

Mon 24/08/2020 12:22 PM



PRIDE in AGD (Pride Network)

Upcoming PRIDE training courses enrol now for sessions on Thursday 27 August [SEC=UNCLASSIFIED]

<AGD Coordinators>

Good afternoon Divisional Coordinators,

Please find below information about the upcoming PRIDE training.

### Places available for PRIDE training courses on Thursday 27 August

The department has scheduled more sessions of the PRIDE training facilitated by [ACON](#). You can enrol now through [ALEX](#).

#### Engaging allies for change (9.30am – 10.30am)

Presented by ACON, this one hour virtual session provides a practical 'how to' be an ally for LGBTIQ+ employees. The session aims to provide you with an understanding of why LGBTIQ+ workplace inclusion is important. During the session, you will discuss appropriate language and terminology, explore challenges often faced by LGBTIQ+ employees and increase your awareness of the impact that a culture has on the lived experiences of its employees.

#### Inclusive leadership (11.00am – 12.00pm)

Designed for employees at the executive level and above, this one hour virtual session will provide senior leaders with an understanding of why LGBTIQ+ workplace inclusion is important to an organisation. The session covers appropriate language and terminology, explores the challenges often faced by LGBTIQ+ employees and provides awareness on the cultural impact to employees and their lived experiences.

#### SBS LGBTIQ+ eLearning – available anytime, anywhere

We would also like to take this opportunity to remind you of a LGBTIQ+ eLearning course which is available through ALEX at any time. SBS has developed this course in collaboration with ACON. Participants will gain a solid understanding of barriers to inclusion for people from the LGBTIQ+ community, and the benefits they bring to an organisation. The course covers a range of themes, including the impact of language, coming out, allies, everyday conversations and transgender.

Kind regards,

§ 22(1)

Co-Chairs | PRIDE in AGD Committee  
Attorney-General's Department

§ 47E(c), s



Striving to foster  
supportive, safe,  
empowering and inclusive  
environments for LGBTIQ+  
young people

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Tuesday, 27 October 2020 9:31 AM  
**To:** <AGD Coordinators>  
**Subject:** Register now: Supporting Trans and Gender Diverse People at Work – Two Hour Virtual Workshop [SEC=OFFICIAL]  
**Attachments:** s 22(1)

**OFFICIAL**

Dear colleagues,

**Supporting Trans and Gender Diverse People at Work – Two Hour Virtual Workshop**

In November, the department will be running two training sessions about practical tips to support trans and gender diverse colleagues at the department. The training will be delivered by [A Gender Agenda](#), a not-for-profit organisation that aims to support the goals and needs of the intersex, transgender and gender diverse communities of Canberra and the surrounding region.

This training is an important opportunity for all staff to increase our understanding of the small things we can each do to provide a safe and affirming workplace for trans and gender diverse staff. As well as covering basic concepts and language, the sessions will cover key considerations for providing safe and effective systems of support for staff who are transitioning or affirming their gender at work. The content of the workshop has been informed by the lived experiences of the local trans and gender diverse community. Please see the **attached flyer** for more information about the sessions.

You can register for the sessions through AGD's learning and development portal, [ALEX](#) (search for 'Supporting Trans and Gender Diverse People at Work').

- **Session for EL-level staff:** 18 November 2020, 10 am – 12 pm
- **Session for APS-level staff:** 19 November 2020, 1 pm – 3 pm

Kind regards,

s 22(1)

Co-Chairs | PRIDE in AGD Committee  
Attorney-General's Department  
E: s 47E(c), s



**OFFICIAL**





# AGD Diversity Strategy

## Message from the Secretary



I'm pleased to present the Attorney-General's Department Diversity Strategy.

The strategy embodies our commitment to maintaining a culture that builds, respects and fosters inclusiveness; promotes diversity; and embraces the unique skills and qualities of all of our staff.

To be a high performing department, and to reflect the diversity of the Australians we serve, we need to have our people reflect different backgrounds, races, genders and points of views, all working to their full potential.

The strategy focuses on four key areas: employee profile and development, adaptable workplaces and practices, corporate citizenship, and visibility and awareness. Delivering on actions under these themes will ensure AGD is a supportive, confident and inclusive organisation, reinforced by a culture that recognises and supports all employees.

The strategy provides a framework for diversity and inclusion across the department and will be supported by a number of targeted diversity plans and strategies, including the Reconciliation Action Plan, Disability Action Plan, and Agency Multicultural Plan.

The strategy sets the foundations for us to build an inclusive workplace culture where all employees are valued and recognised. I am confident that it will build on the good work that is already underway in the department, as well as providing a framework for measuring our success.

I commend this strategy to you and look forward to working together to achieve its objectives.

## **Our commitment to diversity**

*“Diversity of employees in AGD can be one of our greatest strengths, enriching organisational performance to support AGD’s mission of ‘achieving a just and secure society’. Our goal is to support and maintain a safe and inclusive work environment where all employees are respected, valued and supported”.*

## **Introduction**

Our diversity strategy aims to ensure that we promote diversity, encourage high performance, and acknowledge and support employees through all stages of their professional and personal lives.

We recognise that diverse teams achieve better results: committing to a diverse and inclusive workforce is not only good for our people, it’s good for our organisation.

Our strategy focuses on a range of areas including cultural diversity, gender, work life/flexibility, disability, Indigenous, sexual orientation and age. It does this by bringing together work that we already do with new initiatives that will help to achieve our vision.

## **Our objectives**

The objectives of our strategy are to:

1. ensure that staff can fully and equally participate in, and contribute to, the work of the department
2. ensure that all staff have access to inclusive and flexible work practices and are assisted by structures, conditions and systems that support their professional and personal circumstances
3. harness and celebrate our diversity and use our collective skills, knowledge and experiences in a way that promotes individual diversity without discrimination
4. prevent and eliminate harassment and unlawful discrimination in the workplace, and
5. leverage our unique policy position in Government to show leadership in the community and the broader Australia Public Service.



## **Our strategy**

Four action areas will enable us to achieve our outcomes and fulfil our vision.

### **1. Employee profile and development**

We will diversify our employee and leadership profile by:

- undertaking specific recruitment actions to employ and advance people from diverse groups who are under-represented
- providing professional development and networking opportunities to improve our retention of people from diversity groups already working here, and
- ensuring our leaders and managers have the capability and systems in place to support diverse teams.

### **2. Adaptable workplaces and practices**

We will adapt our work practices and culture to ensure all of our people can contribute by:

- continuing to provide reasonable adjustments, support and advice to employees and managers, and
- facilitating and supporting flexible ways of working, including job sharing.

### **3. Corporate citizenship**

We will demonstrate our corporate citizenship by:

- partnering with the community and academia to develop cross-sector diversity initiatives
- encouraging a broader range of senior leaders to participate in culture-building activities, and
- contributing to APS-wide corporate diversity initiatives and external programs.

### **4. Visibility and awareness**

We will demonstrate our support for a diverse and inclusive workplace, raise awareness of issues related to specific groups and highlight the value of diversity by:

- supporting and strengthening our employee diversity networks
- commemorating important diversity dates, and
- explicitly showcasing our people and the positive contribution they make.

## **Our governance**

Our Diversity Governance framework provides oversight of our strategy by:

- supporting diversity champions to make informed decisions about our approach
- increasing collaboration between our employee networks, human resources, and the wider department, and
- improving accountability for effecting cultural change by delivering coordinated initiatives.

## **Our action plan**

Our strategy sets out our approach over three years and is underpinned by our Diversity Action Plan.

The action plan has been developed and driven by the Diversity Committee, and endorsed by the Diversity Council, and will be renewed annually. We will report on our actions, progress and success to the Diversity Council.

We will meet external requirements for reporting on our Reconciliation Action Plan, Disability Action Plan and Agency Multicultural Plan through the Diversity action plan.



# Diversity Council

## Terms of Reference

This document sets out the Diversity Council's objectives and membership. It also establishes the Diversity Council, membership term, responsibilities, reporting and administrative arrangements.

### Purpose

The Diversity Council articulates a vision for a flexible and inclusive workplace and sets the strategic direction for diversity within the department.

The Diversity Council's objectives are to:

- ensure the department develops and maintains the benefits of a diverse workforce
- ensure a fair and transparent approach to diversity across the department
- consider matters referred for decision from the Diversity Committee
- allocate funding for diversity initiatives
- approve and monitor the implementation of the department's diversity programs.

### Membership and attendance

Members of the Diversity Council are:

- the Secretary (Chair)
- Celebrating Ability Champion
- Indigenous Champion
- Women's Champion
- PRIDE (Lesbian, Gay, Bisexual, Transgender and Intersex) Champion
- Culturally and Linguistically Diverse Champion
- Chief Operating Officer
- Australian Government Solicitor
- Any Deputy Secretary who is not a current Diversity Champion, and
- Assistant Secretary, Human Resources

Subject Matter Experts and Chief Financial Officer as required.

### Secretariat and meetings

The Diversity Council meets tri-annually. This will be reviewed after three meetings. Secretariat is provided by Human Resources.

### Reporting

The Diversity Council's actions will be presented to Senior Management Committee after each meeting. The COO will present decisions to the Diversity Committee. The Chairs of each network are responsible for disseminating information to the employee networks.

These Terms of Reference are to be made available on the Diversity Council intranet page.



## Attorney-General's Department

### PRIDE in AGD

#### *Terms of Reference*

#### **Introduction**

This document sets out the objectives and membership of the LGBTIQ+ Network at the Attorney-General's Department, PRIDE (Promoting Respect, Inclusion, Diversity and Equality) in AGD. It also establishes the PRIDE Committee, membership term, responsibilities, reporting and administrative arrangements.

#### **Summary**

PRIDE in AGD's primary role is to increase awareness and understanding of LGBTIQ+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and related communities) issues and support the development and implementation of LGBTIQ+ and related workplace diversity initiatives within the Department.

#### **Objective**

PRIDE in AGD's objectives include:

- Raising awareness and understanding of LGBTIQ+ issues in the Department;
- Providing advice to the Department on policy issues affecting LGBTIQ+ staff;
- Providing support to individual members of the Department on LGBTIQ+ related workplace issues;
- Raising awareness and funds for causes that promote the interests of the LGBTIQ+ communities locally, nationally or internationally;
- Creating an inclusive and friendly workplace – including through social and informative events;
- Supporting the PRIDE Champion to play an active and visible role in supporting LGBTIQ+ employees and broad workplace diversity initiatives.

#### **Membership**

PRIDE in AGD is open to all employees of the Department.

To become a member, employees should send an email to s 47E(c), s 47E(d)

#### **Network Contact**

The official PRIDE in AGD email is s 47E(c), s 47E(d)

## **PRIDE Champion**

The PRIDE Champion's primary purpose is to be an ally for LGBTIQ+ staff in the Department by raising awareness of LGBTIQ+ issues, promoting LGBTIQ+ workplace inclusion at a senior executive level and supporting the efforts of PRIDE in AGD to promote LGBTIQ+ awareness and inclusion throughout the Department.

## ***PRIDE Committee***

The PRIDE Committee is responsible for driving the work of PRIDE in AGD.

## **Membership**

The PRIDE Committee will consist of a Chair (or Co-Chairs) and up to 11 other members.

The Committee will often engage with the Performance and Wellbeing (PeWe) section of the Human Resources branch. PeWe works to support the Committee by providing input and advice during decision making processes. PeWe does not hold a position within the Committee.

## **Appointment and Term**

Membership of the Committee is for the term of twelve months. Nominations and elections will occur in June/July each year.

The PRIDE Committee will advertise an expression of interest to join the Committee through the PRIDE in AGD mailing list. Members of the Committee may seek to re-nominate for their position.

Where 12 or fewer nominations are received, all nominated members will be automatically elected to the incoming Committee.

Where more than 12 nominations are received, the process will be as follows:

- a) Nominated members will be asked to provide one paragraph outlining why they wish to be elected to the committee;
- b) A list of the nominated members and their statement will be distributed to all current PRIDE in AGD members;
- c) Each member will receive one vote; and
- d) The 12 nominated members receiving the highest number of votes will be elected to the committee.

Those members elected as a result of this process will form the incoming Committee. Once elected, Members will hold their position for the term of the Committee (twelve months) or until resignation, whichever is earlier.

Incoming Committee members are to be notified of their election within two business days of the election result being known, and all members advised of the incoming Committee within five business days of the election result being known.

The PRIDE Committee may also invite or accept interim nominations where the number of Committee members is less than 12. Interim Members will hold their position for the remainder of the term of the Committee (up to 12 months), or until resignation, whichever is earlier.

## Office Bearers

The Committee will consist of the following positions:

- **Chair (or Co-Chairs)**  
The Chair drives the business of the Committee, engages with executive members of the Department, attends and speaks at inter- or intra- departmental meetings or events, and leads engagement with key internal and external stakeholders.
- **Secretary**  
The Secretary organises Committee meetings and prepares meeting minutes.
- **Treasurer**  
The Treasurer oversees the budget of PRIDE in AGD including annual preparation of budget proposals if required.
- **Communications Officer**  
The Communications Officer manages and monitors the mailbox and the development of promotional materials for PRIDE in AGD and its events. As required, the Communications Officer will also be responsible for intranet items, websites, and/or newsletters.
- **Inter-Agency Liaison Officer**  
The Liaison officer maintains and creates connections with other LGBTIQ+ Networks, and takes a lead role in the organisation of inter-agency events.
- **Events Manager**  
The Events Manager will coordinate PRIDE in AGD's events, as agreed by the committee.
- **General committee members**

These members will hold these positions for the term of the Committee (1 year) or until resignation.

## Succession

In the event a Committee member is unable to continue their duties before the conclusion of the 1 year term of the Committee, or resigns, the Committee will circulate the open position to the PRIDE in AGD Network for nominations. General committee members are eligible to nominate for the open position.

The Committee will vote on nominations received for the vacated position, and the majority vote will determine the new Officer position.

If no nominations are received, the Committee will share the responsibilities previously held by the member until such time that the position can be filled.



## **Meetings**

The PRIDE Committee meets monthly. Meetings may be held more frequently outside the set meeting times as required to discuss items of priority.

The Secretary will record minutes and distribute to Members within five business days of the meeting.

It is expected that informal consensus at meetings will be the normal process for decision-making.

Decisions that do not require significant discussion may be made by email as necessary. In such cases, the position of all Committee members must be sought.

## **Reporting**

At the end of each financial year, a report or summary on the PRIDE in AGD actions to date will be posted on the PRIDE in AGD intranet page.

The PRIDE in AGD Chair will provide regular updates to the Diversity Committee and Diversity Council through their membership of the Diversity Committee.

## **Terms of Reference**

The Terms of Reference are to be made available on the PRIDE in AGD intranet page.



# Attorney-General's Department— Diversity Committee

## Terms of Reference

This document sets out the Diversity Committee objectives and membership. It also establishes the Diversity Committee membership term, responsibilities, reporting and administrative arrangements. The Diversity Committee does not replace already existing governance structures with Employee Networks, however seeks to improve on cross network collaboration and act as a driver for positive diversity outcomes.

## Purpose and role

The Diversity Committee discusses progress of initiatives, identifies and negates barriers to employees' full and equal participation, and seeks endorsement from the Diversity Council on new initiatives.

The Diversity Committee's objectives include:

- being the peak consultative body on diversity initiatives within the department
- providing support and advice on new initiatives
- ensuring departmental activities are aligned with the department's corporate plans and identifying any issues for Diversity Council consideration
- guiding and championing organisational reform
- reporting to the Diversity Council on progress of actions from the strategy
- considering and making recommendations to the Diversity Council about a wide range of corporate matters
- Network Chairs acting as a conduit for information sharing and communications between the Diversity Council and network members.

## Membership

Members of the Diversity Committee are:

- Chief Operational Officer (Chair)
- Secretary's Office
- Assistant Secretary, Human Resources
- Assistant Secretary, Civil Law Unit
- Supports to the Diversity Champions
- Male Champion of Change (MCC) Implementation Leader and MCC team member as proxy
- Chair of the Indigenous Employee Network
- Chair of the Celebrating Ability Network
- Chair of the Women's Network
- Chair of the PRIDE Network
- Chair of the Culturally and Linguistically Diverse Network

- Rotating member—Assistant Secretary, with an Executive Level proxy, from each Business Group – determined by EOI
- APS level rotating member from each Business Group – determined by EOI

If a Network Chair is unavailable they are encouraged to arrange a proxy.

## **Secretariat and meetings**

The Diversity Committee will meet tri-annually, prior to Diversity Council meetings, with invitations being coordinated by the Secretariat. This will be reviewed annually.

Secretariat is provided by the Human Resources Branch.

## **Reporting**

The Diversity Committee reports to the Diversity Council tri-annually.

The Chief Operational Officer will present decisions to the Diversity Committee. The Chair of each network is responsible for disseminating information to their respective employee networks.

These Terms of Reference are to be made available on the Diversity Committee intranet page.





**Australian Government**  
**Attorney-General's Department**



## Diversity Committee

Decision and action item register – Thursday 27 February 2020

Decision/action item	Responsible lead	Comment	Action to date - to be complete by lead ahead of next meeting
Distribute EOI to fill vacancies on Diversity Committee. Membership will be approved by the Diversity Council.	HR s 22(1)		
Engage with AGS (Michael and Louise) regarding options for billable relief for AGS lawyers to participate in Diversity Committee.	HR -		
Update Terms of Reference for Diversity Committee to reflect the inclusion of EL1 officers in the APS roles, e.g Rotating EL1 or APS member for Industrial Relations Group.	HR		
Consider how we can use the EL2 Connect forum to update and engage this cohort on diversity and inclusion issues and priorities.	HR		
Consider distribution of the HR and Network Update paper more broadly in the future.	HR		
Ask the Secretary to distribute the Diversity Strategy Review report to all staff, including the snapshot summary and statement from Diversity Council.	HR		Completed – Secretary distributed 13/3/2020
Host a Think Tank session in 4 weeks with Networks to begin identifying the department views on recommendations and findings, and priorities moving forward.	HR		Postponed due to COVID-19, revisit when appropriate.



**Australian Government**  
**Attorney-General's Department**



Decision/action item	Responsible lead	Comment	Action to date - to be complete by lead ahead of next meeting
Women's Network Our Leaders have Many Faces project to progress to Diversity Council after further review with Helen and Ayesha.	Women's Network - S [redacted]		
Consult further on list of names for Our Leaders have Many Faces project and begin process of approval (final approval by Secretary).	Women's Network - S [redacted]		
Making AGD Inclusive one pager to be reviewed by Ayesha and comments shared with networks for consideration.	HR - Ayesha		
Networks and HR to reconsider approach to Making AGD Inclusive one pager following feedback from Ayesha and bring refined proposal to next Committee meeting.	Networks - S [redacted] 22(1)		
Assess departmental uptake of live captions to shape approach to a 12 month corporate package.	HR S 22(1) [redacted]		
Discuss with DSU security concerns with using live captions more broadly.	HR [redacted]		
Minutes will no longer be drafted for Diversity Committee. A decision and action item register will be developed and distributed within 2 weeks after each Committee meeting. Terms of Reference to be updated.	HR [redacted]		

(<https://www.apsjobs.gov.au>)

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**Salary**

\$125,312 to \$142,728

**Opportunity Type**

Full-Time

**Opportunity Status**

Non-Ongoing

**Opportunity Employment Type**

Specified Term

**Opportunity Employment Type Details**

Non-ongoing opportunities will be offered for a specified term of varying periods up to 18 months, with the possibility of extension.

**APS Classification**

Executive Level 2

**Closing Date**

22/12/2020

**Apply now** ([./external-link?url=https://www.ag.gov.au/About/Careers/Pages/current-vacancies.aspx](#))

Posted 03/12/2020

[Attorney-General's Department](#)



**Counsel Assisting**

Barton ACT

To obtain a copy of the Vacancy Information Kit for this vacancy, please click on the 'Apply Online' button to the left of this advertisement.

The key duties of the position include:



## Opportunity

The Office of Legal Services (<https://www.apsjobs.gov.au>) established under the *Law Officers Act 1964*. The Solicitor-General is the second law officer of the Commonwealth.

The Solicitor-General has an office based within the Attorney-General's Department in Canberra along with chambers in Melbourne. This position (together with the other Counsel Assisting position) is to be based in the Canberra office, although some limited travel may be required.

### Who are we looking for?

The Counsel Assisting the Solicitor-General will provide high level support to the Solicitor-General for the period March 2021 to March 2022. As second law officer of the Commonwealth, the Solicitor-General provides written and oral advice on matters of significance to the Australian Government and appears as counsel in cases of constitutional significance, international cases and other cases of special government interest.

Duties of the Counsel Assisting the Solicitor-General will include:

- participating as a member of the legal team in cases in which the Solicitor-General is briefed as counsel
- preparing and researching draft legal opinions, often involving complex constitutional and public law issues
- preparing draft papers for presentation by the Solicitor-General at internal and external conferences
- assisting in managing requests to brief the Solicitor-General
- liaising with the Office of Legal Services Coordination and other areas of the department and Australian Government Solicitor as appropriate
- where practicable, occasional appearances as junior counsel.

The successful applicant will be able to demonstrate:

- experience in litigation, advising and/or opinion writing, preferably specialising in matters of Australian public law
- outstanding research, legal analytical and communication skills
- a degree in law with 1st class Honours or equivalent
- post-graduate qualification in law and/or associateship (preferably at the High Court)
- a capacity to manage effectively competing demands on time
- an ability to work closely and effectively with the range of persons identified above
- exceptional interpersonal and persuasive skills
- excellent professional judgement.

As an AGD employee, you will:

- be part of an inclusive and diverse work environment
- receive a generous starting salary and work conditions
- benefit from supportive learning and development
- be supported by a range of active networks including the Indigenous Employee Network, the Celebrating Ability Network, the Women's Network, the Pride Network and the Cultural and Linguistically Diverse Network.

To see further information regarding our support for our employees, please see our

[Workplace Diversity Page \(/external-link?](#)

<https%3A%2F%2Fwww.ag.gov.au%2Fabout%2Fpages%2Fworkplacediversity.jsp>  
(<https://www.apsjobs.gov.au>)

## Eligibility

To be eligible for employment at the Attorney-General's Department applicants must be Australian citizens.

Applicants offered employment will be required to successfully undergo a police record check and be able to obtain and maintain a security clearance at a specified clearance level. The successful applicant must be willing to disclose all relevant and required information.

Successful applicants engaged into the APS will be subject to a probation period.

Applicants must hold a degree in law from an Australian tertiary institution or comparable overseas qualification, which, in the opinion of the Solicitor-General, is appropriate to the duties of the office, or admission in Australia as a legal practitioner. Successful candidates would ordinarily hold a degree in law with 1st class Honours or equivalent.

## Notes

A merit pool of suitable applicants may be created from this process, and will be active for 12 months after the date of this gazettal.

We encourage and welcome applications from people with disability, Aboriginal and Torres Strait Islander peoples, LGBTIQ+ people, people from culturally and linguistically diverse backgrounds and mature age people.

**\*\*Please note that this opportunity is only available to Australian Public Service employees\*\***

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit:

<https://www.apsc.gov.au/recruitability> (<https://www.apsc.gov.au/recruitability>).

s 22(1)

**Agency Employment Act**

PS Act 1999

**Website**

[Attorney-General's Department](#)  
(./external-link?url=https://www.ag.gov.au/Pages/default.aspx)

**Position Number**

494767/SGO

**Vacancy Number**

VN-0684622

## Getting to know the Attorney-General's Department

The Attorney-General's Department delivers programs and policies to maintain and improve Australia's law and justice framework, and to facilitate jobs growth through policies that promote fair, productive, flexible and safe workplaces. Through the Australian Government Solicitor, we also provide legal services to the Commonwealth, including legal advice and representation.

Our department is the central policy and coordinating element of the Attorney-General's portfolio.

Our department is structured into five groups:

- Australian Government Solicitor
- Legal Services and Families
- Integrity and International
- Industrial Relations
- Enabling Services.

The department operates in a diverse and complex environment to address challenging issues. We have a highly-skilled and engaged workforce which includes practitioners in policy development and implementation and program administration. The department also has a large contingent of practicing lawyers, particularly within the Australian Government Solicitor.

The department is committed to having a flexible and inclusive workplace and recognises and values the diversity of the wider Australia community. We encourage and welcome applications from people with disability, Aboriginal and Torres Strait Islander peoples, LGBTIQ+ people, people from culturally and linguistically diverse backgrounds and mature age people.

**Learn More** (./external-link?url=https://www.ag.gov.au/Pages/default.aspx)

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§ 22(1)

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**From:** § 22(1)  
**Sent:** Thursday, 1 August 2019 1:20 PM  
**To:** PRIDE in AGD (Pride Network)  
**Cc:** § 22(1)  
**Subject:** Approved Network budget for 2019/20 [SEC=UNCLASSIFIED]

Good Afternoon PRIDE in AGD Network

I am pleased to confirm your budget proposal for 2018/19 has been approved (see below) with endorsement from Diversity Council members. You may proceed with the organisation and progression of initiatives identified within your proposal, ensuring you forward any invoices to § 22(1) within MyHub for final approval.

As a general reminder with regards to spending for this financial year, please note the following:

- Credit cards are not to be used for Network spending, unless pre-approval has been provided by § 22(1) the relevant spending delegate.
- If you are spending within your Diversity Council approved budget, against an approved initiative, you do not need to seek pre-approval. The delegate will only need to pre-approve events or activities that were not identified and approved as part of the initial budget proposal.
- All Diversity Networks are expected to maintain their own budget tracking spreadsheet and report any expenditures or accruals by the 26th of each month.

Please also ensure you review the below advice, and contact [myself](#) or § 22(1) if you have any questions.

#### **Official Hospitality**

If there is alcohol at your event that is purchased with Diversity Network funds, or the event is outside bandwidth hours (7:30am-7:30pm), an Official Hospitality form must be completed and submitted to § 22(1) for Ashleigh Saint's approval, as the appropriate delegate.

#### **Travel and Accommodation**

Any travel and accommodation arrangements for events, whether it is for an internal employee or external presenter, must be submitted to § 22(1) for pre-approval and forwarding on to § 22(1) for booking, with Ashleigh Saint's final endorsement.

For internal staff seeking travel and accommodation to attend an event, written supervisor approval must also be provided to § 22(1) prior to any travel arrangements being made.

#### **Supervisor approval to attend external events**

If there is no travel or accommodation arrangements required for internal staff to attend a Network related event, written supervisor approval must be provided to the employee and shared with Network Executive, prior to attendance.



I look forward to working with you all and supporting your Network.

