
Network

Hello Everyone!

Looking forward to seeing you all next week at the Pride COP hosted by the Department of Infrastructure, Transport, Regional Development, Communications and the Arts.

The event will be in person at our office at **111 Alinga Street, Canberra ACT**, with networking to occur after the event at **Dear Prudence**. We will be holding the COP in the Flynn Room that you can access via the Foyer.

For those who can not attend in person, you can also attend the meeting virtually on the below link

If you have any issues accessing the building on the day you can reach me on s47F

Looking forward to seeing you all there.

---

# s47F

# s47F

Kind regards

s47F

Ngunnawal Country



**Department of Infrastructure, Transport, Regional Development, Communications and the Arts**  
CONNECTING AUSTRALIANS • ENRICHING COMMUNITIES • EMPOWERING REGIONS

[infrastructure.gov.au](http://infrastructure.gov.au)

*I would like to acknowledge the traditional custodians of this land on which we meet, work and live.  
I recognise and respect their continuing connection to the land, waters and communities.  
I pay my respects to Elders past and present and to all Aboriginal and Torres Strait Islanders.*

If you or anyone you know may be needing support, please reach out for assistance from:

- Suicide call back service: 1300 659 467 (24-hours)
- Lifeline (crisis support and suicide prevention): 13 11 14 or [www.lifeline.org.au](http://www.lifeline.org.au) (24/7)
- QLife (LGBTI peer support and referral service): 1800 184 527 or [www.qlife.org.au](http://www qlife.org.au) (3pm to midnight)
- Beyond Blue: 1300 22 4636 (24-hours) Suicide call back service: 1300 659 467 (24-hours)

OFFICIAL

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Outlook

LGBTQ+ "State of the nation in Australia's workplaces" AWEI data launch recording

From [redacted] <[redacted]>  
Date Thu 2024-04-18 15:43

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Hello



Thank you for your ongoing support

Cheers

[redacted]

**s47F** ACON's Pride Inclusion Programs  
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

[redacted]  
s47F

**Switch:** [redacted] | **Mob:** [redacted]  
**Address:** 414 Elizabeth St Surry Hills NSW 2010 | **Email:** [redacted]  
**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

[redacted]  
s47F



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 Outlook

RE: ABS TAW training tomorrow [SEC=OFFICIAL]

From s47F >  
Date Wed 2025-11-19 12:37  
To s22 <s22@abs.gov.au>  
Cc s22, s22@abs.gov.au

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Fab thanks s22 looking forward to the session!

See you then. 😊

**s47F**  
**Pride in Diversity, ACON's Pride Inclusion Programs**

**Direct:** s47F  
**Email:** s47F

 [Book time to meet with me](#)

**From:** s22 <s22@abs.gov.au>  
**Sent:** Wednesday, 19 November 2025 12:36 PM  
**To:** s47F  
**Cc:** s22; s22@abs.gov.au  
**Subject:** ABS TAW training tomorrow [SEC=OFFICIAL]

Hi s47F

Looking forward to hosting you here at ABS House in Canberra for our Trans Awareness Week training tomorrow, 10am-11am.

I'll be in the foyer ahead of time (by 9:45am) to check you in. If you're running early/late feel free to contact me via email, or via my mobile: s22

Cheers,

s22  
Assistant Director, NDDA Data Governance  
National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**  
(P) s22 (E) s22@abs.gov.au (W) www.abs.gov.au  
Ngunnawal & Ngambri Country (Canberra, ACT)

s22

**Committee Lead for the ABS Pride Network**

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