

From: [REDACTED]
Sent: Wednesday, 18 November 2020 6:29 PM
To: Margaret Tregurtha
Cc: [REDACTED]; Michael Schwager
Subject: Gender neutral toilets [SEC=OFFICIAL]
Attachments: Transgender-and-Intersex-Inclusion-Poster.pdf; RE: Request opinion and pod cast for consideration (provided by Margaret) [SEC=OFFICIAL]

OFFICIAL

Good Afternoon Margaret,

Sorry for the delay in getting this to you. I look forward to discussing this further at our next meeting.

For information:

- 23/10 /20 I provided the attached poster to the IP Pride and DRIVE network requesting feedback as requested.
- Out of the 80 network members we received 12 responses. All responses were very supportive of the poster. Michael however did raise some questions.
- Michael's comments are attached (THANK YOU Michael). I have provided some background for both you and Michael. On the 22/9/20 I provided you with an email which included a history regarding gender neutral toilets, employee census data, staff feedback and the AWEI data.
 - The 2019 Employee census results on gender <https://intranet.aipo.gov.au/sites/default/files/2019-07/APS-2019-Employee-Census.pdf> stated 5% of staff preferred not to state their gender, 4% identify as LGBTI+, 11% experienced discrimination (43% based on gender), 80% state that we are committed to creating a diverse workforce.
 - The [AWEI](#) under the section of Inclusion of trans/gender diverse people asks if "We have (or are working towards) having 'Gender Neutral' or 'All Gender' bathrooms and/or facilities with clear and visible signage available to employees. Note: "Unisex" signage will not be given points for this question." Our Diversity and Inclusion Strategy states that we will identify IP Australia's Australian Workplace Equality Index (AWEI) score for inclusion of the LGBTIQ+ community and review IP Australia's AWEI and identify opportunities for improvement.
 - Last years AWEI staff survey reported : Jokes/innuendo targeting people of diverse sexuality and/or gender are quickly called out / addressed within my workplace with staff answering:
 - Strongly agree 18.18%, Agree 13.64% , Neither agree nor disagree 45.45%, Disagree 22.73% Strongly disagree 0.00%
 - Comments were provided by a number of staff in our LGBTIQ+ IP Pride steering committee and network in September 2020 who truthfully provided their opinions and lived experience on gender neutral toilets and how some have had bad experiences at IPA. One response stated:

"This is unlikely to be solved by a change in signage, but I do think that gender neutral bathrooms will send the message that the heads of the organisation recognise the diversity and complexity of genders AND trust each member of staff to use the bathroom they feel is appropriate (and that all staff should perhaps cultivate a similar level of acceptance and trust in the matter of which toilet someone chooses to use).
 - When reviewing these comments and following discussions with the network and steering committee, it is apparent that although we have the APS code of conduct, IPA's maturity is in its infancy regarding the LGBTIQ+ community. It may be necessary to remind staff of the behaviours that are appropriate and respectful as a step towards acknowledging that IPA wants all staff to feel safe and included.

- With all the information that has been provided, I feel that the toilet signage is needed(as a first step) and does add value. If our goal this year was to be visible allies and make sure that staff feel comfortable to bring their whole selves to work, then I think this is a step in the right direction.
- IP Australia has taken a number of positive steps which have been noticed by our LGBTIQ+ community and these initiatives are allowing staff not only to feel safe and happy, but a sense of belonging to IPA.

Thank you Margaret for your support. I look forward to hearing what our next steps will be.

On a side note the AWEI staff survey FTE will go out in December as requested and in the DG message in January (pending Michael's approval).

Enjoy your afternoon.

Kind Regards



Diversity and Inclusion
People Support
IP Australia



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