Kind regards

s 22(1) | Administrative Support Officer | Performance & Wellbeing | Human Resources  
Attorney-General's Department, 3-5 National Circuit, Barton, ACT 2600  
s 22(1)



**PRIDE Network Proposed Budget for 2019/20 FY**

<b>Initiative</b>	<b>Month</b>	<b>Departmental/Network Event</b>	<b>Proposed budget</b>	<b>Comments for Diversity Council consideration</b>
Network Social Activities	TBC	Network	\$3,000.00	Hold 2-4 network social events to support members and allies to network and discuss LGBTI issues and hear from guest speakers.
LGBTI-related training	TBC	Departmental	\$2,000.00	Arrange for Pride in Diversity or other appropriate providers to run at least two sessions of LGBTI-related training for AGD staff.
Pride in Diversity Conference attendance	November 2019	Network	\$4,900.00	To provide professional development and networking opportunities to improve the retention of people from diversity groups.
Merchandise	TBC	Network	\$500.00	To raise the profile and awareness of the PRIDE Network and LGBTI issues in AGD.
PRIDE in interstate offices	TBC	Departmental	\$2,000.00	Provide support to interstate offices for network events and LGBTI training.
International Day Against Homophobia, Biphobia, Intersexism and Transphobia	May 2020	Departmental	\$1,500.00	Hold event to create awareness and understanding of LGBTI issues.
<b>Total proposed PRIDE Network budget for 2019/20 FY</b>			<b>\$13,900.00</b>	



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## PRIDE in AGD Committee 2020: End of Year Report

### A word from the co-chairs

We are very proud of what the PRIDE in AGD Committee has achieved during what was a very challenging period for everyone. The Committee has worked hard to ensure that our members felt engaged and supported throughout the period of remote working, and in the midst of other challenges that were experienced throughout the year.

#### *Areas of significant contribution*

In 2020, the Committee came up with creative ways to celebrate and recognise days of significance for the LGBTIQ+ community, including: Wear it Purple, LGBT history month, International Transgender Day of Visibility, IDAHOBIT, Non-Binary Peoples' Day, World AIDS Day, Mardi Gras and LGBTI Domestic Violence Day. A particular highlight was our virtual event for IDAHOBIT, for which we engaged prominent musician, comedian and LGBTIQ+ advocate Jordan Raskopoulos for a livestreamed keynote address. Around 200 staff members from our department and portfolio agencies tuned in to watch her address live. Jordan spoke about her own journey, as a transgender woman and a lesbian, away from shame to acceptance and pride in herself. Jordan asked us to take responsibility by interrogating our own unconscious biases and using our voices and our privilege to 'speak out, educate, make and influence change'.

The Committee continued to play a key advocacy role within the department over the course of the year. The Committee ensured that LGBTIQ+ employees were represented on the Workplace Relations Committee and the Diversity Committee. The Committee engaged Pride in Practice and A Gender Agenda to conduct training on how to be an inclusive leader and an effective ally, and how to support trans and gender diverse staff at work. The co-chairs met regularly with our colleagues in human resources and executive members of the department to discuss issues of concern to our members. The Committee shared information and resources with other diversity networks within the department and other agencies and networks across the APS.

We would like to take this opportunity to acknowledge the contribution and support of our executive PRIDE Champion, s 47E(d), s 47E(c) who played a key advocacy and liaison role for the network throughout the year through his involvement with the Diversity Council.

#### *Areas of future focus*

There are a number of exciting advocacy and policy initiatives that the Committee is planning to progress in 2021. For example, the Gender Affirmation Policy Subcommittee will consult widely within the department and with external stakeholders to develop a tailored policy for the department, which the Subcommittee hopes to launch during Transgender Awareness Week. In February, the Committee is intending to launch *Our Stories*, a new diversity and inclusion focused story sharing initiative which we will run in partnership with the Celebrating Ability Network. The Committee looks forward to continuing to share the real stories of people within our department and engage further in conversations about how we can help to create a workplace where all people feel comfortable to bring their full selves to work.

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## What did the Network achieve in 2020?

### January 2020

- Email to the Network regarding increasing visibility in offices outside of Canberra
- Stall at the 2020 Graduate Program orientation

### February 2020

- Email to the Network seeking expressions of interest to join the Committee
- Event for all staff: Collaboration with Culturally and Linguistically Diverse Network, panel discussing Netflix comedy series Kim's Convenience
- Supported PRIDE training for SES
- Purchased PRIDE lanyards to increase visibility across the department
- Email from PRIDE Champion s 47F(1), s 47E(d) to all staff encouraging participation in Australian Workplace Equality Index survey, noting responses are confidential

### March 2020

- Appointment of new members to the Committee
- Event: PRIDE in AGD partnership with Queer Screen to present the Mardi Gras Film Festival
  - Shared event with APS Pride Networks colleagues
- Email to the Network providing support tailored support options during the transition to home based work at the beginning of the outbreak of the COVID-19 pandemic
- Sought expressions of interest from the Committee to join the Reconciliation Week and NAIDOC Week subcommittees
- Provided financial support for the Royal Commission Sydney office to celebrate Mardi Gras

### April 2020

- Email to the Network regarding International Transgender Day of Visibility, and encouragement to stay connect and providing support options
- Email to the Network inviting members to Out for Australia's virtual event s 47E(c), s 47F(1)
- Nominated A Gender Agenda for the Legal Services and Policy Division raffle
- Endorsed roll-out of SBS Cultural Awareness and Inclusion training

### May 2020

- Email to the Network recommending Equality Australia's Queer Love In live stream
- First monthly PRIDE in AGD (and at Home) Newsletter sent to the Network, recognising key events and sharing resources and stories
- Email to the Network encouraging members to register for the Diversity Council Australia website for access to resources
- Email to the Network celebrating IDAHOBIT

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- Virtual event for all staff: presentation from Jordan Raskopoulos with Q&A
  - The event was available for staff to watch on the intranet after the event
  - Circulated to stakeholders in portfolio agencies
- Email to the Network marking LGBTI Domestic Violence Awareness Day

#### *June 2020*

- PRIDE in AGD (and at Home) Newsletter sent to the Network, recognising key events and sharing resources and stories
- Purchased PRIDE in AGD merchandise to disseminate to the department

#### *July 2020*

- Consultation with the Network on the department's proposed COVIDSafe Transition Plan and Risk Assessment (comments were fed back into the development process)
- Email to the Network calling for nominations to the Committee
- PRIDE in AGD (and at Home) Newsletter sent to the Network, recognising key events and sharing resources and stories
- Email to the Network celebrating International Non-Binary People's Day
- Email to the Network providing guidance and support in relation to the Graduate Fundraising Committee's Australian Red Cross Lifeblood donation challenge
  - Provided an opportunity for members to raise money if they could not donate blood and advice on changes to risk assessments
- Met with representative at the Disability Royal Commission to discuss PRIDE initiatives and opportunities for collaboration, and shared resources

#### *August 2020*

- Appointment of the new Committee
- PRIDE in AGD (and at Home) Newsletter sent to the Network, recognising key events and sharing resources and stories
- Email to all departmental staff celebrating Wear it Purple Day (plus a follow-up reminder email)
  - Collaboration with the Graduate Fundraising Committee to raise money for the Wear it Purple Foundation and coordinate purchase of merchandise
  - Provided signature blocks for all staff to use, and a screensaver for the department and a news article for all staff, enhancing visibility of Wear it Purple
  - Provided a letter to SES about the importance of visibility, enclosing a PRIDE in AGD lapel pin
  - Social media posts on LinkedIn, Twitter and Facebook
- Virtual event for the Network: Wear it Purple Day with a presentation from Jain Moralee, co-executive director of Twenty10
- Promote PRIDE training facilitated by ACON through divisional coordinators

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*September 2020*

- Email to the Network calling for volunteers for a panel marking Mental Health Week 2020
- Email to the Network providing tailored mental health resources for R U OK? Day
- PRIDE in AGD (and at Home) Newsletter sent to the Network, recognising key events and sharing resources and stories
- Called for expressions of interest for the Gender Affirmation Policy Subcommittee
- Email to the Network seeking input into the department's review of flexible work options
- Expressions of interest sought from the Committee for 'Our Leaders Have Many Faces' project
- Co-chairs provided input into department's working arrangements internal audit

*October 2020*

- Formed a Gender Affirmation Policy Subcommittee, including representatives from PRIDE in AGD and the Women's Network
- Email to the Network seeking input into a survey on the recruitment and retention of LGBTQIA+ people across the APS
- PRIDE in AGD (and at Home) Newsletter sent to the Network, recognising key events and sharing resources and stories
- Provided input into APS Pride Networks contact list
- Co-chairs provided input into mental health capability project
- Provided input into paper for the Diversity Council on the Our Leaders Have Many Faces project

*November 2020*

- 2020-21 PRIDE in AGD Action Plan approved
- Email to all staff marking World AIDS Day (also disseminated merchandise purchased from Meridian to the department)
- Engaged A Gender Agenda to provide training to the department on Supporting Trans and Gender Diverse People at Work
  - Intranet news story advertising the training to all staff
- Committee members attended Pride in Practice Conference and shared lessons learned with the Committee
  - Offered opportunity to share attendance to Performance and Wellbeing team
- Discussion with representatives of Australian Signals Directorate on PRIDE and gender affirmation matters
- Provided verbal input into graduate major project related to an employment value proposition
- Met with departmental representative of Male Champions of Change initiative to discuss opportunities for collaboration and support

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*December 2020*

- Email to the Network sharing information about Sapphire, an initiative of Pride in Diversity
- PRIDE in AGD (and at Home) Newsletter (Holiday Edition) sent to the Network, recognising key events and sharing resources and stories
- PRIDE input into social club newsletter
- PRIDE Champion attended APS Pride Champions meeting and provided an update to the co-chairs
- Refreshed intranet page, including regarding details about tailored support services for the LGBTIQ+ community and dedicated harassment officers
- Updated terms of reference to detail the role of human resources
- s 22(1) (co-chair) attended a panel discussion and shared experiences of connecting with the PRIDE in AGD Network remotely

*Ongoing*

- Support to Workplace Relations Committee: reviewing proposals for PRIDE-related intersections
- Progress with Our Stories project, aiming for February 2021 launch
- Collaborate with Networks about events that are upcoming and exploring opportunities for intersectionality

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s 22(1)

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**From:** PRIDE in AGD (Pride Network)  
**Sent:** Wednesday, 8 January 2020 4:38 PM  
**To:** Employment Programs  
**Subject:** RE: 2020 Graduate Program Orientation - Network expo [SEC=UNCLASSIFIED]

Hi s 22(1)

I am happy to provide an overview on behalf of PRIDE in AGD and will bring the requested merch/info sheets.

Thanks,

s  
22(  
1)

Chair | PRIDE in AGD Network Committee  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600

T: s 22(1)

E s 22(1) s 47E(d), s  
47E( )



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**From:** Employment Programs  
**Sent:** Wednesday, 8 January 2020 2:52 PM  
**To:** AGD CALD Network ; Celebrating Ability Network ; Indigenous Employee Network ; PRIDE in AGD (Pride Network) ; AGD Social Club ; WOMENS NETWORK  
**Subject:** 2020 Graduate Program Orientation - Network expo [SEC=UNCLASSIFIED]

Good afternoon Networks

I hope you all had a lovely break!

The Employment Programs team are in the process of coordinating the 2020 Graduate Program orientation. I am seeking your Networks assistance on **Wednesday 5 February, 9:10am, AGD Atrium** to come and provide a brief overview of your respected Network to the new Graduates.

With fresh eyes and eager to get involved, the Graduates will make a great contribution in increasing numbers and assisting to raise awareness to your Network. Similar to Network expositions, grateful if you can bring any merchandise, information hand outs and a sign-up sheet along with you.

Appreciate if at least one representative from each Network can attend, can you please confirm your attendance and provide at your earliest convenience. Additionally, I will send calendar invitations as a placeholder.

If you wish to discuss further please contact me.

Thank you

s 22(1)

## Employment Programs

3-5 National Circuit | Barton ACT 2600

ts 47E(d)



s 22(1)

**From:** s 22(1)  
**Sent:** Friday, 12 March 2021 3:37 PM  
**To:** s 22(1); s 22(1)  
**Subject:** AWEI PPI screenshot [SEC=OFFICIAL]

**OFFICIAL**

Hi both,

Here's a screenshot from my PPI for AWEI:

Commitment to wellbeing, flexibility and inclusion

For further information and examples see [Performance](#).

I will maintain my personal wellbeing, and contribute to a culture of flexibility, diversity and inclusion in the workplace by:

RESPONSE:

- Continuing involvement as Co-Chair of the PRIDE in AGD Network and as a member of the department's Diversity Committee

Cheers,

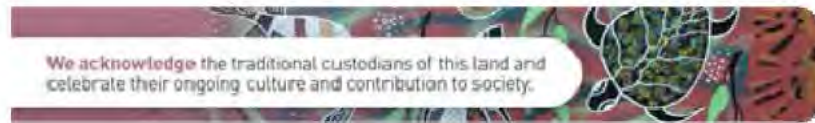
s  
22(1)

Attorney-General's Department

3-5 National Circuit | Barton ACT 2600

T: s 22(1)

An Attorney-General's lawyer under section 55E of the *Judiciary Act 1903* (Cth)



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**OFFICIAL**



s 22(1)

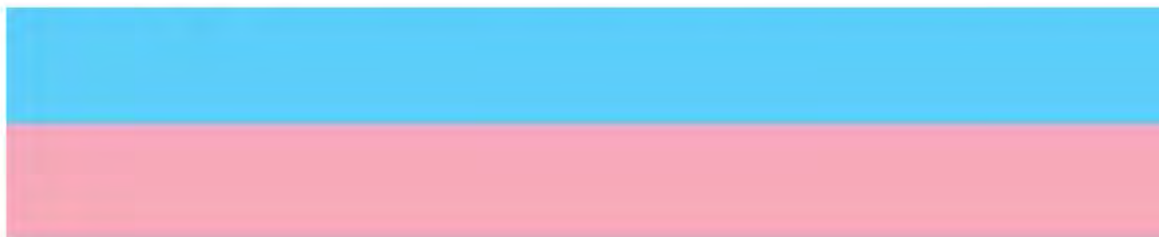
**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 2 April 2020 9:40 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: International Transgender Day of Visibility [SEC=UNCLASSIFIED]  
**Attachments:** PRIDE: Staying connected and some support options [SEC=UNCLASSIFIED]

Dear Pride in AGD members,

### International Transgender Day of Visibility

March 31 each year marks the [International Transgender Day of Visibility](#). It is an annual international celebration of transgender pride, awareness and achievements, and the courage it takes to live openly and authentically.

In this period of home-based work and social distancing, it is important that we continue to recognise transgender and gender diverse experiences. Transgender people are part of the fabric of our society. They are our healthcare workers, our teachers, our family members, our friends, our colleagues. To all transgender and gender diverse people in our community, we see you.



We encourage you to take some time to look through some resources for allies of transgender people:

- ACON's new platform [TransHub](#) (written by transgender and gender diverse people for transgender and diverse people, their loved ones, allies and health providers)
- [How to be a trans ally](#): Minus18
- [Tips for allies of transgender people](#): GLAAD
- [Gender identity for beginners: a guide to being a great trans ally](#): Amnesty International

We also encourage you to connect with local community organisations that support transgender and gender diverse people, such as [A Gender Agenda](#) (AGA) in Canberra. AGA aims to support the goals and needs of the intersex, transgender and gender diverse communities of Canberra and the surrounding region. A full list of AGA's partner organisations can be found [here](#).

### Staying connected

We hope that you are all keeping well, and the transition to home-based work is going as smoothly as possible for you. We encourage members to stay connected and keep lines of communication open with each other.

A range of other support options are available, as outlined in our attached email.

Please [email us](#) if you have ideas for how the Committee can help facilitate members staying in touch during this time.

**PRIDE in AGD Committee**

Attorney-General's Department

E: s 47E(d), s  
47E( )



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Tuesday, 27 October 2020 9:31 AM  
**To:** <AGD Coordinators>  
**Subject:** Register now: Supporting Trans and Gender Diverse People at Work – Two Hour Virtual Workshop [SEC=OFFICIAL]  
**Attachments:** s 22(1)

**OFFICIAL**

Dear colleagues,

**Supporting Trans and Gender Diverse People at Work – Two Hour Virtual Workshop**

In November, the department will be running two training sessions about practical tips to support trans and gender diverse colleagues at the department. The training will be delivered by [A Gender Agenda](#), a not-for-profit organisation that aims to support the goals and needs of the intersex, transgender and gender diverse communities of Canberra and the surrounding region.

This training is an important opportunity for all staff to increase our understanding of the small things we can each do to provide a safe and affirming workplace for trans and gender diverse staff. As well as covering basic concepts and language, the sessions will cover key considerations for providing safe and effective systems of support for staff who are transitioning or affirming their gender at work. The content of the workshop has been informed by the lived experiences of the local trans and gender diverse community. Please see the **attached flyer** for more information about the sessions.

You can register for the sessions through AGD's learning and development portal, [ALEX](#) (search for 'Supporting Trans and Gender Diverse People at Work').

- **Session for EL-level staff:** 18 November 2020, 10 am – 12 pm
- **Session for APS-level staff:** 19 November 2020, 1 pm – 3 pm

Kind regards,

s 22(1)

Co-Chairs | PRIDE in AGD Committee  
Attorney-General's Department  
E: s 47E(c), s



**OFFICIAL**



s 22(1)

**Subject:** PRIDE in AGD presents IDAHOBIT with Jordan Raskopoulos [SEC=UNCLASSIFIED]  
**Location:** Live-streamed s 47E(d)  
**Start:** Fri 22/05/2020 12:00 PM  
**End:** Fri 22/05/2020 12:20 PM  
**Show Time As:** Tentative  
**Recurrence:** (none)  
**Meeting Status:** Not yet responded  
**Organizer:** PRIDE in AGD (Pride Network)  
**Required Attendees:** [ALL LOCATIONS - AGD and AGS All Staff]



**PRIDE in AGD presents IDAHOBIT with Jordan Raskopoulos**



<b>Date</b>	Friday 22 May 2020
<b>Time</b>	12:00pm – 12:20pm (10 minute presentation, 10 minute live Q&A through Sli.do)
<b>Location</b>	Live streamed s 47E(d), s : s 47E(c), s 47E(d) _____ _____ _____ 3. Can't make this time? Don't worry! A link will be made available to the recorded

	<p>video after the event</p> <p>Sli.do allows you to submit and vote on questions for Jordan to answer:</p> <ol style="list-style-type: none"> <li>1. Open the webpage <a href="http://www.sli.do">www.sli.do</a></li> <li>2. Enter the event code s 47E(d), s 47E( )</li> <li>3. Post a question anonymously or identified and/or vote on questions</li> </ol>
<b>Topic</b>	The 30 <sup>th</sup> Anniversary of the International Day Against Homophobia, Biphobia, Intersexism and Transphobia

**Biography of Jordan Raskopoulos:**

Jordan started her career in 2005 as a comedian and improviser and, over the years, has also found success as an actor, singer, voice over artist, written, filmmaker, digital content creator, journalist, advocate, influencer, and speaker. Jordan is best known as the lead singer of the musical comedy group *The Axis of Awesome* and as a principal write and performer on the sketch comedy show *The Ronnie John's Half Hour*, and has made televisions appearances on comedy programs like *Thank God You're Here*, *Good News Week*, *Get Kack!n* and *The Checkout*. Jordan has toured comedy shows globally and has achieved sell-out status at all of the world's major comedy festivals, including *The Edinburgh Fringe Festival*, *Montreal Just for Laughs* and the *Melbourne International Comedy Festival*.

Jordan came out as transgender in February 2016 with an online video titled *What's Happened to Jordan's Beard?* The video went viral and has clocked up over 400,000 views on YouTube. Since that time, Jordan has worked hard to become a role model to young LGBTQIA+ people by living a genuine life, openly and publicly, and by being an outspoken campaigner for progress and understanding as well as an advocate for mental health causes.

*This email has been approved by s 47E(d), s 47E( ) , PRIDE in AGD Champion*



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Tuesday, 14 July 2020 4:49 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: International Non-Binary People's Day [SEC=UNCLASSIFIED]

Dear PRIDE in AGD members,

Today marks **International Non-Binary People's Day!**

International Non-Binary People's Day seeks to increase awareness of the experiences of people who identify as non-binary (non-cisgendered people who identify as neither male nor female, both male and female, agender, gender fluid, or another gender).



#### Quick tips for supporting non-binary colleagues

In recognition of this day, the PRIDE in AGD Committee has compiled some quick tips that may help you to understand the experiences of and support your non-binary colleagues to be able to bring their full selves to work:

- Try not to assume the gender of your colleagues. There's no one way to be non-binary and there is no such thing as "looking non-binary".
- If you're unsure of someone's pronouns, just ask! Using the right pronouns demonstrates respect and can create a more inclusive environment—in the same way as using a person's preferred name.
- Be a proactive ally – challenge stereotypical or gender-based assumptions and expectations present in the workplace and take the time to learn more about what it means to be non-binary.
- When drafting, publishing and updating forms, surveys and legislation, ask yourself whether you have considered non-binary and gender diverse people.
- The best way to understand what it's like to be non-binary is to talk with non-binary people and listen to their stories.

#### Helpful resources

Here are some useful contacts and resources to learn more about how to be an even better ally for your non-binary colleagues:

- [A Gender Agenda](#) is a Canberra based not-for-profit that works with and on behalf of gender diverse people, among others, and publishes resources on gender diversity and inclusion.
- [LifeOutsideTheBinary](#) is a non-binary transgender information centre which published resources for non-binary people as well as for allies.
- [The Victorian Public Service's LGBTIQ inclusive language](#) explains how to use language respectfully and inclusively when working with and referring to LGBTIQ+ people.

**PRIDE in AGD Committee**

Attorney-General's Department

E: s 47E(c), s  
47E(d)





s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Monday, 24 August 2020 12:22 PM  
**To:** <AGD Coordinators>  
**Subject:** Upcoming PRIDE training courses - enrol now for sessions on Thursday 27 August [SEC=UNCLASSIFIED]

Good afternoon Divisional Coordinators,

Please find below information about the upcoming PRIDE training.

## Places available for PRIDE training courses on Thursday 27 August

The department has scheduled more sessions of the PRIDE training facilitated by [ACON](#). You can enrol now through [ALEX](#).

### Engaging allies for change (9.30am – 10.30am)

Presented by ACON, this one hour virtual session provides a practical 'how to' be an ally for LGBTIQ+ employees. The session aims to provide you with an understanding of why LGBTIQ+ workplace inclusion is important. During the session, you will discuss appropriate language and terminology, explore challenges often faced by LGBTIQ+ employees and increase your awareness of the impact that a culture has on the lived experiences of its employees.

### Inclusive leadership (11.00am – 12.00pm)

Designed for employees at the executive level and above, this one hour virtual session will provide senior leaders with an understanding of why LGBTIQ+ workplace inclusion is important to an organisation. The session covers appropriate language and terminology, explores the challenges often faced by LGBTIQ+ employees and provides awareness on the cultural impact to employees and their lived experiences.

### SBS LGBTIQ+ eLearning – available anytime, anywhere

We would also like to take this opportunity to remind you of a LGBTIQ+ eLearning course which is available through ALEX at any time. SBS has developed this course in collaboration with ACON. Participants will gain a solid understanding of barriers to inclusion for people from the LGBTIQ+ community, and the benefits they bring to an organisation. The course covers a range of themes, including the impact of language, coming out, allies, everyday conversations and transgender.

Kind regards,

s 22(1)

Co-Chairs | PRIDE in AGD Committee

Attorney-General's Department

E: s 47E(c), s



Striving to foster  
supportive, safe,  
empowering and inclusive  
environments for LGBTIQ+  
young people



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 10 September 2020 11:16 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: R U OK? Day - some helpful resources [SEC=UNCLASSIFIED]  
**Attachments:** s 22(1)

Dear PRIDE in AGD members,

Got a feeling that someone you know or care about isn't behaving as they normally would? Perhaps they seem out of sorts? More agitated or withdrawn? Or they're just not themselves. Trust that gut instinct and act on it. Learn more about the signs and when it's time to ask R U OK? [here](#).

By starting a conversation and commenting on the changes you've noticed, you could help that family member, friend or workmate open up. If they say they are not ok, you can follow the [R U OK conversation steps](#) to show them they're supported and help them find strategies to better manage the load. If they are ok, that person will know you're someone who cares enough to ask.

## SPECIALISED SUPPORT FOR LGBTIQ+ PEOPLE

### [Equal Ground](#)

Equal Ground is a new free mental health service run by Marathon Health for members of the LGBTIQ+ community in the ACT. The program is staffed by social, emotional wellbeing workers and a psychologist who are also members of the LGBTIQ+ community. Equal Ground is now accepting self-referrals to their service. They support clients with a variety of concerns, whether it's work or study, gender and sexuality, and also general mental wellbeing. Given the COVID-19 situation, their staff are delivering services over the phone and via telehealth.

### [Meridian ACT](#)



Meridian ACT (formerly the AIDS Action Council) provides face-to-face counselling and access to social groups in the ACT for people of diverse sexuality and gender. Their Counselling Team ([Westlund Counselling](#)) specialises in providing LGBTIQ+ competent support to Canberrans, with a strong knowledge base of professional qualifications and lived experience.

Westlund Counselling welcomes members of the community over the age of 16, regardless of gender, sexual orientation, cultural background, religious belief or economic circumstances.

### [QLife](#)



QLife provides anonymous and free LGBTIQ+ peer support and referral for people in Australia wanting to talk about sexuality, identity, gender, bodies, feelings or relationships. The QLife family includes hundreds of highly experienced LGBTIQ+ staff and volunteers Australia-wide. If you're looking to connect with someone to explore what's going on in your life, they are there to take your call or webchat.



### [Converge International's Specialist LGBTIQ Helpline](#)





Additional support is available 24/7, to you and your immediate family members, through the department's [Employee Assistance Program \(EAP\)](#). EAP is designed to assist you in managing the challenges of work and personal life – we encourage you to make full use of these valuable services. Converge International has a specialist [LGBTIQ Helpline](#) – you can speak with a specialist counsellor and access support across issues specific to LGBTIQ+ people and related communities. You can also discuss referral to specialised services and access to general information and resources.

**[Other mental health resources for LGBTIQ+ people](#)**



There are many other people and organisations who can provide you with advice and support. HealthDirect has compiled a [list of organisations](#) that can help you. Many have specific support for people who are LGBTIQ+.

