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From: [REDACTED]
Sent: Tuesday, 22 September 2020 5:42 PM
To: Margaret Tregurtha
Cc: [REDACTED]
Subject: In preparation for our LGBTIQ+ meeting 23/9/20 [SEC=OFFICIAL]
Attachments: IP PRIDE Newsletter September 2020 [SEC=OFFICIAL]; 2019 Census - Gender and LGBTI related questions. [SEC=UNCLASSIFIED]; Gender neutral toilets.docx

OFFICIAL

Good Afternoon Margaret,

Hope you are well. In preparation for our meeting tomorrow, please see talking points below:

- Pride in Practice Conference comms completed and payment made : sponsorship and attendance of 2 staff members.
- [2020 AWEI Benchmarking Report](#) was published. IPA are listed as participating demonstrating commitment to LGBTQ inclusion and a desire to obtain an external assessment and measure of progress to date.
- Approval requested to promote 2021 AWEI Employee survey: completed from November 2020 to March 2021. IPA participated in the [2020 AWEI Employee survey](#) but due to our maturity and last minute promotion, only a small amount of people participated.

“As a result of participating, employers will receive high level analysis of your organisational responses. Individual respondents remain anonymous and are not identified, only the name of the organisation participating.

This analysis will provide your organisation with valuable feedback regarding LGBTQ inclusion across your workplaces. Respondents do not have to identify as individuals of diverse sexualities and/or genders, as the Survey is open to all.”

- Gender neutral toilets: see attached information for discussion. I am meeting with CSIRO Friday regarding their journey for gender neutral toilets.
- Pride networks at Industry. Industry will be invited to Steering Committee meeting on 6 October.
- IPA to host roundtable and networking event on the 10 November. We will find out within 2 weeks weather this will be an online event. If not, could I please request approval for drinks/food for the networking following the roundtable.
- Newsletter attached with upcoming learning and development opportunities and updates.
- Jobs (via the "current vacancies" link on the intranet). The form has a mandatory "title" filed which doesn't include a non-binary option. Recruitment are following this up to see if this can be changed.

Thank you Margaret for your continuous support.

Enjoy your afternoon.

Kind Regards

[REDACTED]
Diversity and Inclusion
People Support
IP Australia



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