**PRIDE in AGD**

A friendly reminder that PRIDE in AGD is open to all staff members, no matter where you are located in Australia, including allies who support the full inclusion of LGBTIQ+ people in the workplace. New members are always welcome – just email s 47E(c), s 47E(d)

*If you found this email helpful, we encourage you to forward it to your teams.*

**PRIDE in AGD Committee**  
Attorney-General's Department  
s 47E(c), s 47E(d)



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Monday, 30 November 2020 9:31 AM  
**To:** [ALL LOCATIONS - AGD and AGS All Staff]  
**Cc:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE in AGD: World AIDS Day [SEC=OFFICIAL]

## OFFICIAL

Dear colleagues

Today marks World AIDS Day, which is an important opportunity to raise awareness in our community and internationally about the issues surrounding HIV and AIDS. Since it was first held in 1988, World AIDS Day has encouraged people to show their support for those living with HIV and to commemorate those who have died. HIV/AIDS disproportionately impacts the LGBTIQ+ community and many LGBTIQ+ people experience discrimination based on HIV status and related misconceptions.

The national World AIDS Day theme for Australia in 2020 is *Now More Than Ever*. World AIDS Day aims to encourage Australians to educate themselves and others about HIV, to take action to reduce the transmission of HIV by promoting prevention strategies, and to ensure that people living with HIV can participate fully in the life of the community, free from stigma and discrimination. If you would like to learn more about this day of significance, we suggest reading the [World AIDS Day fact sheet](#). Further information on HIV and support services across Australia can be found on the [World AIDS Day contact page](#).



For those located in our Canberra offices, please keep an eye out for the free World AIDS Day merchandise being handed out today. PRIDE in AGD purchased this merchandise from Meridian, a Canberra-based organisation that provides a range of support and social services for people living with HIV in and around the ACT. You can find out more about those services [here](#). We would also like to apologise to our colleagues located interstate – COVID postage delays have made it difficult to distribute merchandise to offices located in other states this year.

Whether you identify as LGBTIQ+ or as an ally, the PRIDE in AGD Network warmly welcomes new members. Please send an email to [s 47E\(c\), s 47E\(1\)](#) if you would like to be added to our mailing list and to be kept notified of upcoming events and initiatives.

**PRIDE in AGD Network**  
 Attorney-General's Department  
 3-5 National Circuit | Barton ACT 2600

s 22(1)



*This email has been approved by s 47E(c), s 47E(d), PRIDE Champion.*

**OFFICIAL**

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## Contact details

# For all of us, about all of us: featuring § 47E(c), s 47F(1)



§ 47F(1)



s 47F(1)

s 47F(1), s 47E(c)

*Performance and Wellbeing in Human Resources. The section is responsible for a wide range of areas, which in combination, help the department meet its performance and wellbeing outcomes. The section:*

- supports the department to maintain a safe working environment and comply with **work health and safety (WHS)** responsibilities
- supports injured or unwell employees stay at, or return to work, by providing **case management and rehabilitation** support and facilitating reasonable adjustments at work
- provides advice on matters relating to the **APS Code of Conduct**, disputes and complaints, review of actions and bullying and harassment
- drives the implementation of the department's **Diversity Strategy** and collaborates with and supports the 5 employee-led diversity networks and diversity champions
- provides advice and strategies to assist employees and managers in meeting performance expectations. The section also has responsibility for the **PPI** (Program for performance Improvement – in case you were wondering!) policy and framework.

**For all of us, about all of us** is a feature series of Our news.

It aims to empower staff to share their lived experience, while shedding light on the diversity that exists in the department. Sharing stories is a powerful way to help improve inclusion, and create a workplace where everyone can feel comfortable bringing their full selves to work.

[Back to top](#)

## Do you have a story you'd like to share?

This feature series is **open to all staff to contribute** a personal experience of diversity and inclusion – because we all share the need for acceptance and belonging.

We aim to share one story per month – so please reach out to PRIDE (s 47E(c), s 47E(d)) or CAN (s 47E(c), s 47E(d)) who are kindly coordinating this initiative on behalf of the department.

[Back to top](#)

# Comments

**Have your say**

Post

---

**No comments...**

Show more

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Wednesday, 12 February 2020 9:24 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: Join us on the PRIDE in AGD Committee! [SEC=UNCLASSIFIED]  
**Attachments:** PRIDE in AGD - Terms of Reference - Updated and agreed 13 December 2019.....docx

Dear PRIDE in AGD Network Members,

**Firstly, a very warm welcome to our 60 new members who joined in the past few weeks!**

The PRIDE in AGD Committee is calling for **expressions of interest to join the Committee**. There are four roles currently available, as outlined below.

### About the PRIDE in AGD Network

PRIDE in AGD is the Attorney-General's Department's LGBTIQ+ Network. We represent LGBTIQ+ staff and their allies and anyone can become a member. PRIDE in AGD's primary role is to increase awareness and understanding of LGBTIQ+ issues and support the development and implementation of LGBTIQ+ and related workplace diversity initiatives within the Department. Ensuring there are support networks in place for LGBTIQ+ employees is crucial to supporting our colleagues can bring their true and authentic selves to work.

We host regular events to recognise and celebrate dates of significance to LGBTIQ+ communities, organise LGBTIQ+ awareness and inclusion training, educate and share information through advocacy, and represent PRIDE in AGD in intradepartmental forums such as the Diversity Committee.

PRIDE in AGD is open to all staff members, in all Australian locations, including allies who support the full inclusion of LGBTIQ+ people in the workplace.

### Call for PRIDE in AGD Committee members

The PRIDE in AGD Committee is currently seeking expressions of interest for the below positions. The term of each role will expire at the next network election in June/July 2020.

Role	Responsibilities
Co-Chair	The Co-Chair drives the business of the PRIDE in AGD Committee, engages with executive members of the Department, attends and speaks at inter- or intra- departmental meetings or events, and leads engagement with key internal and external stakeholders.
Events Manager	The Events Manager will coordinate PRIDE in AGD's events, as agreed by the PRIDE in AGD Committee.
2 x General Members	Support and assist PRIDE in AGD Committee and network.
<p>If you are not successful in this recruitment, you will be offered a <b>Shadow General Member</b> role. The PRIDE in AGD Committee is trialling this new role for the first time. Shadow General Members may elect to attend PRIDE in AGD Committee meetings and participate in initiatives on an ad hoc basis.</p>	

Keep in mind that all PRIDE in AGD Committee roles become vacant ahead of the next network election in June/July 2020, and there will be a further opportunity for interested members to nominate at that time. The Committee will provide further details on this process later in the year.

## Working on the PRIDE in AGD Committee

Being a member of the PRIDE in AGD Committee provides a unique insight into the internal workings of the Department and will increase your awareness and understanding on LGBTIQ+ issues broadly, and more specifically in the workplace. Committee members have opportunities to be involved in providing advice to the department on policy and workplace issues affecting LGBTIQ+ staff and creating an inclusive and friendly workplace for all.

A current member of the PRIDE in AGD Committee said: *“since working on the PRIDE in AGD committee, I’ve become more informed on a range of LGBTIQ+ issues, and I feel more confident to speak up and challenge unacceptable behaviour when I see it, whether at work or in life in general. It has been an incredibly rewarding experience.”*

## Recruitment process

Please provide an expression of interest (**a short paragraph or two**) about why you want to be involved in the PRIDE in AGD Committee and which position you are interested in. Please submit your interest to s 47E(c), s 47E(d) by **COB Friday 21 February**.

If you would like more information about any of the roles, please contact s 22(1) Chair of PRIDE in AGD.





## Attorney-General's Department

### PRIDE in AGD

#### *Terms of Reference*

#### **Introduction**

This document sets out the objectives and membership of the LGBTIQ+ Network at the Attorney-General's Department, PRIDE (Promoting Respect, Inclusion, Diversity and Equality) in AGD. It also establishes the PRIDE Committee, membership term, responsibilities, reporting and administrative arrangements.

#### **Summary**

PRIDE in AGD's primary role is to increase awareness and understanding of LGBTIQ+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and related communities) issues and support the development and implementation of LGBTIQ+ and related workplace diversity initiatives within the Department.

#### **Objective**

PRIDE in AGD's objectives include:

- Raising awareness and understanding of LGBTIQ+ issues in the Department;
- Providing advice to the Department on policy issues affecting LGBTIQ+ staff;
- Providing support to individual members of the Department on LGBTIQ+ related workplace issues;
- Raising awareness and funds for causes that promote the interests of the LGBTIQ+ communities locally, nationally or internationally;
- Creating an inclusive and friendly workplace – including through social and informative events;
- Supporting the PRIDE Champion to play an active and visible role in supporting LGBTIQ+ employees and broad workplace diversity initiatives.

#### **Membership**

PRIDE in AGD is open to all employees of the Department.

To become a member, employees should send an email to s 47E(c), s 47E(d)

#### **Network Contact**

The official PRIDE in AGD email is s 47E(c), s 47E(d)

## **PRIDE Champion**

The PRIDE Champion's primary purpose is to be an ally for LGBTIQ+ staff in the Department by raising awareness of LGBTIQ+ issues, promoting LGBTIQ+ workplace inclusion at a senior executive level and supporting the efforts of PRIDE in AGD to promote LGBTIQ+ awareness and inclusion throughout the Department.

## ***PRIDE Committee***

The PRIDE Committee is responsible for driving the work of PRIDE in AGD.

## **Membership**

The PRIDE Committee will consist of a Chair (or Co-Chairs) and up to 11 other members.

## **Appointment and Term**

Membership of the Committee is for the term of twelve months. Nominations and elections will occur in June/July each year.

The PRIDE Committee will advertise an expression of interest to join the Committee through the PRIDE in AGD mailing list. Members of the Committee may seek to re-nominate for their position.

Where 12 or fewer nominations are received, all nominated members will be automatically elected to the incoming Committee.

Where more than 12 nominations are received, the process will be as follows:

- a) Nominated members will be asked to provide one paragraph outlining why they wish to be elected to the committee;
- b) A list of the nominated members and their statement will be distributed to all current PRIDE in AGD members;
- c) Each member will receive one vote; and
- d) The 12 nominated members receiving the highest number of votes will be elected to the committee.

Those members elected as a result of this process will form the incoming Committee. Once elected, Members will hold their position for the term of the Committee (twelve months) or until resignation, whichever is earlier.

Incoming Committee members are to be notified of their election within two business days of the election result being known, and all members advised of the incoming Committee within five business days of the election result being known.

The PRIDE Committee may also invite or accept interim nominations where the number of Committee members is less than 12. Interim Members will hold their position for the remainder of the term of the Committee (up to 12 months), or until resignation, whichever is earlier.

## Office Bearers

The Committee will consist of the following positions:

- **Chair (or Co-Chairs)**  
The Chair drives the business of the Committee, engages with executive members of the Department, attends and speaks at inter- or intra- departmental meetings or events, and leads engagement with key internal and external stakeholders.
- **Secretary**  
The Secretary organises Committee meetings and prepares meeting minutes.
- **Treasurer**  
The Treasurer oversees the budget of PRIDE in AGD including annual preparation of budget proposals if required.
- **Communications Officer**  
The Communications Officer manages and monitors the mailbox and the development of promotional materials for PRIDE in AGD and its events. As required, the Communications Officer will also be responsible for intranet items, websites, and/or newsletters.
- **Inter-Agency Liaison Officer**  
The Liaison officer maintains and creates connections with other LGBTIQ+ Networks, and takes a lead role in the organisation of inter-agency events.
- **Events Manager**  
The Events Manager will coordinate PRIDE in AGD's events, as agreed by the committee.
- **General committee members**

These members will hold these positions for the term of the Committee (1 year) or until resignation.

## Succession

In the event a Committee member is unable to continue their duties before the conclusion of the 1 year term of the Committee, or resigns, the Committee will circulate the open position to the PRIDE in AGD Network for nominations. General committee members are eligible to nominate for the open position.

The Committee will vote on nominations received for the vacated position, and the majority vote will determine the new Officer position.

If no nominations are received, the Committee will share the responsibilities previously held by the member until such time that the position can be filled.

## Meetings

The PRIDE Committee meets monthly. Meetings may be held more frequently outside the set meeting times as required to discuss items of priority.

The Secretary will record minutes and distribute to Members within five business days of the meeting.

It is expected that informal consensus at meetings will be the normal process for decision-making.

Decisions that do not require significant discussion may be made by email as necessary. In such cases, the position of all Committee members must be sought.

### **Reporting**

At the end of each financial year, a report or summary on the PRIDE in AGD actions to date will be posted on the PRIDE in AGD intranet page.

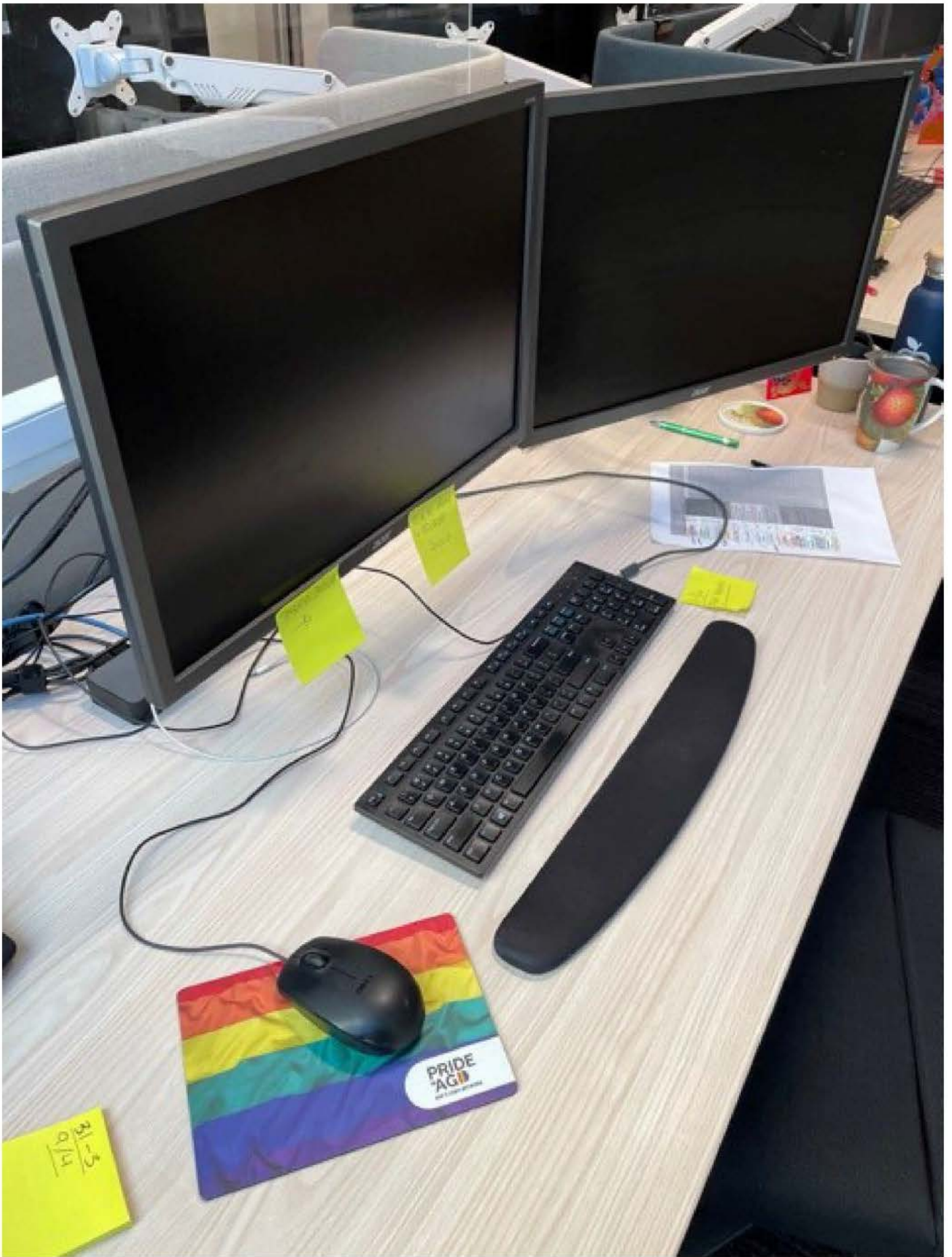
The PRIDE in AGD Chair will provide regular updates to the Diversity Committee and Diversity Council through their membership of the Diversity Committee.

### **Terms of Reference**

The Terms of Reference are to be made available on the PRIDE in AGD intranet page.









s 22(1)

**From:** s 22(1)  
**Sent:** Monday, 30 November 2020 9:49 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** RE: Pride in Practice Conference: Chime Live Platform Link, Username and Password [SEC=UNOFFICIAL]

**UNOFFICIAL**

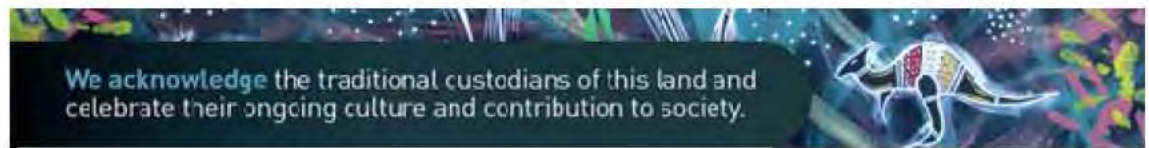
Hi s 22(1)

Thanks for sending this through. Will look at the program and tic-tac with you to see whether we might attend a session or two.

Warm regards.

s 22(1)

s 22(1) | Assistant Director | [Performance & Wellbeing](#) | Human Resources  
Attorney-General's Department, 3-5 National Circuit, Barton, ACT 2600  
s 22(1) s 47E(d)



**UNOFFICIAL**

**From:** s 22(1)  
**Sent:** Monday, 30 November 2020 9:04 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** FW: Pride in Practice Conference: Chime Live Platform Link, Username and Password [SEC=UNOFFICIAL]

**UNOFFICIAL**

Hi s 22(1) and s 22(1)

Hope you both had a great weekend.

As you may be aware, the Pride in Practice conference is happening from today until Wednesday.

We have purchased a ticket and been provided with log in details below. Please feel free to use them if PeWe has not purchased a ticket this year and you would like to attend any of the sessions (attached). Grateful if you could check in with us before you log on – we are sharing this around for attendees from the Committee and want to avoid overlap (we are not sure whether it will work on multiple log-ons at once).

Cheers

s 22(1)

s 22(1)  
Co-Chair | PRIDE in AGD Committee  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600

T: s 22(1)

E: s 22(1) | s 47E(c)



s 22(1)

Sent: Sunday, 29 November 2020 4:39 PM

To: PRIDE in AGD (Pride Network) <s 47E(c), s 47E(d)>

Subject: Pride in Practice Conference: Chime Live Platform Link, Username and Password

**CAUTION:** This email originated from outside of the organisation. Do not follow guidance, click links, or open attachments unless you recognise the sender and know the content is safe.



Dear s 22(1)

We are looking forward to welcoming you to the Pride in Practice Online Conference, to be held from **Monday 30th November – Wednesday 2nd December.**

In this email you will find the **URL link and log in details** for you to join to the Chime Live Platform.

To get the best experience within the platform, please use **Chrome as a browser** and avoid using a VPN. Please note, you will not need to download any software, as this platform is accessible using your web browser.

If possible, we recommend you logging in now, so you can get familiar with the functions of the platform.

s 22(1), s 47E(d)



## EVENT SUPPORT

If you have any questions in the lead up to the event, please contact ACON's Pride Inclusion Program's, Events Manager, § 47F(1)

Please note, remote speakers will receive a separate Zoom login required to present.

We look forward to seeing you online.

Regards,

ACON's Pride Inclusion Programs Team and Encore Team

*This email is intended for the recipient only. As any links above may take you directly to your personal documents from the event, this email should not be forwarded.*

*All links within this email will expire on Saturday, May 1 2021 and the data will be deleted. Please ensure you have downloaded and saved any information to your own device before then.*

**UNOFFICIAL**

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 3 December 2020 4:37 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: Supporting LGBTIQ+ women in the workplace [SEC=OFFICIAL]

**OFFICIALOFFICIAL**

Dear PRIDE in AGD members,

We would like to share some information about a fantastic initiative aimed at generating greater awareness of the unique challenges faced by Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) women in the workplace.



**Sapphire**, an initiative of [Pride in Diversity](#), was developed to provide women with an opportunity to openly express and discuss some of these challenges in a safe, non-confrontational professional environment.

The initiative seeks to engage LGBTQ women (regardless of whether or not they are out at work) who feel passionate about wanting to see a more inclusive workplace, one in which LGBTQ women can freely be themselves at work and one in which there is a greater visibility of 'out' female role models.

You can become a Sapphire member if you identify as LGBTQ women (*regardless of whether or not you are out at work*). Sapphire membership assumes that you have a keen interest in promoting the inclusivity of LGBTQ women within the workplace and would like to actively engage with the Sapphire initiative where possible. Information on how become a Sapphire member is available on the [Sapphire Initiative website](#).

A number of Sapphire events are held nationally throughout the year, namely:

- **Sapphire Members Only** - Closed Focus/Discussion Groups (Sapphire members will from time to time, be invited to participate in closed events. These may be for the purposes of group discussion, to participate in research or for smaller more intimate networking amongst peers. Participation in research and/or closed focus groups and discussions will always be optional. You may opt out or change your mailing list preferences at any times).
- **Sapphire Members and their Allies** - Networking Events.
- **Semi-public events** (open to LGBTQ women and their allies regardless of whether or not you are from a Pride Inclusion Programs member organisation).
- **Open events**.

If you would like to be involved in the Sapphire initiative, more details are available on the [Sapphire Initiative website](#). You can also subscribe to the Sapphire [email newsletter](#).

**Additional resources on supporting LGBTIQ+ women in the workplace**

If you are interested in learning about how you can support LGBTIQ+ women in the workplace, we suggest that you check out some of the following resources:

- *Where are all the women? Research into the low visibility and engagement of same-sex attracted women in the workplace*, published by PWC and Pride in Diversity – available [here](#).
- *AWEI Practice Points: Data Driven Analysis for D&I Professionals*, published by Pride in Diversity – available [here](#).

**PRIDE in AGD Committee**

Attorney-General's Department

E: s 47E(c), s

47E(d)



**OFFICIAL**

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Wednesday, 29 April 2020 12:16 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: Invitation to virtual event s 47E(c), s 47F(1)  
[SEC=UNCLASSIFIED]

Dear PRIDE in AGD members,

Out for Australia is hosting a virtual event s 47E(c), s 47F(1)

**Out for Australia**



Haven't heard of Out for Australia?

Out for Australia's mission is to provide visible role models, mentors, content and targeted support to aspiring LGBTIQ professionals and to strengthen their sense of community.

For more information, the Out for Australia website is available [here](#). You can subscribe to their newsletter [here](#).

We strongly encourage you to dial into the event. You can register [here](#).

**PRIDE in AGD Committee**  
Attorney-General's Department  
s 47E(c), s





s 22(1)

**From:** s 47E(c), s 47E(d)  
**Sent:** Tuesday, 8 December 2020 11:26 AM  
**To:** s 22(1)  
**Subject:** Cth PRIDE champions catch up - report back [SEC=OFFICIAL]

**OFFICIAL**

s 22(1)

I attended the inaugural Commonwealth PRIDE champions catch up on Friday 4 December. About a dozen champions or representatives attended, including for DESE, DISER, DFAT, Treasury, Finance, Services Australia, and a number of smaller agencies.

We introduced ourselves and then each agency talked about what they have been doing and issues they are confronting. There was a fair bit of commonality in terms of what the various networks are doing, though I am pleased to say we are tracking comparatively well in terms of the range of things we are doing for an agency of our size.

Some of the interesting things I picked up:

- There is a common issue about intersectionality across diversity networks. That is, there is a real desire to 'join up' different networks where there are common issues. This just reinforces that our attempts to do things jointly with other networks is valid and something we should keep focussing on. It might also say something broader about the current network structure, which is more for the diversity council I think.
- DISER mentioned that they have been putting a lot of effort into building a better ally network. They have specific ally merchandise. They have also done a series of posters featuring allies and the reason why someone considers being an ally is important. I thought this was a great idea. Perhaps it is something we could consider. Pride in Diversity have provided significant assistance in how to build the ally network.
- DISER have also I think done a LGBTQI history project. I have been wondering about this for a while myself. That is, whether we could at some point do something which was a bit eye catching or interactive to educate people about the community's history.
- Treasury mentioned that they have 'coffee catch ups' for their network and invite prominent speakers (Senator Dean Smith was mentioned as one). Some of our broader invite talks have been in a similar vein, but perhaps when things are looking a bit more normal we should get back on to the idea of speakers with profile coming and telling their own stories occasionally.
- Someone mentioned the real importance of individual staff members telling their stories. So your story telling initiative is clearly a good one. I wonder whether, at some point next year and while I remain the network champion, we should do a profile of me. Perhaps that could take a Q&A form rather than a story. I'm conscious, however, that s 47E(d) is the first cab off the rank with the story telling initiative and we will then want the story of someone who identifies differently to be given some profile.
- Services Australia mentioned that they had not done well on trans and gender diverse recruitment but that they have really focussed on that recently with some success. They mentioned that they had focussed on barriers to employment for people who identify as trans or gender diverse and worked to remove those barriers. Perhaps once we have our policy sorted out, that is a next step for us.
- Various things were suggested in terms of bringing people across the Commonwealth PRIDE networks together. These included a virtual mardi gras event and the intriguing concept of 'drag bingo' (which someone mentioned they had conducted internally with great success). I mentioned the idea of a PRIDE ball, which you had been interested in pursuing, s 22(1)

The champions committed to catching up quarterly.

Happy to discuss.

Cheers,

s  
47E  
(d),  
s  
47E  
(c)



Find out more about AGS at <http://www.ags.gov.au>

**Important:** This message may contain confidential or legally privileged information. If you think it was sent to you by mistake, please delete all copies and advise the sender. For the purposes of the *Spam Act 2003*, this email is authorised by AGS.

**OFFICIAL**



s 22(1)

**From:** s 22(1)  
**Sent:** Monday, 11 May 2020 4:55 PM  
**To:** s 47E(c), s  
**Cc:** s 22(1)  
**Subject:** UPDATES | LGBTIQ+ Inclusion training [SEC=UNCLASSIFIED]

Hi s 47

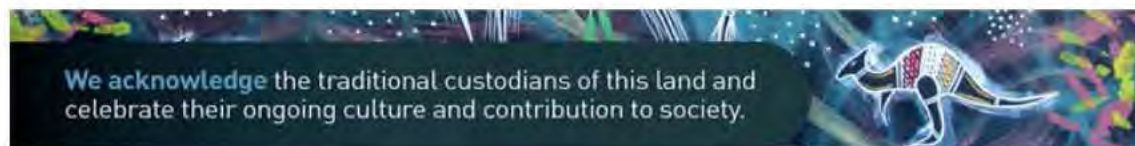
Apologies we have just realised that the enrolment details in s 22(1) originally email need to be updated.

Grateful if you are able to use the below updated draft when sending out via the Distribution list <AGD Coordinators>. Please feel free to adjust the email as you see fit. .

Please don't hesitate to contact me or s 22(1) if you or s 22(1) have questions.

Thanks kindly  
s 22(1)

s 22(1)  
Diversity Advisor | Performance & Wellbeing | Human Resources  
Attorney-General's Department  
s 22(1)



*I am currently working from home. I am available via phone as usual.*

\*\*\*\*\*  
\*\*\*\*\*

Dear Coordinators

I request your assistance to distribute the below invitation across your respective business units. Grateful if you can please send to individuals within your areas to ensure it is distributed as soon as possible.

I encourage all staff to consider participating in this valuable training opportunity.

Please contact s 22(1) or s 22(1) if you have any questions.

s 47E(c), s  
PRIDE Champion

***LGBTIQ+ Inclusion training – Enrol now!***

Are you interested in finding out more about what you can do to become an Ally for our LGBTIQ+ employees?

Places are available to attend one of two sessions of *Engaging Allies for Change*, facilitated by s 47F(1) from [Pride in Diversity](#). Session one, will be for APS level staff, with the second session for EL staff.

**Feedback from past participants:**

*"I thought the Pride in Diversity training session was excellent. The presenter's warm, engaging style created a welcoming atmosphere, and the session was very informative. I had never been to training about LGBTI awareness and inclusiveness before, and the training prompted me to think in new ways about why LGBTI inclusiveness is important in organisations such as ours."*

*"This session provided valuable insights into how common workplace conversations (such as 'how was your weekend?') can prove difficult for LGBTI officers who are not 'out' at work. The discussion of terminology and definitions was also helpful, including for the lawyer aspiring to be diversity-aware!"*

Both sessions are one hour long and aim to provide participants with an understanding of why LGBTI workplace inclusion is important to an organisation as well as to provide a level of comfort around terminology, explore challenges often faced by LGBTI employees and provide awareness on the impact that a culture has on the lived experiences of its employees.

**Engaging Allies for Change (for APS level participants)**

**Where:** Virtual Training Room

**When:** Wednesday 20 May 2020, 10.30am – 11.30am

**Inclusive Leadership (for EL participants)**

**Where:** Virtual Training Room

**When:** Wednesday 20 May 2020, 1.30pm – 2.30pm

To register your interest in any of the above sessions please inform the Learning & Development team via [HR Assist](#).

We are currently trialling administration of learning activities in our new learning management system ALEX (AGD Learning Experience). Participants will receive email from ALEX as part of their enrolment.

If you have any questions please contact the Learning & Development team via [HR Assist](#).

**Learning & Development | Human Resources**

§ 47E(d)

Keep learning. Keep growing.

---

**From:** § 22(1)

**Sent:** Monday, 11 May 2020 12:06 PM

**To:** § 47E(c), § 47E(d)

**Cc:** § 22(1)

**Subject:** LGBTIQ+ Inclusion training

Good Afternoon § 47E

We have engaged § 47F(1) from Pride in Diversity to provide our LGBTIQ+ Inclusion training on 20 May. We have drafted an invitation on your behalf to send through the AGD Coordinators Network. We note that § 22(1) is a member of the AGD Coordinators Network and will arrange for the email to be sent to the appropriate people in AGS.

Two sessions will be run in the Virtual training rooms and hosted by our Learning and Development team. The first session is aimed at the APS level participants with the second session for EL participants. Attendance is limited to 25 at each session.



Grateful if you are able to distribute the below messaging via the Distribution list <AGD Coordinators> as soon as possible.

Please don't hesitate to contact me or s 22(1) should you wish to discuss further.

Kind Regards

s  
22(1)

s 22(1) | Administrative Support Officer | Performance & Wellbeing | Human Resources  
Attorney-General's Department, 3-5 National Circuit, Barton, ACT 2600  
s 22(1)



---

Dear Coordinators

I request your assistance to distribute the below invitation across your respective business units. Grateful if you can please send to individuals within your areas to ensure it is distributed as soon as possible.

Please contact s 22(1) or s 22(1) if you have any questions.

s 47E(c), s  
47F(d)  
PRIDE Champion

---

### ***LGBTIQ+ Inclusion training – Enrol now!***

Are you interested in finding out more about what you can do to become an Ally for our LGBTIQ+ employees?

Places are available to attend one of two sessions of *Engaging Allies for Change*, facilitated by s 47F(1) from [Pride in Diversity](#). Session one, will be for **APS level staff**, with the second session for **EL staff**.

#### **Feedback from past participants:**

*"I thought the Pride in Diversity training session was excellent. The presenter's warm, engaging style created a welcoming atmosphere, and the session was very informative. I had never been to training about LGBTI awareness and inclusiveness before, and the training prompted me to think in new ways about why LGBTI inclusiveness is important in organisations such as ours."*

*"This session provided valuable insights into how common workplace conversations (such as 'how was your weekend?') can prove difficult for LGBTI officers who are not 'out' at work. The discussion of terminology and definitions was also helpful, including for the lawyer aspiring to be diversity-aware!"*

Both sessions are one hour long and aim to provide participants with an understanding of why LGBTI workplace inclusion is important to an organisation as well as to provide a level of comfort around terminology, explore challenges often faced by LGBTI employees and provide awareness on the impact that a culture has on the lived experiences of its employees.

[Engaging Allies for Change](#) (for APS level participants)

**Where:** Virtual Training Room

**When:** Wednesday 20 May 2020, 10.30am – 11.30am

[Engaging Allies for Change](#) (for EL participants)

**Where:** Virtual Training Room

**When:** Wednesday 20 May 2020, 1.30pm – 2.30pm

To register your interest in any of the below sessions please inform the Learning & Development team via [HR Assist](#).

We are currently trialling administration of learning activities in our new learning management system ALEX (*AGD Learning Experience*). Participants will receive email from ALEX as part of their enrolment.

If you have any questions please contact the Learning & Development team via [HR Assist](#).

**Learning & Development | Human Resources**

s 47E(d)



**Keep learning. Keep growing.**

s 22(1)

**From:** s 22(1)  
**Sent:** Thursday, 11 March 2021 4:01 PM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** RE: INPUT BY COB 11/3/2021: 2021 AWEI submission [SEC=OFFICIAL]  
**Attachments:** Data for 2021 AWEI submission.docx

**OFFICIAL**

Hi s 22(1)

Please see attachment for response to below questions. As per our discussion today there is no available data to form a response to question 38.

Let me know if you require any further assistance.

Regards

s 22(1)

Workforce Planning and Capability\_- Human Resources  
 Attorney-General's Department | 3-5 National Circuit Barton ACT 2600

s 22(1)

Reports may contain personal information, with the use and disclosure of that information being subject to the *Privacy Act 1988*.



**OFFICIAL**

**From:** s 22(1)  
**Sent:** Wednesday, 10 March 2021 1:05 PM  
**To:** s 22(1)  
**Subject:** INPUT BY COB 11/3/2021: 2021 AWEI submission [SEC=OFFICIAL]  
**Importance:** High

**OFFICIAL**

Hi s 22(1)

As discussed, grateful for consideration and input to our 2021 AWEI submission.

**Question 37**

Within our annual engagement, pulse or diversity surveys, either for the assessed calendar year or year prior, we have:

- a) included questions in regard to one's sexual orientation, gender identity or whether or not someone is intersex, AND
- b) analysed and reported on LGBTIQ engagement data alongside other diversity demographics or overall population statistics

For full points, please provide:

- a) details of when that data was last collected
- b) a copy of the questions used to identify LGBTIQ population

c) an overview of comparative findings or analysis as compared to other internal populations

As discussed, s 22(1) provided us with the attached response for inclusion in our submission last year. Grateful for your advice as to whether our approach has been consistent across the most recent census.

**Question 38**

Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed one of the following:

- if LGBTIQ employees are directly or indirectly disadvantaged at any stage during the recruitment process
- if LGBTIQ employees are directly or indirectly disadvantaged in talent management processes or career progression
- if there are discrepancies in attrition rates between LGBTIQ and non-LGBTIQ employees
- if within gender aggregated data, we include non-binary employees and if not a proposed plan of action
- if internal engagement or AWEI Survey data show any “most in need” areas to focus on, resulting in a plan of action

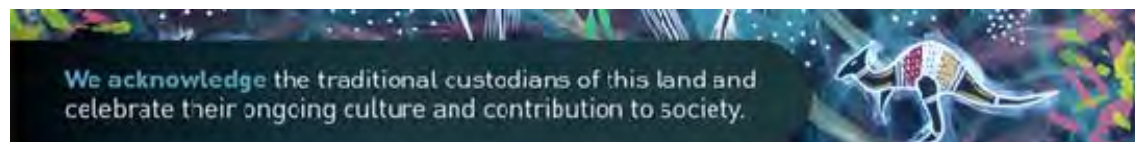
Please provide evidence for one of the above, including a plan of action where stipulated. Points will be given for one of the above.

If you have done work in more than one of the above areas within the assessed year, or year prior, please add to the ADDITIONAL WORK section at the end of this submission.

We were not able to provide evidence that we had investigated or assessed any of the above last year. Grateful for your consideration and advice as to whether this remains the case or whether some work may have commenced. I will test the recruitment related questions with the Recruitment team.

Thanks and happy to discuss further.

s 22(1)  
 s 22(1) | Assistant Director | [Performance & Wellbeing](#) | Human Resources  
 Attorney-General's Department, 3-5 National Circuit, Barton, ACT 2600  
 BH: s 22(1) | Email: s 47E(d)



**OFFICIAL**



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**In response to question 37 see below:**

The below question was asked in the annual APS Census conducted in October 2020.

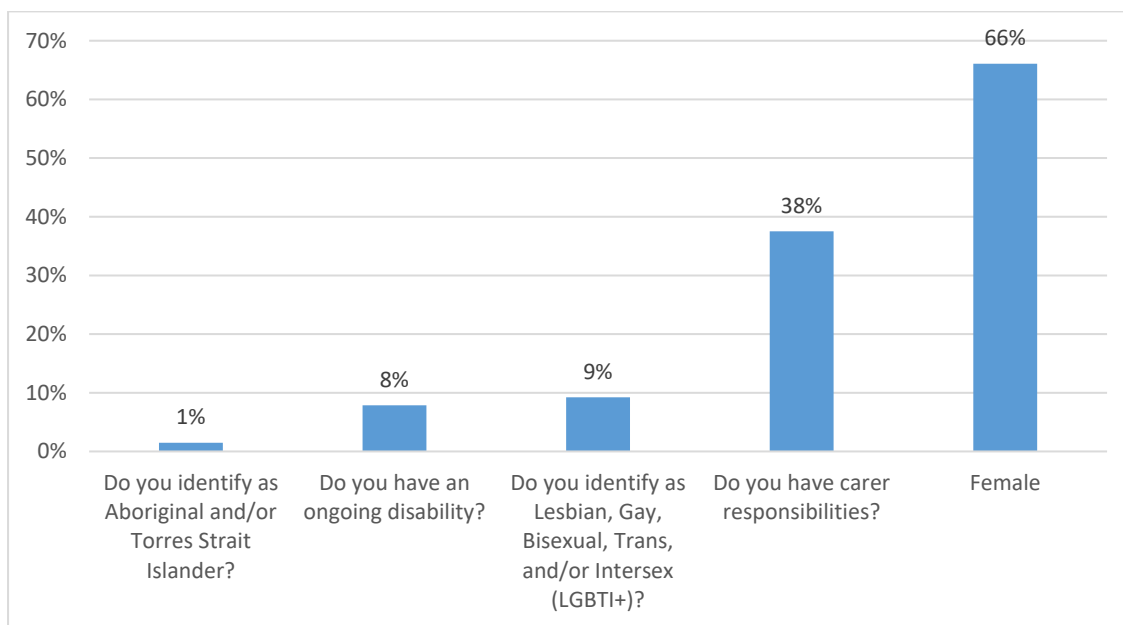
**a)**

11. Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTI+)?

- O 1 Yes
- O 2 No

**b)** Due to timing of the 2020 APS Census, results were only released to departments in January 2021 and because of the tight turnaround to the 2021 APS Census (May) we do not intend to undertake group level analysis.

The demographic results for AGD are below, demographics collected in October 2020 **did not include** language other than English or born outside Australia.



**Comparative to APS 2020 Census results**

- Indigenous Australians 3.0%
- Disability 4.0%
- Female 60%
- LGBTI+ 6%
- Do you have carers responsibilities? 35%

The results are similar to last year in that the level of diversity in the department is higher than the APS overall, the exception is Indigenous Australians where the department is 2% lower.

**In response to question 38**

We have no data in relation to this question and the sub parts

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 12 March 2020 10:23 AM  
**To:** s 47E(c), s 47E(d)

**Subject:** PRIDE in AGD partnering with Queer Screen - Mardi Gras Film Festival [SEC=UNCLASSIFIED]

Good morning APS Pride Network colleagues,

**[PRIDE in AGD partnering with Queer Screen to present 'White Lie' at Mardi Gras Film Festival](#)**

We are excited to report that Queer Screen is returning again this year to Event Cinemas Manuka to present the Mardi Gras Film Festival.

PRIDE in AGD is proud to be partnering with Queer Screen for a screening of 'White Lie' this Saturday 14 March at Manuka Cinema.

**Queer Screen and PRIDE in AGD present 'White Lie' – Sat 14 March – 8:00PM**



Tickets: <https://tix.queerscreen.org.au/Events/White-Lie/Sat-Mar-14-2020-20-00>

A stylish Canadian drama which explores social media and the lengths we go to for status, attention, and love through lead character Katie, a college student who fakes having cancer. As her elaborate charade begins to fall apart, Katie digs herself in deeper.

*White Lie* Trailer: [https://youtu.be/6146a\\_vM0HU](https://youtu.be/6146a_vM0HU)

There are also a number of other screenings which you may want to check out.

**Fri 13 March – 7:00PM – An Almost Ordinary Summer**

<https://tix.queerscreen.org.au/Events/An-Almost-Ordinary-Summer/Fri-Mar-13-2020-19-00>

A cheeky comedy that has audiences laughing out loud and holding on to their heartstrings for Carlo and Tony, a pair of later-in-life gay lovers who bring their families together to announce their engagement. The film was a hit at Frameline and the Sydney audience rated it 4.2 out of 5 when it closed the festival last month.

*An Almost Ordinary Summer* Trailer: <https://youtu.be/lnLodJiON3A>

**Sat 14 March – 6:00PM – Transgender Shorts**

<https://tix.queerscreen.org.au/Events/Transgender-Shorts/Sat-Mar-14-2020-18-00>

This moving selection showcases some of the best filmmaking about transgender people from around the world. A beautifully realised package, these short films confront bigotry, stereotypes, religion, cultural norms, and the medical establishment.

**Sun 15 March – 4:00PM – 5B**

<https://tix.queerscreen.org.au/Events/5B/Sun-Mar-15-2020-16-00>

Runner up in the audience award at the Mardi Gras Film Festival in Sydney last month, *5B* is a heartfelt documentary about the start of the AIDS epidemic in San Francisco, told through the personal stories of those who established and worked on the HIV ward in the local hospital.

*5B* Trailer: <https://youtu.be/48m65zguldc>

**Sun 15 March – 6:00PM – Same But Different: A True New Zealand Love Story**

<https://tix.queerscreen.org.au/Events/Same-But-Different-A-True-New-Zealand-Love-Story/Sun-Mar-15-2020-18-00>

A delightfully modern, cross-cultural romantic comedy about being your true self. Of course, true love never runs smoothly and when odd couple Rachel and Nikki finally get together a spiteful ex appears to throw a spanner in the works.

*Same But Different* Trailer: <https://youtu.be/oKG2t-6H9BY>

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Don't miss the opportunity to see this wonderful selection of acclaimed LGBTIQ+ films fresh from sell-out screenings at Queer Screen's 27<sup>th</sup> Mardi Gras Film Festival in Sydney.

Tickets and info for all films at: [queerscreen.org.au](https://queerscreen.org.au) and [bit.ly/MGFF20\\_Canberra](https://bit.ly/MGFF20_Canberra)

Join the Facebook Event: <https://www.facebook.com/events/2242378536067072/>



s 47E(c), s  
47E(d)





s 22(1)

**From:** s 22(1)  
**Sent:** Wednesday, 1 July 2020 3:01 PM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** FW: PRIDE: Proposal to develop a Gender Affirmation Policy [SEC=UNCLASSIFIED]  
**Attachments:** s 22(1)

**Categories:** Follow up

Hi s 22(1) and s 22(1)

As discussed at the Diversity Chairs meeting, here is the Gender Affirmation Plan consultation proposal which s 47 recently approved.

We will be looking to form a GAP subcommittee in the coming few months to carry this project forward.

Thanks,

s 22(1)  
Co-Chair | PRIDE in AGD Committee  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600  
s 22(1)

s 47E(c), s



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**From:** s 22(1)  
**Sent:** Friday, 13 March 2020 1:57 PM  
**To:** s 47E(c), s 47E(d)  
**Cc:** s 22(1)  
PRIDE in AGD (Pride Network) s 47E(c)  
**Subject:** PRIDE: Proposal to develop a Gender Affirmation Policy [SEC=UNCLASSIFIED]

Good afternoon s 47E

I hope this email finds you well. I write today on behalf of PRIDE in AGD to seek your support in developing an internal consultation plan for a Gender Affirmation Policy (GAP) for AGD.

**Proposal**

As with any new policy or changes to existing policy, PRIDE in AGD acknowledges the need to consult widely across the department to capture a cross-section of opinions.

Members of PRIDE in AGD have expressed interest in forming a GAP subcommittee to progress this initiative forward. We anticipate the subcommittee would consist of at least three PRIDE in AGD members and one Women's Network

representative, noting the Women's Network is considering rebranding as a gender equity network in the future. We also intend to open up other positions on the subcommittee to PRIDE in AGD members and members of AGD's other diversity networks, with the hope of engaging people who have lived experience.

PRIDE in AGD is proposing to develop a consultation plan to be considered at the next Diversity Committee meeting in first half of June. The plan will outline a strategy to consult with departmental officers through a series of roundtable discussions from late June to late July.

If a GAP is adopted by the department, we would be seeking to officially launch it during Transgender Awareness Week commencing 20 November 2020.

#### **About GAPs**

PRIDE in AGD proposes to develop a tailored GAP as part of the department's overall measures in providing a safe and inclusive workplace where all employees feel comfortable bringing their whole selves to work. A GAP (and associated guidelines) outlines the support available to assist employees through the process of affirming their gender in the workplace. I attach the GAP drafted by Pride in Diversity for Commonwealth departments and agencies to use and tailor to their needs.

Similar GAPs have been adopted by the Department of the Prime Minister and Cabinet, the Department of Defence, the Royal Australian Air Force, the Victorian Government and the Anti-Discrimination Commission Queensland (see attached). A number of other departments are currently in the process of developing GAPs, including the Department of Finance and Department of Agriculture. More information about work currently being undertaken by other departments will be ascertained during the consultation process.

#### **Relevance to AGD**

The implementation of a GAP is in line with the department's diversity strategy (namely action area two - adaptable workplaces and practices) and PRIDE in AGD's Action Plan objectives. Further, one of the Australian Workplace Equality Index (AWEI) indicators that AGD is assessed against is related to GAPs. AGD is measured against 'having a documented gender affirmation policy/process and documentation to support both'.

#### **How a GAP would work**

It is not proposed that the GAP would award greater entitlements (e.g. leave provisions) than are presently provided by the department. Rather, a GAP would outline the present entitlements that can be accessed by someone transitioning within the department, and provide guidance to managers and other officers who support or provide corporate services to staff during the process of transitioning.

#### **Your approval**

We would be grateful for your endorsement to establish a subcommittee to prepare a consultation plan for the Diversity Committee to review in early June.

If you would like to discuss in person, I will arrange a time with s 22(1)

Kind regards,

s  
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1) s 22(1)

Co Chair | PRIDE in AGD Committee  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600  
s 22(1)

; s 47E(c), s





s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Monday, 4 May 2020 10:00 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE in AGD (and at Home) Newsletter | May 2020 [SEC=UNCLASSIFIED]

Hi PRIDE in AGD members!

We hope you are all doing well working remotely during these unprecedented times!

Welcome to the first edition of the PRIDE in AGD (and at Home) newsletter. Our aim is to bring you a once-monthly newsletter that is equal parts entertaining and informative, and provides you with some suggestions of visual, audible and written LGBTIQ+ related content that is bringing us joy.

We are very open to feedback and suggestions for this newsletter – please send these through to s 47E(c), s 47E(d)

## PRIDE in AGD (and at Home) Newsletter | May 2020



### What's on(line)

We might not be able to go out but there's plenty of cool events to tune into at home!

#### Lesbian Visibility Week 2020

Did you know? Results from the recent Pride Matters survey conducted by Pride in London showed that gay women are almost twice as unlikely to be out in the workplace as their gay male colleagues. This research underlines how important it is to recognise, celebrate and support lesbian, bisexual, transgender and queer women at work and beyond.

In fact, this past Sunday 26 April was **Lesbian Day of Visibility!** In celebration of Lesbian Visibility Week 2020, Diva Media Group has organised a diverse range of online events that celebrate, recognise and bring visibility to lesbians worldwide. Check out the inspiring sessions on their website [here!](#)

s 47E(c), s 47F(1)

#### Queer Love In

On Saturday 2 May, *Queer Love In* streamed live from Equality Australia's [Facebook page](#).\* *Queer Love In* brought LGBTIQ+ artists and performers who have lost work due to COVID-19 into our homes, and gathered our community across Australia – online – to reconnect and celebrate. *Queer Love In* sought to support LGBTIQ+ artists and performers doing it tough in COVID-19 times and Equality Australia's work. *Queer Love In* can still be watched on [Facebook](#).





## Watch | Read | Listen

Home quarantine has many of us turning to popular culture for entertainment, distraction and comfort during these strange times. With so many options out there and so much time to fill, it's easy to find yourself scrolling incessantly, wondering which made-for-Netflix production to binge watch next. Here at PRIDE in AGD, we thought we would save you some time by recommending some LGBTIQ-related content for your culture fix.

We would also love to hear your recommendations! If you have a TV/ movie/ book/ podcast suggestion for the next newsletter, please send it to the PRIDE inbox.



### What to watch | 'A Secret Love'

In the spirit of Lesbian Day of Visibility, our top pick for your home quarantine screen time is a tear-jerking and heart-warming story of a lesbian couple's 70 year romance, *A Secret Love*. Available to stream on Netflix, this heart-warming documentary has been described as 'an adoring portrait of a lesbian partnership entering its twilight years' as elderly pair Terry and Pat tell the story of how they met, how they kept their relationship secret from their families, and what life was like in the decades when it wasn't safe to be openly lesbian. As a cool side note, in her youth, Terry actually played in the All-American Girls Professional Baseball League (dramatized in the 90s classic film starring Geena Davis, *A League of their Own*). Be sure to have tissues on hand.



### What to read | 'Growing Up Queer in Australia'

Sick of staring at the screen and want to get into a good book instead? Author and journalist Benjamin Law has compiled a series of contributions from celebrated LGBTIQ+ Australians in the 2019 anthology *Growing up Queer in Australia*. The stories come from all over Australia, from different eras, ethnic backgrounds and a range of experiences. A great quarantine read.



### What to listen to | 'Word of the Gay' podcast

Have you ever heard queer vernacular like 'U-Haul' or 'friend of Dorothy' and wondered where they came from or what they actually mean? *Word of the Gay* is an entertaining and informative podcast that explores the history and usage of different LGBTIQ slang words and phrases in each instalment. Join hosts Brendy and Eleni as they talk about whether a 'gaydar' is an actual thing, what it means to be an 'ally', or how the queer community has reclaimed some previously derogatory words. You'll be surprised what you learn.



## Updates from the PRIDE in AGD Committee

### Summary of results from the Department's 2019 Gender Equity Survey

In the Department's 2019 Gender Equity Survey, LGBTIQ+ staff typically had less positive perceptions of gender equity than their counterparts. LGBTIQ+ staff were generally less satisfied with flexible working arrangements than other demographic groups, with satisfaction being lowest among Aboriginal and Torres Strait Islander and LGBTIQ+ staff, and staff with a disability. The survey also demonstrated that LGBTIQ+ staff were less likely than staff in the department overall to see flexible work as impacting positively on them in all respects, including on job satisfaction, work load and inclusion. Only 27% of LGBTIQ+ staff surveyed agreed that staff who work flexibly are able to progress their careers at the same rate those who do not work flexibly.

While these results recognise there is still work to be done, we would be very interested to see whether there would be a marked change in the results of a 2020 Gender Equity Survey asking similar questions about flexible working!

We encourage you to consider participating in the AGD Working Group on Flexible Work Arrangements and Gender Equity. If you are interested, please send a short EOI (no more than 200 words) to s 47E(c), s 47E(d) by **COB Friday 8 May**.



## PRIDE in AGD shout-outs

### Your WFH co-workers

Got a non-traditional co-worker who you think deserves a special shout out? Send us a photo of your pet/child/housemate/cactus and a few sentences explaining why they're crushing their PPI, and we'll feature them in the next newsletter!

s 47F(1)

s 47F(1)

### Show us your PRIDE set-ups

Working from home? Think your working from home set-up deserves a special shout-out?

Send us a photo of your PRIDE in AGD merch set-ups and go into the draw for a guest starring role in next month's newsletter.

s 47F(1)

## PRIDE in AGD activities

### Monthly challenge

Drum roll please. Are you ready for this?

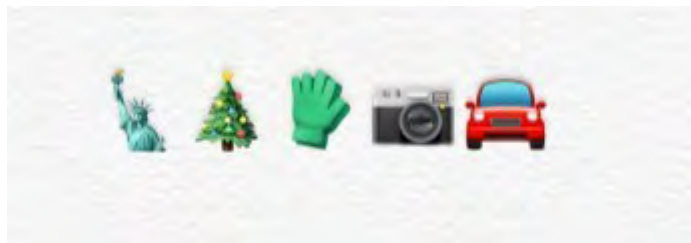
We challenge you to recreate a famous painting using only objects you can find in your house!

The **top five** entrees will be featured in the next edition of our newsletter.



### “Reel” quick quiz

Can you guess which LGBTIQ+ movie this is based on the following five emojis?



Check next month’s newsletter for the answer!

Also, feel free to submit your own emoji-fied queer TV/movie/book for the next quiz to the PRIDE in AGD inbox!



## Staying active, connected and healthy

We are all living through challenging times and many of us are feeling the effects of social isolation, particularly those whose families and friends may be interstate. We know that we miss seeing all of you around the Department! We are keen to stay connected with you all, and welcome any suggestions for initiatives to keep our PRIDE in AGD community alive and help us check in with each other.

We can only speak from personal experience, but we have found that regular physical activity and staying virtually connected with friends, family and colleagues has really helped us.

If you feel in need of further support, there are a range of support options available for those who identify as a member of the LGBTIQ+ rainbow:

- [ACON](#) has a range of resources to help people stay healthy in light of COVID-19
- R U OK? has released [‘A guide to asking R U Ok?’](#) in collaboration with the National LGBTI Health Alliance which includes tips to help you feel confident about starting a conversation with someone you are worried about, and
- ABCQueer has also compiled a handy list of [Queer and LGBTI+ community support services](#) in Australia. (ABCQueer is also delivering on some great [Instagram content](#) at the moment, FYI for you ‘grammers out there.\*)

Beyond Blue has made available [coronavirus-specific resources](#), including a completely confidential 24/7 telephone and online service delivered by trained counsellors.

We hope you all stay safe and well. It is always ok to ask for help, so please reach out if you need it.



We would like to thank s 22(1) and s 22(1) for being our newsletter assemblers in chief.

Until next month!

**PRIDE in AGD Committee**  
Attorney-General’s Department  
E: s 47E(c), s 47E(d)





\* Social media links will not work on AGD computers.

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 11 June 2020 9:17 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE in AGD (and at Home) Newsletter | June 2020 [SEC=UNCLASSIFIED]

## PRIDE in AGD (and at Home) Newsletter | June 2020



### What's on(line)

#### SBS LGBTIQ+ training on AGD's new learning platform ALEX

SBS has developed a training course about LGBTIQ+ diversity in collaboration with ACON Pride in Diversity. Pride in Diversity is the national not-for-profit employer support program for LGBTIQ+ workplace inclusion - specialising in HR, organisational change and workplace diversity.

Participants will gain a solid understanding of barriers to inclusion for people from the LGBTIQ+ community, and the benefits they bring to an organisation. They will learn about the impact of language, the importance of allies, and what organisations are doing to be more inclusive of LGBTIQ+ people.

You can access the course by searching 'SBS LGBTIQ+' on [ALEX](#)! The course takes is self-paced and takes approximately an hour to complete in total. The course is very engaging so we strongly encourage you to sign up.

#### Sydney Gay and Lesbian Mardi Gras – Global Pride Event

This year on June 27 and 28, hundreds of Pride organisations around the world will unite for a special online broadcast called [Global Pride!](#) Global Pride will be a celebration of LGBTQIA+ identities, culture and community, showcasing talent and storytelling from across the globe. The Sydney Gay and Lesbian Mardi Gras are planning a special contribution to Global Pride and they want you to be a part of it! Wear your favourite Mardi Gras-themed attire and take a few seconds of video of yourself waving, dancing around or blowing a kiss to the camera—whatever captures your mardi gras spirit. A video compilation of everyone's contributions will premiere on Mardi Gras' social media channels before it's streamed online worldwide during the Global Pride broadcast on June 27/28. [Email Mardi Gras if you're keen and they'll send you everything you need to participate!](#)

#### National LGBTI Health Alliance Virtual Yoga & Meditation

Every Tuesday, the National LGBTI Health Alliance is running free online yoga and meditation classes. The classes are tailored to all levels, so no prior experience is needed. [Register for a class on Eventbrite here!](#)

#### Out for Australia's LGBTIQ+ Mentoring Program

Out for Australia is an organisation that seeks to support and mentor aspiring LGBTIQ professionals as they navigate their way through the early stages of their careers. Given this period of professional and economic uncertainty, we wanted to encourage our network members to consider becoming an LGBTIQ mentor to a young person from our community. As Out for Australia writes:

*Young LGBTQIA+ Australians are currently doing it tough. Many have been let go from their casual jobs, or had their studies postponed or cancelled. Others are grappling with unfamiliar working from home arrangements. Those young people who were planning on applying for their first job this year now face dramatically more difficult economic conditions. All these groups of young LGBTIQ+ people could benefit from the right mentor. A mentor can give a young person invaluable guidance*



on their career, help them develop new skills and grow their networks, and inspire them to be their authentic self in the workplace.

[Find out more about Out for Australia's Mentoring Program!](#)

While we are focussed on all things Out for Australia, if you wanted to tune for Out for Australia's May events on "Being "Out" at work" and "Overcoming COVID's impact on our minds", you can watch these on Out for Australia's Facebook page.



## Watch | Read | Listen



### TV | *Never Have I Ever*

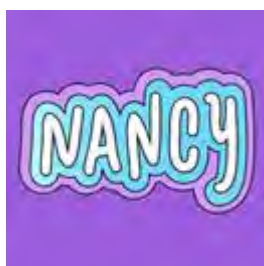
Mindy Kaling's new teen-comedy, *Never Have I Ever*, has received much praise for its authentic, yet comedic, representation of Indian-American culture and its diverse cast. The show follows the life and adventures of Devi (Maitreyi Ramakrishnan), a first-generation Indian-American high school student. Another important storyline in the series is that of Fabiola (Lee Rodriguez) who, in the course of the show, is forced to confront and question her own sexuality and identity. A heart-warming and hilarious series for unsettling times. *Never Have I Ever* is available to stream on Netflix.

### Cinema | *Out Here*



[Out Here](#) is an exciting Screen Australia initiative giving Australians the opportunity to produce a documentary focused on the LGBTQI+ experience in rural and regional communities. *Out Here* awarded funding to three short documentary films which are all publicly available to watch for free via [Network 10's website](#) – *Rainbow Passage* explores the love story of Cadence and Amanda as they embark on their gender affirmation story, *Belonging* tells a story of two generations of gay activism in Tasmania, and *Alone Out Here* is a tender vignette of a gay farmer's experience of loneliness and his mission to combat climate change through his farm.

### Podcast | *Nancy*



*Nancy* is a weekly podcast that features stories and conversations about the queer experience today. Join super lovely and whip-smart hosts Kathy Tu and Tobin Low for in-depth interviews and investigations into queer pop culture, politics and the personal journeys of famous and ordinary LGBTQIQA+ people. *Nancy's* recent 100<sup>th</sup> episode, [Make Australia Gay Again](#), explores a mysterious micronation called the Gay and Lesbian Kingdom of the Coral Sea Islands, and the time it declared war on Australia. [Check out that and more episodes at Nancy's website.](#)



## In Case You Missed It

**PRIDE in AGD presents IDAHOBIT with Jordan Raskopoulos**

Sunday 17 May 2020 marked the 30th anniversary of the World Health Organization (WHO) removing homosexuality from the Classification of Diseases and Related Health Problems. Each year on 17 May, in commemoration of this important milestone, over 130 countries around the world celebrate the International Day against Homophobia, Biphobia, Interphobia and Transphobia – IDAHOBIT.

This year for IDAHOBIT, the PRIDE in AGD network engaged prominent musician, comedian and LGBTIQ+ advocate Jordan Raskopoulos for a livestreamed keynote address. In her address, Jordan touched on her own journey, as a transgender woman and a <sup>s 47E(c)</sup> n, away from shame to an acceptance and pride in herself.

Jordan asked us to take responsibility by interrogating our own unconscious biases and using our voices and our privilege to 'speak out, educate, make and influence change'.

During her presentation, Jordan answered a number of questions asked by AGD staff. You can still listen to the recorded version of Jordan's keynote address <sup>s 47E(c), s 47E(d)</sup>

### 30th Anniversary of OutRage!

The month of May marked the 30<sup>th</sup> anniversary of the establishment of *OutRage!*, a LGBTQIA+ activist group. *OutRage!* was formed in response to the murder of a gay man in London and ongoing police discrimination. Included in its founding members was Australian, Peter Thatchell. In the decades that followed, *OutRage!* and Thatchell played an important role in Queer activism and advancing LGBTQIA+ rights. [You can read more about OutRage!, Thatchell, and their work in this article.](#)

### RIP Larry Kramer

Queer activist, author and playwright, Larry Kramer, has died aged 84. Kramer founded the first service organisation for people who were H.I.V. positive, *Gay Men's Health Crisis*, as well as the militant activist group, *Act UP*. Kramer played a crucial role in raising awareness of the AIDS crisis and convincing the American public, and politicians, to speed up the search for effective treatments. [Read more about Larry Kramer's life, activism and creative work here.](#)



## Updates from the PRIDE in AGD Committee

It was a busy month for the PRIDE in AGD Committee! We want to thank everyone who participated in Jordan Raskopoulos' amazing IDAHOBIT keynote address—thanks for asking her such engaging and insightful questions. If you haven't had a chance yet, don't forget to listen to the recorded version of the keynote [here](#)! Look out for an intranet article about AGD's IDAHOBIT celebrations, including Jordan's address, on the intranet soon!

Also on the agenda:

- The PRIDE in AGD Committee now has the results of the Australian Workplace Equality Index (AWEI) survey, and are reviewing the results.
- May 27 – June 3 marked [National Reconciliation Week 2020](#). We hope that you actively participated in the impressive array of Reconciliation Week activities led by the IEN this year and reflected on the meaning and significance of Reconciliation Day on Monday 1 June.

A friendly reminder that PRIDE in AGD is open to all employees, no matter where they are located in Australia – all LGBTIQ+ employees, their friends, allies and supporters are welcome.






## PRIDE in AGD shout-outs


### Your WFH co-workers

s 47F(1)



### Your WFH pride

s 47F(1)





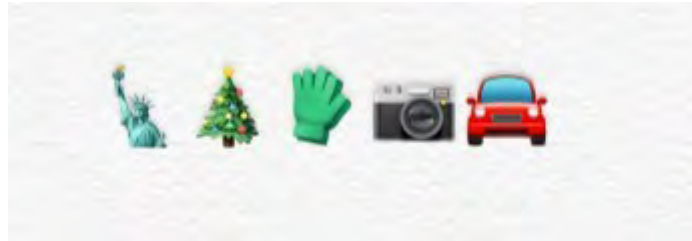
## PRIDE in AGD activities

### “Reel” quick quiz

The following six emoji summarise the plot of a classic LGBTIQ+ movie. Can you guess which one?



Find out the answer in the next newsletter! Speaking of which, did you figure out the answer to last month's quiz? A quick refresher:



And the answer is...

*Carol* (2015), directed by Todd Haynes!



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 9 July 2020 10:38 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE in AGD (and at Home) Newsletter | July 2020 [SEC=UNCLASSIFIED]

## PRIDE in AGD (and at Home) Newsletter | July 2020



### Updates from the PRIDE in AGD Committee

We hope that you all had a very happy PRIDE month!

June was PRIDE Month, which commemorates the Stonewall Riots and recognises the work done towards equal justice and equal opportunities for LGBTIQ+ people across the world. On 28 June 51 years ago, a group of LGBTIQ+ New Yorkers stood up to police abuse at the city's now-legendary Stonewall Inn. The riots sparked a global rights movement that sought to end discrimination on the grounds of sexuality.

On the agenda for PRIDE in AGD this month:

- We are currently in the process of planning our activities for the coming financial year. What would you like to see in 2020-21? We would love to hear your ideas.
- The PRIDE in AGD Committee election is underway. Please email [s 47E\(c\), s 47E\(d\)](#) if you would like to nominate for a position. Unfortunately, we will not be able to offer democracy sausages at this time.
- Jordan Raskopoulos' amazing IDAHOBIT keynote address is still available for viewing – if you haven't had a chance yet, don't forget to listen to the recorded version of the keynote [here!](#)

A friendly reminder that PRIDE in AGD is open to all employees, no matter where you are located in Australia – all LGBTIQ+ employees, their friends, allies and supporters are welcome.



### What's on(line)

#### Pride Month online exhibitions

We know it's July now, but we think one month just isn't enough time to contain the amount of amazing Pride content out there right now on the interwebs. In celebration of Pride Month, the Guardian has [a fabulous roundup of digital LGBTIQ+ exhibitions](#), featuring everything from art to artefacts.

#### Reflecting on Pride Month and what it means to all of us

Speaking of Pride Month, this time means different things to different people depending on their lived experiences. Particularly in light of world events at the moment, now is the perfect time to seek to understand the diverse perspectives and experiences of LGBTIQ+ people. To get you started, check out After Ellen's list of [7 must-read books](#) on black liberation politics by black lesbians. The streaming service Kanopy has also added [Out Late](#) to its service. *Out Late* is a touching documentary that explores five individuals' choice to come out as lesbian, gay or transgender after the age of 55. Happy reading and watching!





## In Case You Missed It

### LGBTQIA+ activity Marsha P. Johnson celebrated with a Google doodle



On June 30, Google posthumously honoured LGBTIQ+ rights activist, performer and self-identified drag queen Marsha P. Johnson. Marsha was one of the key leaders of the 1969 Stonewall uprising, and was a pioneer of the American LGBTIQ+ rights movement. Although Marsha’s death in 1992 was originally ruled a suicide, a 2017 documentary called *The Death and Life of Marsha P. Johnson* (available on Netflix Australia) re-examined the case. Today, the [Marsha P. Johnson Institute](#) continues Marsha’s work by protecting and defending the rights of black transgender people.

### Anniversary of Sydney Mardi Gras

June 24 marked the 42<sup>nd</sup> anniversary of the first ever Sydney Mardi Gras. While today Mardi Gras is a celebration of all things Pride, in 1978 the street parade ended in police violence against those marching. That night 53 people were arrested, but it was an important point in Australia’s queer history, with some describing the subsequent law reforms as an Australian civil rights milestone.

You can read more about the first Sydney Mardi Gras and the place the anniversary has within global Pride month [here](#). Also be sure to check out [this podcast episode](#) featuring Peter Murphy, one of the individuals marching in 1978.



## Watch | Read | Listen

### Documentary / Disclosure



The brand new documentary *Disclosure* provides an insightful and confronting look at Hollywood’s depiction of transgender people and how these depictions have impacted trans rights and American culture more broadly. In the documentary, trans commentators look back at the problematic legacy of trans representation over 100 years of film and television, using these portrayals as a springboard to critique and educate. Anyone who’s watched and enjoyed the seminal documentary *The Celluloid Closet* will find *Disclosure* similarly enlightening and thought-provoking.

*Disclosure* is available to stream on Netflix.





### Book | *Queer: A Graphic History*

Activist-academic Meg-John Barker teams up with cartoonist Julia Scheele to tell a visual history of queer thought and theory. Explaining topics such as LGBTIQ+ action, identity politics, gender, sex, sexuality and much more, this detailed yet very digestible graphic book is the perfect introduction for those wanting to learn more about all things Pride.



### Listen | 5 Podcasts at the Intersection of Pride Month and the Black Lives Matter Movement

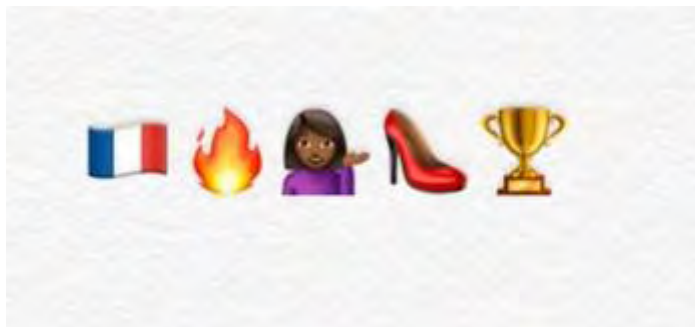
Why recommend just one podcast when we can recommend five!? *The New York Times* has [this roundup](#) of five podcasts at the urgent intersection of queer and POC lived experience. (Eagle-eyed readers may remember we recommended the podcast *Nancy* in the last newsletter—but it’s so good it deserves another mention!)



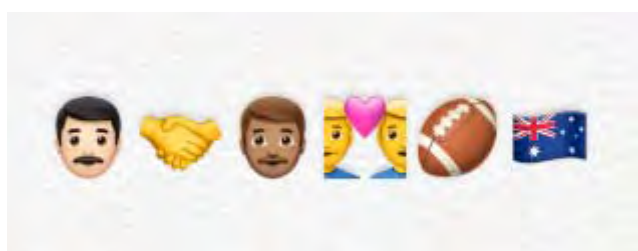
## PRIDE in AGD Activities

### “Reel” quick quiz

The following five emoji provide clues to a classic LGBTIQ+ movie. Can you guess which one?



Find out the answer in the next newsletter! Speaking of which, did you figure out the answer to last month’s quiz? A quick refresher:



And the answer is...

*Holding the Man*  (2015), directed by Neil Armfield!



Thanks for reading and see you next month!

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**Newsletter Assemblers-in-Chief**

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
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**UNOFFICIAL**

## PRIDE in AGD (and at Home) Newsletter | September 2020



### What's on(line)

#### Bisexual Awareness Week 2020 – Wednesday 23 September



Bisexual Awareness Week, also known as #BiWeek, is an annual celebration week starting on September 16th and culminating in Bi Visibility Day on 23 September. The week is an opportunity to recognise and celebrate bisexual history, bisexual community and culture, and all the bisexual people in our lives.

This month on **Wednesday 23 September**, Pride in Diversity is hosting a special online session in celebration of Bi Visibility Day, with Ellie Watts presenting and discussing her lived experience and challenges specific to being a bisexual person. [Click here](#) to register for the session!

#### Fireside Chat on LGBTQ+ Women in the Workplace – Thursday 24 September

According to 2020 AWEI survey data, 52.85% of men with a diverse sexuality are completely out at work, compared to 34.14% of women with a diverse sexuality. In 2018, Pride in Diversity, in partnership with PwC, released the report 'Where are all the women?', a research study that used data from over 1,200 same sex attracted women to understand the low visibility and engagement of LGBTIQ+ women in the workplace. On **Thursday 24 September**, Pride in Diversity will be hosting a 'fireside chat' with Macquarie Bank's Ros Coffey to discuss the key themes emerging from the report, and her experience of being a woman in workplaces that have 'double glazed' ceilings. [Register here](#) for the session!



### Updates from the PRIDE in AGD Committee

#### We want your suggestions: PRIDE activities for the next year

We are getting stuck into planning some exciting activities for the next year. We would love your suggestions for ways that we can continue to engage with Network members. We would also love to know your ideas for ways that we can collaborate with the other diversity networks. Stay posted for more details!

#### Call for nominations for the PRIDE in AGD Committee

One of our Committee members is sadly leaving the Department. If you would like to be on the Committee, please reach out to s [redacted] or s 22(1) by emailing s 47E(c), s 47E(d) We are on the lookout for any EL2s that would be interested in joining (your approval powers are in high demand), but welcome nominations from anyone interested.





## In case you missed it

### Pride in AGD celebrates Wear it Purple Day with keynote speaker Jain Moralee

On Friday 28 August, AGD welcomed Jain Moralee, Co-Executive Director of youth LGBTIQ+ charity Twenty10, as our keynote speaker for Wear it Purple Day 2020! During her address, Jain spoke about the history of Wear it Purple Day, the experiences of young LGBTIQ+ people, and tips for being a great ally. Jain especially highlighted the importance of schools as a 'space that is safe for young people to develop who they are [and] feel safe in their learning environment so that they can be their best'.

Jain also spoke about the changes her charity Twenty10 has had to make in light on COVID-19, including adapting their services to a telehealth or online environment, and a new state partnership with Australia's free national phone and web peer support service for LGBTIQ+ people, [QLife](#). Thanks to those who submitted questions during the event!

### R U OK? Day – Thursday 10 September



Got a feeling that someone you know or care about isn't behaving as they normally would? Perhaps they seem out of sorts? More agitated or withdrawn? Or they're just not themselves? Trust that gut instinct and act on it. Learn more about the signs and when it's time to ask R U OK? [here](#). By starting a conversation and commenting on the changes you've noticed, you could help that family member, friend or workmate open up. If they say they are not ok, you can follow the [R U OK conversation steps to](#) show them they're supported and help them find strategies to better manage the load. If they are OK, that person will know you're someone who cares enough to ask.

A list of specialised LGBTIQ+ support services can be found on the [PRIDE in AGD intranet page](#).

### My Trans Story – Special Performance at the Sydney Opera House (On Demand)

After sell-out successes at the 2018, 2019 and 2020 Sydney Gay and Lesbian Mardi Gras Festival, *My Trans Story* is a recorded compilation of highlights from these events. At a time when trans and gender diverse people are becoming more visible, it's more important than ever to recognise that there's so much more to the trans narrative than what's portrayed in stereotypes. These stories are full of love and laughter, curiosity and explorations, triumphs and hope. Watch an on-demand recording of the compilation [here](#).

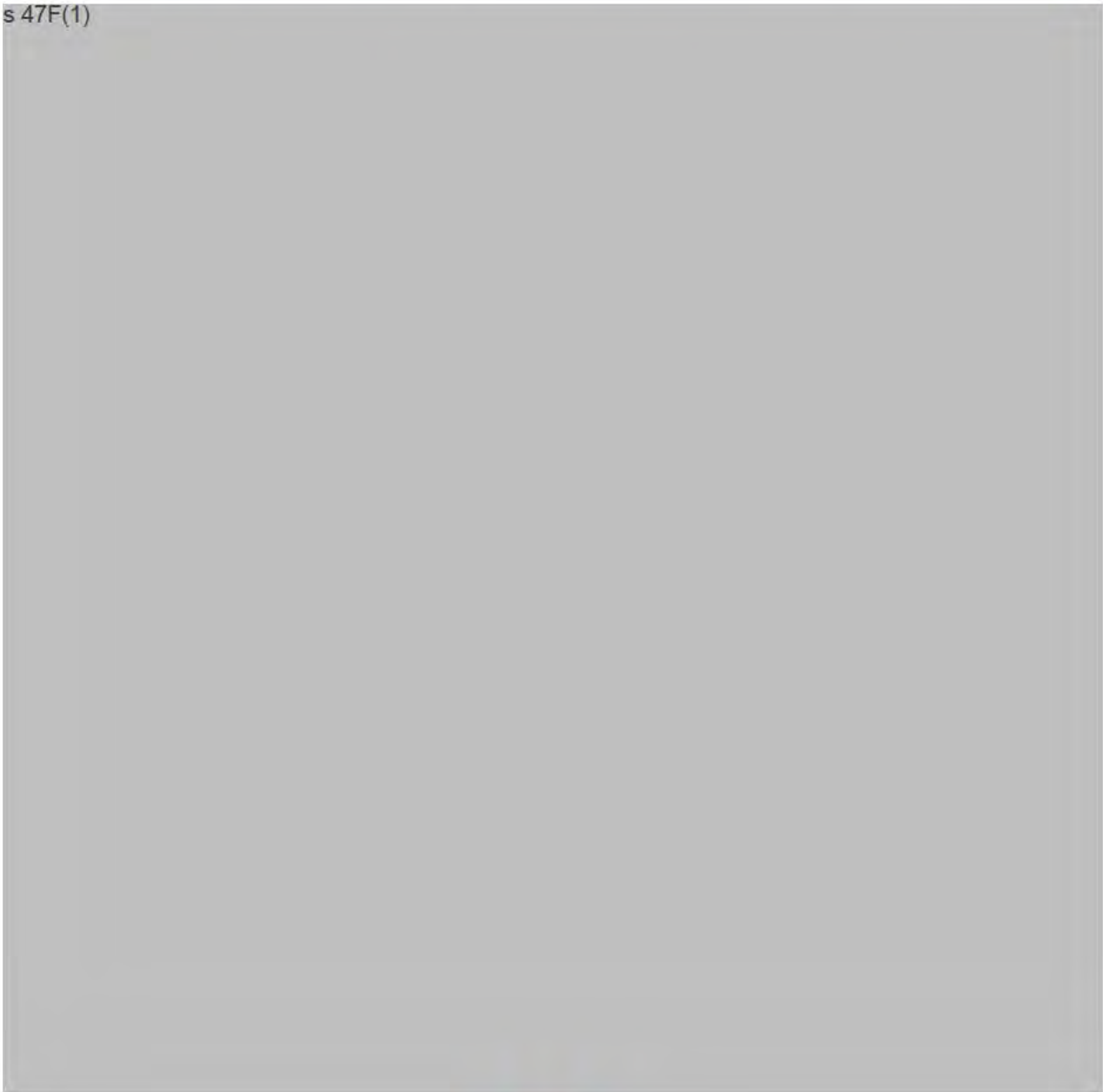


## PRIDE in AGD profile

In this brand new newsletter segment, we get to know one of our fabulous PRIDE in AGD Committee or network members better! Interested in being profiled in the next newsletter? [Let us know!](#)

# MEET THE COMMITTEE MEMBER

s 47F(1)



[Watch](#) | [Read](#) | [Listen](#)

[Watch](#) | [Lingua Franca](#)



*Lingua Franca* is the third feature film from writer/director/actress Isabel Sandoval. Centred around Olivia, an immigrant transgender Filipina woman working in the United States, the film follows Olivia’s life as a caregiver to Olga, an elderly and deteriorating pensioner, as Olivia tries to support herself and her family back in the Philippines. While not autobiographical, Sandoval stars as Olivia and has undoubtedly drawn from her own experience as a trans-Filipina immigrant in writing the script. Drama and romance ensues when Alex, Olga’s grandson, joins the film’s narrative. Employing arthouse cinematography and editing techniques, *Lingua Franca* avoids mainstream cinematic portrayals of the transgender community, empowering Olivia with agency and control of her sexuality, while simultaneously confronting the everyday struggles that the transgender and immigrant communities face in 21<sup>st</sup> Century America. *Lingua Franca* can be viewed on Netflix.

**Watch | Hungry Ghosts**



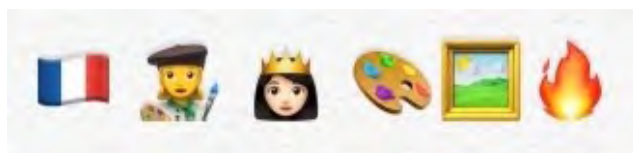
Described as a ‘culturally rich supernatural drama’, *Hungry Ghosts* is a TV mini-series breaking ground on Australian screens. When a powerful amulet is broken on the eve of the Hungry Ghost Festival in Melbourne, a vengeful spirit is unleashed that wreaks havoc across the Vietnamese-Australian community as it reclaims lost loves and repays old grudges. Featuring powerhouse actress Suzy Wong in a lead role, *Hungry Ghosts* has been praised for depicting a trans character whose arc revolves around her talent – not her gender identity. *Hungry Ghosts* is available to watch on SBS on Demand.



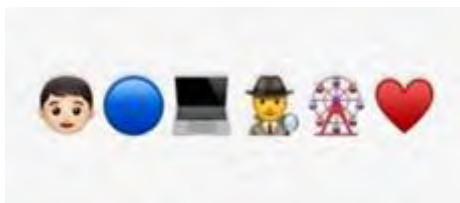
**PRIDE in AGD activities**

**“Reel” quick quiz**

The following six emoji provide clues to an LGBTIQ+ movie. Can you guess which one?



Find out the answer in the next newsletter! Speaking of which, did you figure out the answer to last month’s quiz? A quick refresher:



And the answer is...

*Love, Simon* (2018), directed by Greg Berlanti.

As always, thanks for reading and see you next month!

s 22(1) and s 22(1)  
**Newsletter Assemblers-in-Chief**

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s 22(1)

**From:** PRIDE in AGD (Pride Network)  
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**OFFICIAL**

## PRIDE in AGD (and at Home) Newsletter | October 2020



### What's on(line)

#### State Government and Public Service Panel – Wednesday 28 October

Agencies and departments in all Australian states have endeavoured to implement LGBTIQ+ inclusion strategies to attract and retain public servants with diverse identities. To assist the public service in connecting and learning together, Pride in Diversity has brought together some of the best practitioners and advocates for workplace inclusion from across the country to share their experiences. With panellists from the NSW Police Force, the Queensland Department of Education, and the Victorian Department of Health and Human Services, this state of inclusion webinar will canvass topics such as intersectionality, ensuring inclusion initiatives reach regional and remote public servants, and the role of executive champions.

Register for the webinar [here!](#)

#### Ace Week – Thursday 29 October

Ace Week (formerly Asexual Awareness Week) is an international campaign dedicated to raising awareness and expanding education around the experiences of asexual, aromantic, demisexual and greysexual people. For the uninitiated:

While most **asexual** people have little interest in having sex, they may experience romantic attraction. An estimated 1% of the population are asexual. Asexual people are sometimes known as ace or aces for short.

Asexual is an umbrella term that exists on a spectrum. It describes a variety of ways in which a person might identify. **Greysexual** is a term which describes people who fall along the spectrum between sexual and asexual, or who only experience sexual attraction to a small number of people.



*Asexual and greysexual pride flag*

**Aromantic** is a term used to describe people who experience little to no romantic attraction and are content with close friendships and other non-romantic relationships.



*Aromantic pride flag*

**Demisexual** is a term used to describe people who only experience sexual attraction once they've formed a strong emotional bond to people.



*Demisexual pride flag*

Join Pride in Diversity's Sapphire Initiative for a panel and hear more about what it means to be Ace and how we can be better allies to our Ace friends, family and colleagues.

Register for the panel [here!](#)

## October is LGBTIQ+ History Month!

In October 2016, [Minus18](#) partnered with the [Australian Lesbian and Gay Archives](#) (ALGA) to celebrate Australia's first ever Pride Month. It's an important time to come together and reflect on our past, while looking forward to the future and the work we can all do to ensure Australian LGBTIQ+ people can succeed and thrive in the community. It's also a great opportunity to celebrate! Feeling a little fuzzy on the timeline of LGBTIQ+ history in Australia? [SBS](#) and [QNews](#) have compiled their own guides. And while a visit to ALGA's physical location in Melbourne may not be possible for many of us at the moment, they have [a collection](#) of Australia-specific online resources worth checking out!

Also, while we're on the subject, a fun international fact: October marks Pride Month in the USA! Australia, meanwhile, commemorates the Stonewall Riots (28 June – 3 July 1969) by celebrating Pride Month every June.



## Updates from the PRIDE in AGD Committee

### We are Seeking a PRIDE in AGD Merch Liaison Officer

Are you located in an AGD office outside Canberra? The PRIDE in AGD Committee is keen to send some PRIDE merchandise (magnets, mousepads, lanyards and other fun things) interstate so our colleagues outside of Canberra can show their PRIDE! Physical signs of allyship, like wearing a PRIDE in AGD lanyard, have tangible and beneficial effects on the health and wellbeing of members of the LGBTIQ+ community, and help LGBTIQ+ colleagues bring their whole selves to work. If you're located in an AGD office outside Canberra and would be interested in receiving some PRIDE in AGD merch to distribute in your office, [please let us know!](#)



### In case you missed it

### Australian Peak Sporting Bodies Increase Support for Trans and Gender Diverse Athletes

In great news for Australian sport, eight peak sporting bodies – including the AFL, Tennis Australia and Netball Australia – have committed to implementing governance that supports a greater level of inclusion for trans and gender diverse people in their sports. Thirteen further national sporting organisations have also committed to developing trans and gender diverse inclusion frameworks for their sports. This initiative was spearheaded by ACON's Pride in Sport Program, which is Australia's only program specifically designed to assist sporting organisations with the inclusion of people of diverse sexualities and genders at all levels. [You can read more about the announcement here.](#)



### PRIDE in AGD profile

In our new newsletter segment, we get to know one of our fabulous PRIDE in AGD Committee or network members better! Interested in being profiled in the next newsletter? [Let us know!](#)



## MEET THE COMMITTEE MEMBER

s 47F(1)



[Watch](#) | [Read](#) | [Listen](#)

[Watch](#) | *Certain Women*



Over the course of three interrelated vignettes, *Certain Women* (2016) tells the story of four women living in rural and small-town Montana. Powerhouse cast Kristen Stewart, Laura Dern, Michelle Williams and breakout star Lily Gladstone give powerful performances that are at times as mysterious and remote as the Montana landscape surrounding them. The last of the three vignettes concerns the unexpected meeting of Kristen Stewart - a new lawyer and reluctant teacher - and Lily Gladstone as a rancher on temporary winter assignment. Gladstone's character develops feelings for Stewart's, and the lengths she goes to in order to cement their tenuous connection are both baffling yet compelling. It's a quiet and

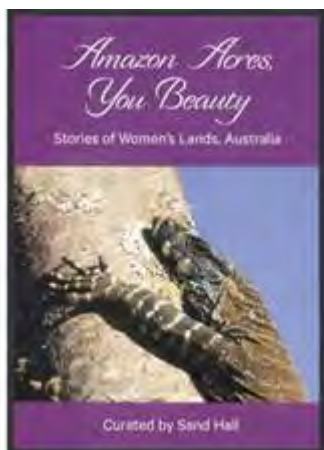
queer story whose climax will stick with me for a long time. Certain Women is currently available on SBS on Demand.

**Watch / *The Boys in the Band***



Based on the off-Broadway hit by Mart Crowley, *The Boys in the Band* is directed by Joe Mantello and produced for Netflix by Ryan Murphy. Set in New York in the summer of 1968, the film sees a group of gay male friends plan and come together for a birthday party. When an old - straight - friend of the hosts shows up, the dynamic of the party changes and the group descends into playing a game where they must all phone the person whom they first fell in love with. While simplistic and melodramatic in plot, Peter Bradshaw from the Guardian writes that it is “refreshing to watch something which is, after all, a film of ideas, a spectacle in which people speak to each other in extended paragraphs”, something which delivers “a punch, simply for being so vehement, so anguished and angered”. Read the full review of the film, which was given four stars, [here](#), or view the film for yourself on Netflix.

**Read / *Amazon Acres, You Beauty: Stories of Women’s Lands, Australia***



If you’re interested in reading some home-grown LGBTQIA+ history to spark your inner spirit of adventure, then this collection of stories, photos, music, poems, paintings and drawings from women who have connections with women’s lands in Australia might be just the spring read you’re looking for. Back in the 1970s at the height of the gay liberation and counter culture movement, a group of activist lesbians founded a commune in Northern NSW that became a home and sanctuary for many. In this book, a few of its founders, inhabitants and visitors share stories of the lands, of communal dinners under the moonlight, the struggles of living off the land, and a legal battle with a neighbour who rallied against their presence by blocking their road access. A beautiful piece of Australian LGBTQIA+ history and culture.



**PRIDE in AGD activities**

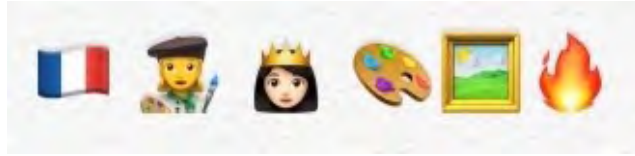
**“Reel” quick quiz**

The following five emoji provide clues to an LGBTQIA+ movie. Can you guess which one?



Find out the answer in the next newsletter! Speaking of which, did you figure out the answer to last month’s quiz? A quick refresher:





And the answer is...

*Portrait of a Lady on Fire* (2019), directed by Céline Sciamma.

As always, thanks for reading and see you next month!

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Newsletter Assemblers-in-Chief

**OFFICIAL**

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
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**OFFICIAL**

## PRIDE in AGD (and at Home) Newsletter | November 2020



### What's on(line)

#### Transgender Day of Remembrance – Friday 20 November

Every year, Transgender Day of Remembrance honours the memory of transgender people who have lost their lives through transphobic violence. The day marks the end of Trans Awareness week, which is held annually between 13 and 20 November. Transgender Day of Remembrance began in the USA on 20 November 1999 to honour the memory of Rita Hester – a trans woman of colour who was killed in Boston in 1998. Since then, the candlelight vigil has grown each year and now resonates across the globe, empowering and uniting LGBTIQ+ communities to bring urgent attention to the plight of trans and gender diverse people. This year there will be a live online worldwide event for Transgender Day of Remembrance, featuring trans and gender diverse performers, activists and artists. This Facebook event will begin on Friday 20 November at 7pm AEST. [Save the date and follow updates on the event's Facebook page!](#)

#### Equality Project – Mental Health Matters – Friday 27 November and 4 December

The Department of Industry, Science, Energy and Resources (DISER) has partnered with the Equality Project to facilitate sessions on resilience and wellbeing for LGBTIQ+ employees, and is offering spaces to AGD employees who might like to attend these virtual sessions. These sessions are specifically for LGBTIQ+ employees and will explore the skills and steps for better health, exploring the many ways to improve and maintain good emotional health in the workplace. It will offer strategies towards recognising emotional triggers, managing responses and improving emotional well-being. This unique training will be delivered by the Equality Project over two 90-minute sessions via WebEx. There will be two facilitators and at least two guest speakers from the LGBTIQ+ community who will talk about their experience of managing their mental health and well-being through the COVID-19 crisis.

The two Equality Project sessions will be on Friday 27 November (1.30-3PM) and Friday 4 December (1.30-3PM), which is a follow up session. To register, please email either [s 22\(1\)](#) or DISER's [Pride Network](#) to secure your spot.



### Updates from the PRIDE in AGD Committee

This month we recognise and celebrate Trans Awareness Week and Intersex Day of Solidarity. To mark these days of significance, we encourage you to consider ways that you can be an even better ally for our LGBTIQ+ colleagues.

A great first step would be to familiarise yourself with trans and gender diverse terminology and explore some of the many excellent resources published by organisations that provide support to these communities (follow the links for resources by [A Gender Agenda](#), [GLAAD](#) and [the Rainbow Network](#)). We hope that those of you who attended the *Supporting Trans and Gender Diverse People at Work* training run by A Gender

Agenda found it to be informative and engaging. More sessions will be available in the new year, including for those at the SES level.

There are also many things that we can all do to be an ally of intersex people. For example, we can all recognise intersex as a form of bodily diversity – intersex people are born with variations in sex characteristics. We can also acknowledge that intersex is distinct from sexual orientation or gender identity and tailor workplace inclusion initiatives accordingly. You can learn more about intersex variations and how to be an ally of intersex variations by visiting Intersex Human Rights Australia's website <https://ihra.org.au> or by reading the [Darlington Statement](#) (a joint consensus statement by Australian and Aotearoa/New Zealand intersex organisations and independent advocates).



## In case you missed it

### NAIDOC Week 2020

We hope our readers participated in some of the fantastic NAIDOC Week activities held at AGD and beyond last week. NAIDOC Week acknowledges that our nation's story didn't begin with European colonisation and invites all Australians to celebrate Aboriginal and Torres Strait Islander peoples as Australia's first explorers, navigators, farmers, botanists, scientists, diplomats, astronomers and fine artists. This year's NAIDOC Week theme was Always Was, Always Will Be, a theme that recognises Australia's First Nations people have occupied and cared for this continent for over 65,000 years. If you're interested in reading more about queer Aboriginal and Torres Strait Islander history and what it means to be a young queer Aboriginal and Torres Strait Islander today, check out this [ABC article](#).

### Intersex Day of Solidarity (Intersex Day of Remembrance) – Sunday 8 November 2020

Intersex Day of Solidarity (otherwise known as Intersex Day of Remembrance) is an internationally observed civil awareness day designed to highlight issues faced by intersex people. The Day marks the birthday of Herculine Barbin, a French intersex person whose memoirs were later published by the philosopher Michel Foucault, along with contemporary texts and a later fictionalised account.

### YES!Fest

This past Sunday 15 November marked the third anniversary of Australia gathering around screens to hear the outcome of the Australian marriage equality postal survey. Each year, Canberra celebrates the yes vote with YES!Fest, an equality street party on Braddon's Lonsdale Street that celebrates LGBTIQ+ love, equality and the YES result. This year, the YES!Fest event was much smaller due to COVID restrictions, however featured an incredible line-up of local queer talent, including drag kings, drag queens and burlesque dancers. We hope some of readers made it to the party.

### Sydney Gay and Lesbian Mardi Gras 2021 News

While there were clouds of doubt surrounding whether the 43<sup>rd</sup> Sydney Gay and Lesbian Mardi Gras would be held in 2021, organisers have confirmed that the celebration will go ahead, albeit in a different form. Instead of the usual parade through the city's centre, Mardi Gras will be moved to the Sydney Cricket Ground for a COVID-safe event on March 6. More information is available [here](#).



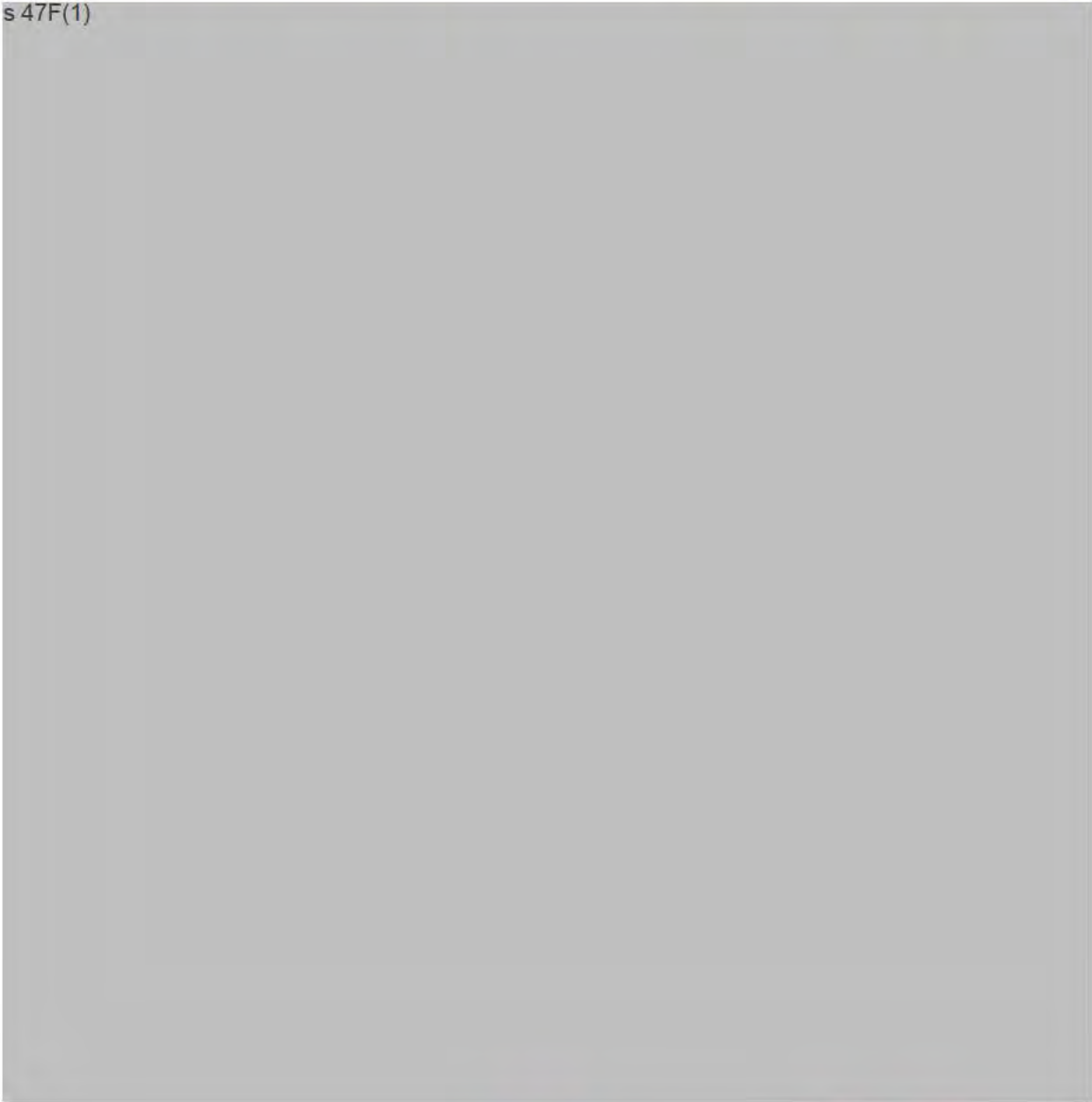
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# MEET THE COMMITTEE MEMBER

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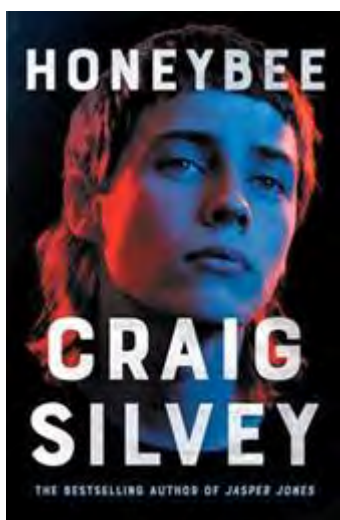
[Listen | Read | Play](#)

[Listen | \*Getting Curious with Jonathan Van Ness\*](#)



Yes, THAT Jonathan Van Ness. If you're a fan of Netflix's new generation *Queer Eye* and their emotionally charged, heartfelt makeovers, then why wouldn't you want to spend more time exploring life and love with *Queer Eye*'s resident hair stylist Jonathan Van Ness? Aside from being a compassionate style guru, Jonathan Van Ness is also extremely inquisitive about cults, Lizzo, bees, the war in Yemen, the Romanovs, cash bail, artificial intelligence, the Beyoncé of renaissance painting, Brazil, menstrual cups, and figure skating. Every week, the lusciously bearded *Queer Eye* guru sits down with a different specialist (from historians to surgeons and musicians) to spill tea and get answers to burning questions. You're welcome.

Read / *Honeybee*



Australian novelist Craig Silvey has released his much anticipated new novel, *Honeybee*. Sam Watson, a transgender 14 year-old girl, is the narrator and protagonist who is struggling with the reality that the body she was “born in is beginning to develop the adult characteristics that are so different from those that match her gender”. While the novel is based around the struggles Sam faces – a point some have criticised for its centring of pain and trauma in the trans-experience – [Fiona Wright of the Guardian writes](#) that at its core “*Honeybee* is a novel about unconventional kinds of love” and “self-discovery, self-acceptance and coming-of-age, themes that are common in Silvey’s work, and that he always handles with tenderness and compassion”. *Honeybee* is available at booksellers now.

Play / *Gone Home*



*Gone Home* is a mystery-exploration game by the Fullbright Company. Set in Oregon in 1995, you play as Katie, a young woman returning home after spending the last few years travelling abroad. While you were away, your parents and younger sister Sam have moved to a sprawling mansion once owned by your “psycho” uncle Oscar. Arriving at the mansion on a cold and stormy night, you find it completely deserted. Using the objects and scraps of writing left behind by your family, you must slowly piece together where - and why - your parents and sister have disappeared. If you're wondering where the LGBTIQ+ component comes in, I don't want to spoil too much, but at its heart this game tells a sweet and relatable tale of young queer love. *Gone Home* is available for PC and on consoles (Nintendo Switch, PS4 and Xbox One).



**PRIDE in AGD activities**

“Reel” quick quiz

The following four emoji provide clues to an LGBTIQ+ movie. Can you guess which one?



Find out the answer in the next newsletter! Speaking of which, did you figure out the answer to last month's quiz? A quick refresher:



And the answer is...

*Moonlight* (2016), directed by Barry Jenkins.

As always, thanks for reading and see you next month!

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**Newsletter Assemblers-in-Chief**

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s 22(1)

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**OFFICIAL**

## PRIDE in AGD (and at Home) Newsletter | Holiday Edition 2020

Welcome to this special end-of-year edition of the PRIDE in AGD newsletter! A technical glitch with Outlook prevented us from sending the November edition out to everyone, but that means we get to send you this special omnibus holiday newsletter bursting with extra content instead ☺ Happy reading!

s 22(1) and s 22(1) (PRIDE in AGD newsletter team)



### What's on(line)

#### Great resource: Ashurst's LGBTIQA+ Inclusive Language Glossary

Ashurst has published a great guide to LGBTIQA+ words and language that will help everyone use the correct terminology with pride and confidence! The glossary is attached to this newsletter – we encourage everyone to check it out and share it widely.

#### Report: *Intersections at Work: Understanding the Experiences of Culturally Diverse LGBTQ Talent*

Diversity Council Australia and Pride in Diversity have released a joint report into the workplace inclusion experiences of culturally diverse LGBTIQA+ workers. This report was informed a survey of 200 culturally diverse LGBTIQA+ employees. The full report is available to read [here](#).



### Updates from the PRIDE in AGD Committee

In November, we recognised and celebrated Trans Awareness Week and Intersex Day of Solidarity. To mark these events of significance, we encourage you to reflect on the importance of allyship for our LGBTIQA+ colleagues.

If you haven't already, we welcome you all to familiarise yourselves with trans and gender diverse terminology and explore some of the many excellent resources published by organisations that provide support to these communities (follow the links for resources by [A Gender Agenda](#), [GLAAD](#) and [the Rainbow Network](#)). We hope that those of you who attended the *Supporting Trans and Gender Diverse People at Work* training run by A Gender Agenda found it to be informative and engaging. More sessions will be available in the new year, including for those at the SES level.



*The intersex pride flag*

There are many things that we can all do to be an ally of intersex people. For example, we can all recognise intersex as a form of bodily diversity – intersex people are born with variations in sex characteristics. We can also acknowledge that intersex is distinct from sexual orientation or gender identity. You can learn more about intersex variations and how to be an ally of intersex variations by visiting [Intersex Human Rights Australia's website](#) or by reading the [Darlington Statement](#) (a joint consensus statement by Australian and Aotearoa/New Zealand intersex organisations and independent advocates).

We hope you all have a safe and restful break, and we look forward to seeing you all again in the new year!



## In case you missed it

### NAIDOC Week 2020 – 8-15 November



We hope our readers participated in some of the fantastic NAIDOC Week activities held at AGD and beyond last month. NAIDOC Week acknowledges that our nation's story didn't begin with European colonisation and invites all Australians to celebrate Aboriginal and Torres Strait Islander peoples as Australia's first explorers, navigators, farmers, botanists, scientists, diplomats, astronomers and fine artists. This year's NAIDOC Week theme was Always Was, Always Will Be, a theme that recognises Australia's First Nations people have occupied and cared for this continent for over 65,000 years. If you're interested in reading more about queer Aboriginal and Torres Strait Islander history and what it means to be a young queer Aboriginal and Torres Strait Islander today, check out this [ABC article](#).

### Intersex Day of Solidarity – 8 November 2020

Intersex Day of Solidarity (otherwise known as Intersex Day of Remembrance) is an internationally observed civil awareness day designed to highlight issues faced by intersex people. The day marks the birthday of Herculine Barbin, a French intersex person whose memoirs were later published by the philosopher Michel Foucault, along with contemporary texts and a later fictionalised account.

### YES!Fest – 15 November



Sunday 15 November marked the third anniversary of Australia gathering around screens to hear the outcome of the Australian marriage equality postal survey. Each year, Canberra celebrates the yes vote with YES!Fest, an equality street party on Braddon's Lonsdale Street that celebrates LGBTIQ+ love, equality and the YES result. This year, the YES!Fest event was much smaller due to COVID restrictions, however it featured an incredible line-up up of local queer talent, including drag kings, drag queens and burlesque dancers.

### Transgender Day of Remembrance – 20 November

Every year, Transgender Day of Remembrance honours the memory of transgender people who have lost their lives through transphobic violence. The day marks the end of Trans Awareness week, which is held annually between 13 and 20 November. Transgender Day of Remembrance began in the USA on 20 November 1999 to honour the memory of Rita Hester – a trans woman of colour who was killed in Boston in 1998. Since then, the candlelight vigil has grown each year and now resonates across the globe, empowering and uniting LGBTIQ+ communities to bring urgent attention to the plight of trans and gender diverse people.

### World AIDS Day – 1 December



Since 1988, World AIDS Day has encouraged people to show their support for those living with HIV and to commemorate those who have died. HIV/AIDS disproportionately impacts the LGBTIQ+ community and many LGBTIQ+ people experience discrimination based on HIV status and related misconceptions. The national World AIDS Day theme for Australia in 2020 was ***Now More Than Ever***. World AIDS Day aims to encourage Australians to educate themselves and others about HIV, to take action to reduce the transmission of HIV by promoting prevention strategies, and to ensure that people living with HIV can participate fully in the life of the community, free from stigma and discrimination. If you would like to learn more, we suggest reading the [World AIDS Day fact sheet](#). Further information on HIV and support services across Australia can be found on the [World AIDS Day contact page](#).



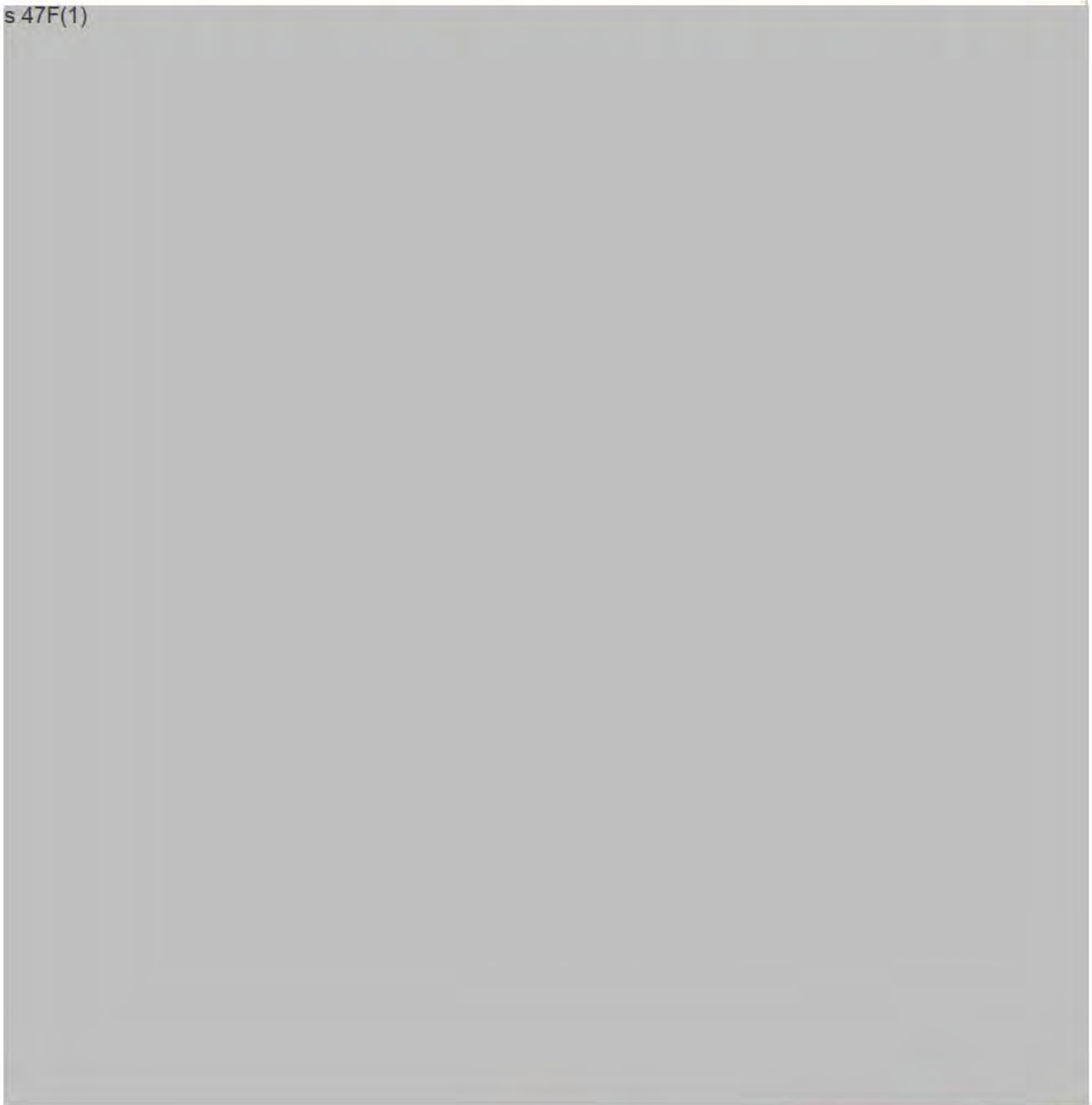
### PRIDE in AGD profile

In this newsletter segment, we get to know one of our fabulous PRIDE in AGD Committee or network members better! Interested in being profiled in the next newsletter? [Let us know!](#)



# MEET THE COMMITTEE MEMBER

s 47F(1)



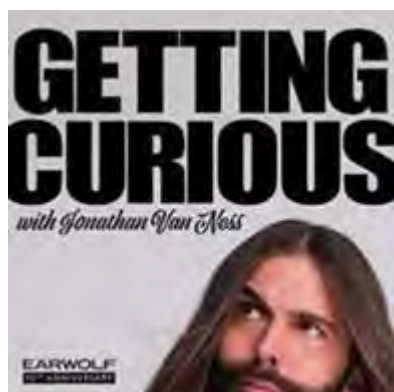
[Listen](#) | [Read](#) | [Play](#)

[Watch](#) | *Happiest Season*



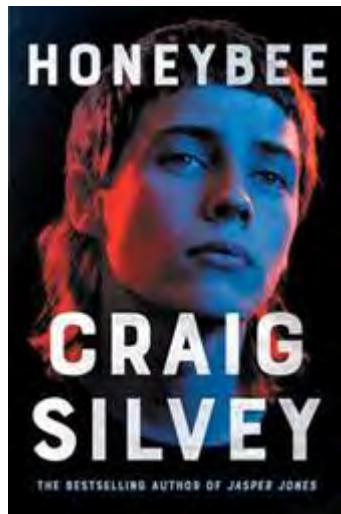
The holiday season is upon us and this period has been full of so many challenges, it's time we treated ourselves to something wholesome and fun. Clea DuVall (star of the famous queer cult classic *But I'm a Cheerleader*) co-wrote and directed what looks to be a delightful Christmas romantic comedy with a rainbow twist. *Happiest Season* follows a young woman (Kristen Stewart) with a plan to propose to her girlfriend while at her family's annual holiday party only to discover her partner hasn't yet come out to her conservative family. Hilarity ensues as Stewart's character attempts to pretend that she is her partner's 'orphaned friend.' Starring Mackenzie Davis, Alison Brie, Aubrey Plaza, and Schitt's Creek favourite, Dan Levy, this film is a promising step in showing that LGBTIQ+ relationships aren't just for moody art house cinema but also fun, family comedies.

### Listen / *Getting Curious with Jonathan Van Ness*



Yes, THAT Jonathan Van Ness. If you're a fan of Netflix's new generation Queer Eye and their emotionally charged, heartfelt makeovers, then why wouldn't you want to spend more time exploring life and love with Queer Eye's resident hair stylist Jonathan Van Ness? Aside from being a compassionate style guru, Jonathan Van Ness is also extremely inquisitive about cults, Lizzo, bees, the war in Yemen, the Romanovs, cash bail, artificial intelligence, the Beyoncé of renaissance painting, Brazil, menstrual cups, and figure skating. Every week, the lusciously bearded Queer Eye guru sits down with a different specialist (from historians to surgeons and musicians) to spill tea and get answers to burning questions. You're welcome.

### Read / *Honeybee*



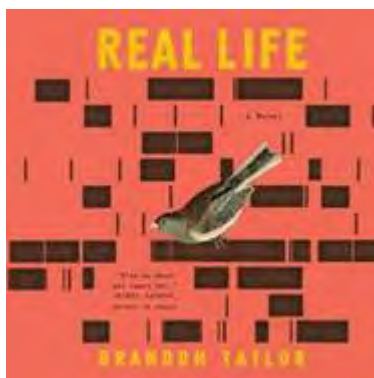
Australian novelist Craig Silvey has released his much anticipated new novel, *Honeybee*. Sam Watson, a transgender 14 year-old girl, is the narrator and protagonist who is struggling with the reality that the body she was "born in is beginning to develop the adult characteristics that are so different from those that match her gender". While the novel is based around the struggles Sam faces – a point some have criticised for its centring of pain and trauma in the trans-experience – [Fiona Wright of the Guardian writes](#) that at its core "*Honeybee* is a novel about unconventional kinds of love" and "self-discovery, self-acceptance and coming-of-age, themes that are common in Silvey's work, and that he always handles with tenderness and compassion". *Honeybee* is available at booksellers now.

### Play / *Gone Home*



*Gone Home* is a mystery-exploration game by the Fullbright Company. Set in Oregon in 1995, you play as Katie, a young woman returning home after spending the last few years travelling abroad. While you were away, your parents and younger sister Sam have moved to a sprawling mansion once owned by your "psycho" uncle Oscar. Arriving at the mansion on a cold and stormy night, you find it completely deserted. Using the objects and scraps of writing left behind by your family, you must slowly piece together where - and why - your parents and sister have disappeared. If you're wondering where the LGBTIQ+ component comes in, I don't want to spoil too much, but at its heart this game tells a sweet and relatable tale of young queer love. *Gone Home* is available for PC and on consoles (Nintendo Switch, PS4 and Xbox One).

### Read / Real Life



As it gets closer to the holiday season, the days are getting longer and warmer. There's no better time of year to spend your weekends or a few hours after work in a park or by one of Canberra's many swimming holes relaxing with a novel. Fortunately, there are a range of exciting LGBTIQ+ novels from debut authors in 2020 to choose from. In *Real Life*, Brandon Taylor provides a striking new voice with a vital perspective on what it is to be Black and queer in the USA's Midwest. When *Real Life*'s biochemistry PhD-candidate protagonist Wallace has an unexpected encounter with a classmate (from a predominantly white PhD program) over the course of a fraught weekend, the reverberations threaten to unravel the fabric of their small university town.



### PRIDE in AGD activities

#### "Reel" quick quiz

The following two strings of emoji provide clues to two LGBTIQ+ movies. Can you guess what they are?

#### Quiz 1



#### Quiz 2



Find out the answers in our first newsletter of 2021! Speaking of which, did you figure out the answer to October's quiz? A quick refresher:



And the answer is...

*Moonlight* (2016), directed by Barry Jenkins.

**OFFICIAL**



s 22(1)

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**From:** PRIDE in AGD (Pride Network)  
**Sent:** Friday, 21 February 2020 2:21 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** Inclusive language guide & reminder for PRIDE Committee applications [SEC=UNCLASSIFIED]  
**Attachments:** Diversity Network Inclusive Guidance - Diversity Committee - DRAFT.DOCX

Dear PRIDE in AGD Network members,

We are interested to hear your thoughts on the **attached** inclusive language guidance.

We have been working with representatives from the other diversity networks at AGD as well as Performance and Wellbeing to develop a one page inclusive language guidance. Performance and Wellbeing are going to present the paper to the Diversity Committee for consideration on Thursday 27 February. The hope is for the paper to be endorsed by the Diversity Committee for distribution, graphically designed and then made available to all staff.

If you have any suggestions about the guidance, we encourage you to get in touch by **COB Monday 24 February**.

We would also like to take this opportunity to remind our members that the **applications for the PRIDE in AGD Committee roles of Co-Chair, Events Manager and General Members** are due by **COB today**.

Kind regards,

**PRIDE in AGD Network Committee**

Attorney-General's Department

s 47E(c), s



# Making AGD Inclusive

*Developed by the AGD Diversity Networks*

Always be kind and empathetic in your interactions  
with all colleagues -  
***do it thoughtfully, listen actively, and be genuine.***

Remember anyone can make mistakes! Offer an apology if you feel you've caused embarrassment and then move on.

## **Avoid making assumptions**

- Don't assume that someone who does not look at you while you are speaking is disinterested or rude. In Indigenous culture, not looking at you is a sign of respect and some people on the autism spectrum find eye contact difficult.
- Be aware that a person's pronouns should not be assumed. A person may prefer a gender neutral pronoun 'they' rather than 'he' or 'she'.
- If you are curious about someone's background, ask '*What is your background?*' rather than '*Where are you from?*' or '*Are you of X nationality?*'

## **Use person-first, culturally sensitive, and gender-neutral language**

- Refer to a '*person living with disability*', or a '*person with lived experience of disability*' rather than a person '*with a disability*' or a '*disabled person*'. Try to avoid saying '*suffering from*'. Acknowledge the person, before the disability.
- Use '*Chairperson*' or '*Chair*' rather than '*Chairman*'.
- Ask about a colleagues about their '*partner*' rather than '*husband*' or '*wife*'.

## **It is okay to ask when it comes to terminology**

- If you are unsure how to pronounce someone's name check with them.
- Take care to also spell a person's name correctly in written form.
- Some people prefer '*person who has low vision*' as opposed to '*person with a visual impairment*'.
- Use the term 'LGBTIQ+' correctly or an alternative such as 'LGBT'.
- Use culturally inclusive references to Aboriginal and Torres Strait Islander people and places. Use Aboriginal and Torres Strait Islander people, rather than the acronym 'ATSI'.

## **Flexibility is key to support colleagues observe traditions and customs**

- In Indigenous cultures family and relationships are very important. Sorry business (funeral) may require periods of leave at short notice.
- Colleagues may need to take time off to participate in NAIDOC week community activities. Remember our Enterprise Agreement provides for cultural leave.
- Muslims fast from sunrise to sunset during Ramadan, and breaking fast at the right time is important – this may mean that temporary changes to work schedules are needed, such as starting or finishing work earlier.
- Recognise and celebrate days of significance to LGBTIQ+ communities.



s 22(1)

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**From:** s 47E(c), s  
**Sent:** Monday, 17 February 2020 10:22 AM  
**To:** [ALL LOCATIONS - AGD and AGS All Staff]; [Industrial Relations All Staff - External Contacts]  
**Subject:** Invitation to complete survey - 2020 Australian Workplace Equality Index [SEC=UNCLASSIFIED]

Colleagues

You are invited to participate in this year's [Australian Workplace Equality Index \(AWEI\) survey](#), which is open to all departmental employees.

The AWEI is conducted by Pride in Diversity, and is a national benchmarking study of how Australian workplaces are tracking against key indicators for diversity and inclusion of our LGBTIQ colleagues. Regardless of how you personally identify, I encourage you to participate in the survey.

Your participation will provide valuable feedback and data on how the department is tracking on LGBTIQ workplace inclusion, considering both what we're doing well and how we can improve.

The survey is anonymous and all answers provided will be treated **confidentially**.

The survey closes at midnight on **Friday 6th March, 2020**.

If you have any questions, please contact s 47E(d)

s 47E(c), s  
PRIDE Champion



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Tuesday, 24 March 2020 2:37 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: Staying connected and some support options [SEC=UNCLASSIFIED]  
**Attachments:** s 22(1)

Dear PRIDE in AGD members,

We hope you are all well – particularly in light of rapidly evolving events.

### Staying connected

Given the challenging events developing around us, it is currently unclear whether the PRIDE in AGD Committee will be able to host a number of PRIDE in AGD's upcoming activities in person. In light of this, the PRIDE in AGD Committee is exploring other ways that we can remain connected with our members in the months to come.

We are interested in hearing your suggestions for how we can stay connected with our members during this time. If you have an idea, we encourage you to send it through to s 47E(c), s

### Support is available

We recognise that our members may be worried about the evolving situation, managing self-isolation and their families and friends. It is important that we all continue to prioritise our physical and mental health and those around us. We have attached a helpful guide published by the World Health Organisation about coping with stress during the COVID-19 outbreak. We would also like to encourage our members to make use of the support options that are available, some of which are outlined below.

#### [Converge International's Specialist LGBTIQ Helpline](#)



Confidential support is available 24/7, to you and your immediate family members, through the department's [Employee Assistance Program \(EAP\)](#). EAP is designed to assist you in managing the challenges of work and personal life – we encourage you to make full use of these valuable services. EAP services offer support and counselling across a range of situations, including family, career, conflict, money, manager assistance and more. Further information is available on the [EAP intranet page](#).

Converge International provides the Department's EAP services and has a specialist [LGBTIQ Helpline](#) – you can speak with a specialist counsellor and access support across issues specific to LGBTIQ+ people and related communities. You can also discuss referral to specialised services and access to general information and resources.

#### [AIDS Action Council](#)



The AIDS Action Council provides face-to-face counselling and access to social groups in the ACT for people of diverse sexuality and gender. Their Counselling Team ([Westlund Counselling](#)) specialises in providing LGBTIQ+ competent support to Canberrans, with a strong knowledge base of professional qualifications and lived experience. Westlund Counselling welcomes members of the community over the age of 16, regardless of gender, sexual orientation, cultural background, religious belief or economic circumstances.

#### [QLife](#)



QLife provides anonymous and free LGBTIQ+ peer support and referral for people in Australia wanting to talk about sexuality, identity, gender, bodies, feelings or relationships. The QLife family includes hundreds of highly experienced LGBTIQ+ staff and volunteers Australia-wide. If you're looking to connect with someone to explore what's going on in your life, they are there to take your call or webchat.

**Other mental health resources for LGBTIQ+ people**



There are many other people and organisations who can provide you with advice and support. HealthDirect has compiled a [list of organisations](#) that can help you. Many have specific support for people who are LGBTIQ+.

Some of these services have confirmed that they are adapting their practices to help 'flatten the curve', meaning that not all face-to-face services may be on offer at all times, but we understand these organisations will continue to operate.

A reminder that PRIDE in AGD is open to all staff members, no matter where you are located in Australia, including allies who support the full inclusion of LGBTIQ+ people in the workplace. New members are always welcome – just email [s 47E\(c\), s 47E\(d\)](#)

**PRIDE in AGD Committee**  
Attorney-General's Department  
[s 47E\(c\), s 47E\(d\)](#)





s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 28 May 2020 11:31 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: #ImHereForYou - LGBTI Domestic Violence Awareness Day [SEC=UNCLASSIFIED]

This email contains content which may upset some readers. Please be reminded that there are a range of support services available, including the Department's [Employee Assistance Program \(EAP\)](#). The EAP has a [Specialist LGBTIQ Helpline](#).

Dear PRIDE in AGD members



As part of Domestic Violence Month, today marks **LGBTI Domestic Violence Awareness Day** – the first day of its kind in Australia. The theme for 2020 is #ImHereForYou.

Sadly, recent studies have found that up to 62% of LGBTIQ+ people have experienced domestic violence (DV) in their relationships, yet awareness of the issue is still incredibly low with as few as 5.3% of victims reporting DV to police.

The day aims to raise awareness of DV in LGBTIQ+ communities, remember LGBTIQ+ victims of DV who have lost their lives, recognise LGBTIQ+ survivors and acknowledge the struggles of those LGBTIQ+ people who may currently be in an abusive relationship.

As the LGBTI Domestic Violence Awareness Day founder stated:

*It's so important that people from LGBTI communities know that help is available for them, that they don't have to live with abuse and that everyone, regardless of their sexuality or gender identity, deserves to live a life free from violence and abuse.*

If you would like to be involved further in this very important cause, you can show your support through social media. More details are available on the [LGBTI Domestic Violence Awareness Day website](#).

**PRIDE in AGD Committee**

Attorney-General's Department

E: s 47E(c), s





s 22(1)

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**From:** PRIDE in AGD (Pride Network)  
**Sent:** Friday, 1 May 2020 4:54 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE: Queer Love In this Saturday night [SEC=UNCLASSIFIED]

Hi PRIDE in AGD members!

For those of us that are still working this late into this glorious Friday afternoon, we would like to recommend some content for your Saturday night.

Streaming live this Saturday 2 May at 3 pm AEST from Equality Australia's [Facebook page](#), *Queer Love In* will bring LGBTIQ+ artists and performers who have lost work due to COVID-19 to your homes, as we gather our community across Australia – online – to reconnect and celebrate. *Queer Love In* will support LGBTIQ+ artists and performers doing it tough in COVID-19 times and Equality Australia's work.

Please note that the social media links will not work on AGD computers.

Have a great weekend!

**PRIDE in AGD Committee**  
Attorney-General's Department  
E: s 47E(c), s



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Friday, 3 July 2020 10:00 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** PRIDE committee: call for nominations [SEC=UNCLASSIFIED]

Good morning PRIDE in AGD members

### Call for committee officers

We are now calling for nominations for the PRIDE in AGD committee.

The Committee roles are:

- 2x Co-chair
- 1x Secretary
- 1x Treasurer
- 1x Events Manager
- 1x Communications Officer
- 1x Inter-Agency Liaison Officer
- 5x General Committee Members
- Shadow General Committee Members\*

\*If you are not successful in this recruitment, you will be offered a Shadow General Member role. Shadow General Members may attend PRIDE in AGD Committee meetings and participate in initiatives.

To find out more about what these roles involve, please refer to the **attached** Terms of Reference.

### How to apply

Please email s 47E(c), s 47E(d) by **Friday 10 July 2020** to express your interest, including the role(s) you are interested in and a very brief statement about why you are interested and a photo of yourself (a photo is not compulsory).

If we receive more than 12 nominations for the committee and/or more nominations for each type of role than are available on the committee, PRIDE in AGD members will be provided with an opportunity to vote. Your statement and photo will be made available to PRIDE in AGD members for this purpose.

If you have any questions, please do not hesitate to contact s 47E(c), s 47E(d)





s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Thursday, 13 August 2020 11:45 AM  
**To:** PRIDE in AGD (Pride Network)  
**Cc:** s 47E(c), s  
**Subject:** PRIDE in AGD Committee - election update [SEC=UNCLASSIFIED]

Dear PRIDE in AGD members

I would like to congratulate the following incoming members of the PRIDE in AGD Committee:

- s 22(1) Co Chair
- s 22(1) – Co Chair
- s 22(1) – Secretary
- s 22(1) – Treasurer
- s 22(1) – Communications Officer
- s 22(1) – General Member
- s 22(1) – General Member
- s 22(1) – General Member
- s 22(1) – General Member
- s 22(1) General Member
- s 22(1) – Shadow General Member

I would also like to take this opportunity to thank the members of the outgoing committee for their contributions to the network over the past year. I would particularly like to thank s 22(1) and s 22(1) for their support of the network. You have each made a valued contribution to the network and department.

Kind regards

s 47E(c), s 47E(d)  
 PRIDE Champion  
 Attorney-General's Department

3-5 National Circuit | Barton ACT 2600

E: s 47E(c), s



s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Wednesday, 2 September 2020 10:20 AM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** Call for Volunteers - Panel Event for Mental Health Week 2020 [SEC=UNCLASSIFIED]

Dear PRIDE Network,

The Mental Health Week subcommittee is organising a story-telling panel event on **Wednesday 14 October** to mark Mental Health Week 2020.

We are calling on volunteers, at all levels of the Department, who are comfortable identifying and speaking to their experiences with mental health. Potential topics for speakers include: mental health during COVID-19, resilience, work/life balance, and looking after overall wellbeing.

The aim of the event is to start a conversation about tuning into the mental health of both ourselves and others. We hope that by staff sharing their experiences, this will help break down the stigma associated with mental ill-health.

We are looking for 3-4 volunteers who will be asked to speak for up to 10 minutes each. People who are invited to speak at the event will be invited to meet with the organisers prior to the event to workshop their idea and ensure we are in a position to create a safe discussion space for all who attend. This will be followed by a brief period for questions (a request for questions will be circulated prior to the event and the speakers will receive all questions in advance of the event). Due to COVID-19, we intend to host the event virtually via VMR.

If someone in your Network would like to volunteer as a speaker, or would like to discuss the event further, they are welcome to contact me on the details below. We would ask that those interested in volunteering let us know by **COB Friday 4 September**, including a short outline of their proposed talk.

Kind regards,

s 22(1)

Australian Attorney-General's Department  
3-5 National Circuit Barton ACT 2600

s 22(1)



Australian Government  
Attorney-General's Department



s 22(1)

**From:** s 47F(1)  
**Sent:** Monday, 28 September 2020 3:01 PM  
**To:** s 22(1)  
**Subject:** RE: New Working Arrangements Internal Audit - Pride Network Discussion [SEC=OFFICIAL]

**CAUTION:** This email originated from outside of the organisation. Do not follow guidance, click links, or open attachments unless you recognise the sender and know the content is safe.

Thanks very much for sending these through – looking forward to chatting on Wednesday.

Kind regards,

s 47F(1)

KPMG  
20 Brindabella Circuit, Brindabella Business Park  
Canberra ACT 2609 Australia

s 47F(1)

[kpmg.com.au](http://kpmg.com.au)



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**From:** s 22(1)  
**Sent:** Monday, 28 September 2020 12:04 PM  
**To:** s 47F(1) s 22(1)  
**Subject:** RE: New Working Arrangements Internal Audit - Pride Network Discussion [SEC=OFFICIAL]

**OFFICIAL**

Hi s 47F(1)

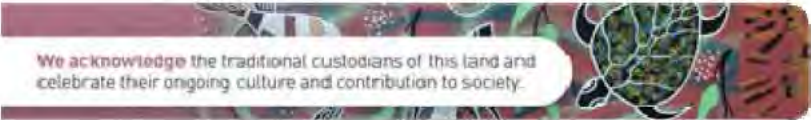
I have attached the PRIDE in AGD Committee’s TOR and our 2019-20 Action Plan. These should give you a pretty good understanding of the kind of work that the network undertakes.

Thanks,

s 22(1)  
s 22(1)

Attorney-General's Department

3-5 National Circuit | Barton ACT 2600  
s 22(1)



We acknowledge the traditional custodians of this land and celebrate their ongoing culture and contribution to society.

This email and any attachments may contain confidential or legally privileged information. You should not read, copy, use or disclose them without authorisation from the sender. If you think it was sent to you by mistake, please delete all copies and advise the sender.

**OFFICIAL**

**From:** § 47F(1)  
**Sent:** Thursday, 24 September 2020 12:19 PM  
**To:** § 22(1)  
**Subject:** RE: New Working Arrangements Internal Audit - Pride Network Discussion

**CAUTION:** This email originated from outside of the organisation. Do not follow guidance, click links, or open attachments unless you recognise the sender and know the content is safe.

Would it be possible to get a copy of the Pride Network's terms of reference in the meantime so I can familiarise myself with the working group ahead of our discussion?

Thanks,

§ 47F(1)

KPMG  
20 Brindabella Circuit, Brindabella Business Park  
Canberra ACT 2609 Australia

§ 47F(1)

[kpmg.com.au](http://kpmg.com.au)



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

**From:** § 47F(1)  
**Sent:** Thursday, 24 September 2020 11:37 AM  
**To:** § 22(1)  
**Subject:** New Working Arrangements Internal Audit - Pride Network Discussion  
**When:** Wednesday, 30 September 2020 10:30 AM-11:00 AM (UTC+10:00) Canberra, Melbourne, Sydney.  
**Where:** Skype Meeting

Hi § and §  
22(

This time is perfect, thanks for sending through – I'm resending the invite with the Skype details. Please use the number below to join then enter the conference ID.

I'll pop the areas we want to cover here again for reference:

- The input that the group has had in shaping the department's approach to its working arrangements throughout the pandemic.
- What feedback the group is getting from the cohorts and how this is being fed back into the department's decision-making processes/IMT/HR/overall approach.
- Whether the group feels like the cohorts that they represent/look after interests for has been adequately considered in the department's new working arrangements to date and forward plans.
- Any particular issues that have come up on the group's radar related to the pandemic or the new working arrangements and how they have been resolved/whether there are issues still at play.

Kind regards,

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s 22(1), s 47E(d)



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s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Tuesday, 29 September 2020 2:01 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** Survey on Flexible Work at AGD [SEC=OFFICIAL]

Dear PRIDE in AGD network members,

The Flexible Work Taskforce is currently reviewing existing flexible work options and is considering what flexible work might look like for the department in the future. As part of the taskforce's consultation, an online survey seeking anonymous feedback from all staff on the benefits and challenges of flexible work arrangements has been published on the [AGD Intranet page](#). A direct link to the survey can also be found here:

s 47E(d), s 47E(c). It would be wonderful if our PRIDE in AGD network members could take a moment to respond to the survey. The survey will be open until **Tuesday 6 October COB**.

In addition to the survey, the Taskforce is interested in hearing about specific flexible work issues that impact PRIDE network members. If you would be interested in discussing flexible work options, please don't hesitate to reach out to any of the following Taskforce representatives:

- s 22(1) Legal Services and Families Group
- s 22(1), Integrity and International Group
- s 22(1), Australian Government Solicitor Group
- s 22(1), Industrial Relations Group
- s 22(1), Enabling Services Group
- s 22(1) Enabling Services Group (Secretariat)

**PRIDE in AGD Committee**  
Attorney-General's Department  
s 47E(c), s



**OFFICIAL**

s 22(1)

**From:** PRIDE in AGD (Pride Network)  
**Sent:** Friday, 9 October 2020 1:41 PM  
**To:** PRIDE in AGD (Pride Network)  
**Subject:** Graduate Data Network survey on the recruitment and retention of LGBTIQA+ people across the APS [SEC=OFFICIAL]

**OFFICIALOFFICIAL**

Dear PRIDE in AGD members,

The Graduate Data Network (GDN) has released a survey that you are invited to participate in. The survey can be found here: s 47E(d), s 47E(c)

The survey looks to create understanding on the experiences of LGBTIQA+ individuals within the public service. Information collected will be used to inform a GDN Diversity report on the recruitment and retention of LGBTIQA+ people across the public service and facilitate recommendations.

The GDN is a collaborative, cross-cutting endeavour which aims to improve the data culture of the APS. Established in 2018, the GDN has members from 34 federal agencies and four states and territories. The GDN aims to empower graduates to advocate for better data use, analysis, and capability across the APS.

Interested individuals are welcome to undertake the survey, which closes at 11.59 pm on **Friday 16th October**. It should take approximately 15 minutes. If you know of any LGBTIQA+ identifying colleagues or allies who are not a member of the PRIDE in AGD Network but would be interested in completing the survey, please forward the survey onto them.

Responses to this survey are anonymous and will not identify employees or departments/agencies. Your responses will be treated in a secure and confidential manner, and all questions are optional. The report and its finding will be published in a report in November 2020.

**PRIDE in AGD Committee**  
Attorney-General's Department  
E: s 47E(c), s



**OFFICIAL**



s 22(1)

**From:** DESE - Pride s 47E(d), s 47E(c)  
**Sent:** Friday, 9 October 2020 2:48 PM  
**To:** PRIDE in AGD (Pride Network)  
**Cc:** s 22(1)  
**Subject:** RE: APS Pride Networks contact list | due COB Friday 9 October [SEC=OFFICIAL]

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**OFFICIAL**

Hi s 22(1)

Thank you for sending through this information. We appreciate it.

We will circulate a collated response early next week.

Many thanks,  
s 47F(1)

Co-Chair | Pride Network

---

**From:** PRIDE in AGD (Pride Network) <s 47E(d), s 47E(c)>  
**Sent:** Friday, 9 October 2020 1:58 PM  
**To:** DESE - Pride s 47E(d), s 47E(c)  
**Cc:** s 22(1)  
**Subject:** RE: APS Pride Networks contact list | due COB Friday 9 October [SEC=OFFICIAL]

**OFFICIAL**

Hi s 47F(1)

Thanks for reaching out and for putting this contact list together, that will be a very useful resources for all APS Pride Networks.

I have filled in our details to the table below. Please do not hesitate to get in touch again if you require any further info or assistance.

Cheers,

s 22(1)  
1) s 22(1)  
**Co-Chair | PRIDE in AGD Committee**  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600  
s 22(1)

s 47E(c), s 47F(1)





**OFFICIAL**

From: DESE - Pride <s 47E(d), s 47E(c)>  
 Sent: Wednesday, 7 October 2020 12:13 PM  
 To: PRIDE in AGD (Pride Network) <s 47E(d), s 47E(c)> <s 47E(d), s 47E(c)>

**Subject:** APS Pride Networks contact list | due COB Friday 9 October [SEC=OFFICIAL]

**CAUTION:** This email originated from outside of the organisation. Do not follow guidance, click links, or open attachments unless you recognise the sender and know the content is safe.

**OFFICIAL**

Dear APS Pride Networks,

The Department of Education, Skills and Employment (DESE) Pride Network would like your help!

We are looking to update our contact list with current information about your agency's network or diversity contacts. Also, with your permission, we would like to circulate this information to others on the contact list. We imagine this could be a shared resource and potentially used to organise an APS-wide Pride Network roundtable where we can share current projects and policy initiatives, tips and tricks for the Australian Workplace Equality Index (AWEI), and promote networking events.

Please fill in the table below by **COB Friday 9 October** with the relevant information and send it back to us, and indicate in the final column if you are comfortable for the information you have shared (or part thereof) to be circulated to other APS pride and diversity networks on the mailing list. If you don't feel comfortable with the information being shared, confidentiality will be maintained.

Agency	Network or diversity team name	Network or diversity contacts	SES Champions (if applicable)	Contact info	Notes	Can this information be shared?
Department of Education, Skills and Employment – <a href="#">website</a>	Pride Network	s 47F(1)	s 47F(1)	s 47E(d)		Yes
Attorney-General's Department – <a href="#">website</a>	PRIDE in AGD	s 22(1)	s 47E(d), s 47E(c)	s 47E(c)		Yes


Please feel free to forward to anyone we might've missed or reach out if you have any questions.

Many thanks,  
s 47F(1)

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s 47F(1)

Co-Chairs | Pride Network  
Australian Government Department of Education, Skills and Employment  
s 47E(d), s 47E(c)  
[www.dese.gov.au](http://www.dese.gov.au)

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s 22(1)

**From:** s 22(1)  
**Sent:** Friday, 16 October 2020 5:29 PM  
**To:** s 22(1)  
**Subject:** RE: Participation in a mental health capability project workshop [SEC=OFFICIAL]

Hi s 22(1)

Thank you again for sending through this information for our input.

In terms of what we could add to the below table, we have some initial thoughts but we're not quite sure if they are in the realm of what you are contemplating as part of this workshop. For instance, perhaps information could added about:

- the need for more tailored information relating to mental health services offered to certain communities? For example, services for LGBTIQ+ communities or specifically for women, etc. In this regard, we note that the PRIDE in AGD Network provides links to resources available on its intranet page.
- the kinds of information are collected during recruitment and how that is mapped to mental health from commencement.

Is this the kind of input you are looking for? Very happy to discuss further.

Apologies for the delay in getting back to you.

Kind regards

s and s 22(1)

**Co-Chairs**

PRIDE in AGD Committee  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600

E: s 47E(c), s



**From:** s 22(1)  
**Sent:** Friday, 16 October 2020 5:14 PM  
**To:** s 22(1)  
**Subject:** FW: Participation in a mental health capability project workshop [SEC=OFFICIAL]

**OFFICIAL**

Afternoon – just checking in to see if you'd had a chance to cast your eye over this list and had any reactions/additions/corrections?

Regards

s 22(1)

**OFFICIAL**



From: § 22(1)  
 Sent: Monday, 12 October 2020 11:44 AM  
 To: § 22(1)  
 Subject: RE: Participation in a mental health capability project workshop [SEC=OFFICIAL]

**OFFICIAL**

Hi § 22(1) and § 22(1)

The below is a bit of an aggregation of some pre-work and the discussion at the workshop last Friday. At the workshop we discussed what the department does now to support a mentally healthy workplace (we considered different approaches like activities at a corporate level, at a team/local level, how stigma is addressed, and what would we like to see done which isn't currently), we tested that against a 'journey map' of a person joining the department, and then started to consider how well these initiatives work and are known.

If you could review the below tables to let me know if you think that anything was missed in this cataloguing process that will be very helpful.

Moving forward I need to make sure that we've assessed the 'maturity' of these initiatives as robustly so if you think that there's anything in the list which is surprising to you pls let me know, as that's going to be a good indication that perhaps some of the good work being done isn't getting the attention it might warrant.

If you can get back to me by Wednesday that will really help us stick to our schedule.

Regards  
 § 22(1)

Action Items	Defined as	Activities planned / ongoing
<p><b>1. Manage psychosocial risks</b></p>	<p>Consider the psychosocial risks (internal and external) of all positions, particularly those that include exposure to distressing experiences, and develop appropriate mitigation strategies.</p>	<p>Psychological screening for identified at risk roles - predominantly, but not exclusively, Royal Commissions</p>
		<p>Affirmative Measures positions known and with targeted recruitment</p>
		<p> </p>
		<p> </p>
		<p> </p>
		<p> </p>
		<p> </p>
		<p> </p>
		<p> </p>
		<p> </p>

<p><b>2. Job design</b></p>	<p>Develop roles using the principles of job quality and good work design to focus on the prevention of workplace injury or illness.</p>	<p>Engagement with Recruitability scheme</p>
		<p>Mandatory disability confident training for graduate supervisors</p>
		<p>AGD performance expectations (by level) available</p>
		<p></p>
<p><b>3. Early intervention</b></p>	<p>Provide access to a range of evidence-informed early intervention supports to staff and their family.</p>	<p>EAP services for employees and their families - up to 6 counselling sessions per issue per year, 5 specialist phone lines</p>
		<p>Department has a process for receiving recommendations from EAP to extend number of sessions available and can agree to provide additional support</p>
		<p>EAP-supported debriefing (very high risk areas)</p>
		<p>Well-being check program - online self-assessment followed by 2 hour interview with a senior psychologist (for employees with higher risk exposure to distressing material). Provided by SMG Health</p>
		<p>Early contact by HR (eg recruitment or well-being team) if a need for reasonable adjustments has been indicated</p>



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Action Items	Defined as	Activities planned / ongoing
<b>1. Evidence-informed activities and initiatives</b>	Provide evidence-informed mental wellbeing promotion activities and initiatives for staff.	Access to HR daily downloads - via the internet, including emotionally intelligent performance management; managing emotions - key to successful leadership
		Vicarious trauma training - tailored to area needs available for areas assessed as having a very high and high risk exposure rating
		Breathing workshops
		Promote informal check-ins with staff
		Manager essentials 2.0
		EL1 evolve
		Case management support
<b>2. Organisational culture</b>	Develop an organisational culture focused on enhancing mental health and wellbeing protective factors, including interpersonal connection.	Separate affirmative measures bulk round. CAN members on panels
		Bulk recruitment round information sessions - CAN and Indigenous networks attending and presenting
		Health and wellbeing at work plan
		Domestic and family violence resources and family violence leave
		Operate five diversity networks - Celebrating Ability, Disability, CALD, PRIDE in AGD, Indigenous Employee, Women's



		SES Diversity Champions at senior levels: s 47E(d), s 47E(c)
		Membership of Australian Network on Disability - Gold level
		Dedicated wellbeing section in performance agreements
		Dedicated bullying and harassment ERA
		Serious Illness Register - allow staff to donate leave
		AGS National Practice Orientation (for all lawyers) includes mental health training
		EL2 connect session - From Awareness to action - leadership consideration in a mentally healthy workplace - Dave Burroughs, Australian Psychological Services
		Harassment Contact Officer network
		Team leader responsibilities to monitor content of work or workloads
		Recognition and reward program
		EAP reminders on key communications
		Keeping in touch days (10 single days in a year)
		Working parents playgroup
		Health and wellbeing reimbursement (annual payment) \$295 non-SES and \$150 SES
		In the Loop booklet to prepare for long term leave
		All staff messages on relevant topics (eg recent encouragement to take leave given that leave balances are climbing in a post-COVID environment)

Action Items	Defined as	Activities planned / ongoing
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<b>1. Injury and incident management systems</b>	Record psychosocial risk incidents within existing injury and incident management systems and report upon them through existing work health and safety governance frameworks. In addition, undertake mandatory reporting activities and trend analysis of risk/incidents.	Rehabilitation management system
<b>2. Reasonable adjustments</b>	Provide reasonable adjustments to enable staff to stay at work or return to work following a psychological injury or mental illness, irrespective of causation.	Workplace adjustments program
		Flexible work toolkit
		Reasonable adjustment passport
<b>3. Stay at work / return to work strategies</b>	Develop strategies to support staff when remaining within the work environment or during reintegration into the work environment following a psychological injury or mental illness, in line with their individual recovery needs.	Fatigue management ERA - prevention, recognition and management
		Fitness for continued duties ERA



Action Items	Defined as	Activities planned / ongoing
<p><b>1. Anti-stigma campaign</b></p>	<p>Implement agency-wide anti-stigma campaign and awareness raising initiatives.</p>	<p>Actively promote events (RUOK day, mental health week)</p>
		<p>Inclusion of broad statements on inclusion and diversity in recruitment processes (eg job information packs)</p>
		<p>Diversity networks actively promoted - eg induction</p>
		<p></p>
		<p></p>
		<p></p>
		<p></p>
		<p></p>
		<p></p>
		<p></p>
<p><b>2. Mental health literacy</b></p>	<p>Build the mental health literacy in all staff as a priority.</p>	<p>Easily accessible links via intranet to relevant external resources, eg APSC guides, Heads Up website</p>
		<p>Training courses offered (directly relevant)                      Disability confident workforces                      Managing mental health and COVID                      Mental health in the workplace - employees                      Leading: transition to a new normal                      Beyond Blue - managing mental health risks at work                      Resilience for employees (half day workshop)                      Resilience for managers (1 day workshop)                      Handling challenging callers (hotline/contact centre roles)                      Vicarious trauma</p>



		<p>Training course offered (related):</p> <ul style="list-style-type: none"> <li>Indigenous Cultural Awareness</li> <li>Managing for outcomes</li> <li>Manager essentials 2.0 - your role as manager</li> <li>Mastering team management</li> <li>Leading dispersed teams/working effectively in dispersed teams</li> <li>Vital workload conversations</li> <li>EL1 evolve</li> <li>Introduction to coaching</li> <li>Crucial conversations</li> <li>Performance coaching</li> <li>Team performance</li> <li>PRIDE training</li> </ul>
<p><b>3. Psychological capability</b></p>	<p>Develop psychological capability in all staff, particularly those in supervisory roles.</p>	<p>Easy access to a dedicated mental health matters intranet page - including material on maintaining mental health during COVID</p>
		<p>Conversation guide for RUOK day</p>
		<p>Manager essential 2.0 - core modules - managing workplace health and safety, managing leave and flexible working arrangements, managing performance, appropriate workplace behaviour</p>

Action Items	Defined as	Activities planned / ongoing
<p><b>1. Mental health strategy</b></p>	<p>Develop an agency specific strategy to prioritise workplace mental health, targeting the continuum of mental health from wellness to illness, including an agency strategy for responding to staff identified as vulnerable to suicide or self-harm. In addition, develop relevant governance protocols (e.g. distressing events, qualifications of case managers etc.) and procedures to ensure risk of harm is mitigated.</p>	<p>Disability and Mental Health Strategy in place since 2018 - specific mention of mental health commitments throughout document</p>
<p><b>2. Senior leadership commitment</b></p>	<p>Demonstrate commitment of senior leaders to creating a mentally healthy workplace and reducing stigma by modelling positive behaviour.</p>	<p>Broad concepts of the importance of people included in the department's corporate plan: our people are central to achieving the department's purpose; achieving the objectives of the strategic workforce plan requires contribution from staff at all levels; we offer learning opportunities that build and strengthen management and technical skills that are critical to our current and future workforce; the diversity strategy articulates a culture that fosters inclusiveness, promotes diversity, accelerates gender equality and embraces the unique skills of staff.</p>





I am very happy to have a look over that document. When it's ready to go, if you could please send it through to my Co-Chair <sup>s</sup> [REDACTED] (cc'd) as well that would be great.

Cheers,

<sup>s</sup> [REDACTED]  
22(  
1) [REDACTED] s 22(1)  
Co-Chair | PRIDE in AGD Committee  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600  
s 22(1) [REDACTED]; s 47E(c), s [REDACTED]



**OFFICIAL**

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**From:** <sup>s</sup> 22(1) [REDACTED]  
**Sent:** Friday, 9 October 2020 3:13 PM  
**To:** <sup>s</sup> 22(1) [REDACTED]  
**Subject:** RE: Participation in a mental health capability project workshop [SEC=OFFICIAL]

Thanks <sup>s</sup> [REDACTED] – we managed to collect a fair bit of information this morning, so that will hopefully streamline any follow-up engagement, in that we might just be able to send you a tidied up version of the outcomes and the network might be able to point out if there's any holes in our data capture.

I'm hoping to pull that all together early next week, and if it's OK can I send that document on to you just for you, or other network reps, to cast your eyes over it? Hopefully it won't be a huge time commitment.

Cheers

<sup>s</sup> [REDACTED]  
22(1)

---

**From:** <sup>s</sup> 22(1) [REDACTED]  
**Sent:** Friday, 9 October 2020 2:40 PM  
**To:** <sup>s</sup> 22(1) [REDACTED]  
**Cc:** <sup>s</sup> 22(1) [REDACTED]  
**Subject:** RE: Participation in a mental health capability project workshop [SEC=OFFICIAL]

Hi <sup>s</sup> [REDACTED]

Our apologies for not sending a PRIDE in AGD representative to the workshop this morning, it is a particularly busy time for our committee at the moment.

Please do not hesitate to let us know if another opportunity arises for PRIDE in AGD to support or to be consulted on the implementation of the proposed APS-wide mental health capability framework.

Kind regards,

<sup>s</sup> [REDACTED]  
22(1)

§ 22(1) § 22(1)

Co-Chair | PRIDE in AGD Committee  
Attorney-General's Department

3-5 National Circuit | Barton ACT 2600

§ 22(1)

; § 47E(c), s



From: § 22(1)

Sent: Friday, 2 October 2020 10:36 AM

To: § 22(1)

Subject: Participation in a mental health capability project workshop [SEC=OFFICIAL]

**OFFICIAL**

Dear colleagues

You may be aware that the department has agreed to pilot the implementation of a proposed APS-wide mental health capability framework, which has been developed by the Department of Industry over the last 18 months.

This is an exciting project which allows the department to contribute to testing the excellent body of work which Industry has completed, and to identify how well our own work aligns to the proposed framework.

A first step in this process is to assess the department's maturity in relation to maintaining a psychologically healthy workplace. In order to complete this we need to identify the very wide range of policies, programs and processes that we currently have which support this outcome. To do this effectively we need input from a range of teams and areas across the department.

We are seeking representatives from AGD's diversity networks to join a fun and productive two hour workshop session identifying everything we currently do to support staff. We've been advised to keep numbers low so have to limit representation at this session to one person from each of the Celebrating Ability Network and PRIDE in AGD Networks at this stage (a later check in across the broader suite of diversity networks will be scheduled following this initial session). As Co-Chairs of either of these networks we would appreciate it if you could identify a suitable representative to attend this session. Please advise § 22(1) of your nomination by 10 am Wednesday 7 October 2020.

While no particular preparation is required, participants will benefit from being familiar with initiatives designed to support a mentally healthy workplace.

**Event details:**

Date: 9 October 2020

Time: 9.30am – 12.30pm

Location: Murrumbidgee meeting room, ground floor RGO (due to the nature of the workshop attendance in person is requested)

Special requirements: If you have any special requirements to support your participation please advise when confirming nominations.

Thank you for your support for this important project.

If you have any questions please contact s 22(1) on s 22(1) or via email at s 22(1).

Regards  
Mental Health Capability Project team

**OFFICIAL**



s 22(1)

**From:** s 22(1)  
**Sent:** Friday, 16 October 2020 12:39 PM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** Grad Major Project - Seeking input from PRIDE [SEC=OFFICIAL]

**OFFICIAL**

Dear s 22(1) and s 22(1)

The 2020 graduate cohort is considering the development and utility of an 'Employee Value Proposition' (EVP) to strengthen the department's external recruitment process and retention of employees. As part of the development process, we are seeking your input to understand the attraction of the department for prospective and current employees.

In order to reflect the views and experiences of all employees, we would like to ensure the diversity that enriches the department is encompassed in the EVP. The aim of this project is to assert AGD as an employer of choice for prospective employees, with an EVP available on both the internal and external AGD website.

**What is an EVP?**

An Employee Value Proposition (EVP) shows the different characteristics, benefits and ways of working in an organisation. It is what the department can offer an employee in return for the employee's work and performance. An EVP is aimed at both future and existing employees.

**Your input**

It would be wonderful if you could take a moment to consider the following questions within your committee and provide any general and/or network specific insights you may have by COB 6 November 2020.

Main question: Is an EVP appropriate for the department? What would you like to see in a potential EVP? In answering this question here are some things you may wish to consider:

- What are your thoughts on how the department approaches the initial recruitment process from a diversity perspective? How could the process be improved? What attracted you to work for the department and what has led you to stay?
- What are your thoughts on having specific EVPs for specific cohorts (e.g. people who belong to your diversity network)? Would this be appropriate/attractive? Would this create inappropriate distinctions between diversity groups?
- Is there an issue of retention among your diversity group? Is there an issue with promotions among your diversity group?

Please do not hesitate to contact me if you have any questions, and thank you in advance.

Warm regards,

s 22(1)

Attorney-General's Department | 3-5 National Circuit | Barton ACT 2600

s 22(1)

**OFFICIAL**



# Newsletter

Issue 5 / 2020

## President's Introduction

Hello AGD from the Social Club, for the last time this year!

We present to you our final newsletter for the year which includes commentary on our recent wine tasting event, yearly wrap ups from other networks, and the usual letters to the editor, puzzle corners, and the like.

s 22(1)



### *Wine Tasting*

*pages 2-3*

### *Letter to the Editor*

*page 3*

### *A Year in Review:*

*PRIDE, CALD, CAN,  
Women's Network*

*pages 5-8*

### *Puzzle Corner*

*page 9*









# A Year in Review



This year for International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT), the PRIDE in AGD network engaged prominent musician, comedian and LGBTIQ+ advocate Jordan Raskopoulos for a livestreamed keynote address. Around 200 staff members from our department and portfolio agencies tuned in to watch her address live. Jordan spoke about her own journey, as a transgender woman and a lesbian, away from shame to an acceptance and pride in herself. Jordan asked us to take responsibility by interrogating our own unconscious biases and using our voices and our privilege to 'speak out, educate, make and influence change'.



Jordan Raskopoulos













s 22(1)

**From:** s 22(1)  
**Sent:** Tuesday, 27 October 2020 11:35 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** RE: PRIDE: Meeting with s [SEC=OFFICIAL]  
47E(

Hi all,

I have sent a calendar invite for Monday 2 November, 3pm.

s – no further action required by you.  
22(

Thanks,

s 22(1)

Executive Assistant s 47E(d)  
s 22(1)

*I work part-time Monday, Tuesday and Wednesday.*

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**From:** s 22(1)  
**Sent:** Tuesday, 27 October 2020 8:00 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** RE: PRIDE: Meeting with s [SEC=UNCLASSIFIED]  
47E(

Thanks s  
22(

Apologies, this slipped off my radar.

Happy to meet at a time this week or early next if possible?

Thanks

s  
22(1)

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**From:** s 22(1)  
**Sent:** Wednesday, 7 October 2020 11:01 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** FW: PRIDE: Meeting with s [SEC=UNCLASSIFIED]  
47E(

**OFFICIAL**

Hi s 22(1)

s is happy to have a chat with yourself and s any time at your convenience .  
47E( 22(

Let me know when suits, and I can set up a date/time 😊

Many thanks

s  
22(

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**From:** s 22(1)  
**Sent:** Monday, 21 September 2020 10:44 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** RE: PRIDE: Meeting with Jesse [SEC=UNCLASSIFIED]

Hi s 22(1)

Just closing the loop on this one – s 47E(1) said he would chat to you in person about this but that no meeting was required, at least not this week while he is acting for s 47E(1). I will set a reminder to follow up when he is back from leave on 6 Oct.

Thanks,  
s 22(1)

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**From:** s 22(1)  
**Sent:** Wednesday, 16 September 2020 11:21 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** RE: PRIDE: Meeting with s 47E(1) [SEC=UNCLASSIFIED]

Thanks s 22(1)

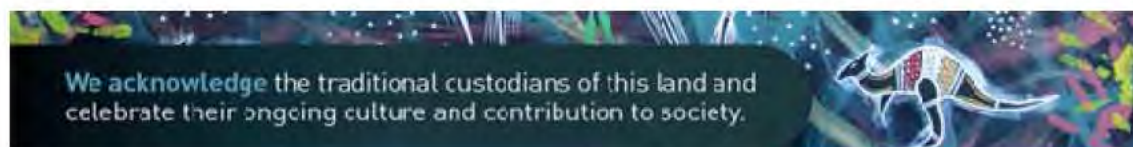
Very happy for it to wait until s 47E(1) is back from leave. Half an hour should be ok, but will be guided by s 47E(1) on this (and whether he would prefer VMR or in person).

Thanks  
s 22(1)

Attorney-General's Department

3-5 National Circuit | Barton ACT 2600  
s 22(1)

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**From:** s 22(1)  
**Sent:** Wednesday, 16 September 2020 11:16 AM  
**To:** s 22(1)  
**Cc:** s 22(1)  
**Subject:** RE: PRIDE: Meeting with s 47E(1) [SEC=UNCLASSIFIED]

Hi s 22(1)

Thanks for your email, I will remind s 47E(1)



He is acting for § 47 again next week but I will see if I can fit in a time in (otherwise he is then on leave till 6 Oct).

Is 30mins okay? In person or via VMR?

Thanks,

§ 22(1)

Executive Assistant § 47E(d)

§ 22(1)

*I work part-time Monday, Tuesday and Wednesday.*

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**From:** § 22(1)

**Sent:** Wednesday, 16 September 2020 11:07 AM

**To:** § 22(1)

**Cc:** § 22(1)

**Subject:** PRIDE: Meeting with § 47E( [SEC=UNCLASSIFIED]

Hi § 47E(

§ 47E( mentioned a couple of weeks ago that he was keen to meet with § 22( and I from a Champions of Change perspective.

He was acting for § 47 at the time so I didn't chase it up then, but just wanted to follow up now in case this had fallen off his radar.

If § 47E( was still keen to meet with us, would you be able to set up an appropriate time for us? I know he's really busy and I don't think there's particular urgency on this.

Very happy to chat.

Cheers

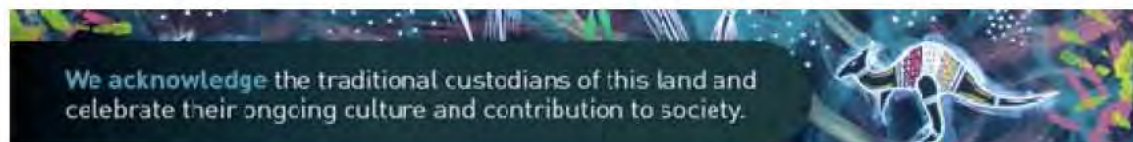
§ 22(1)

Attorney-General's Department

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§ 22(1)

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