
From: s22
Sent: Friday, 4 June 2021 1:20 PM
To: s47G
Subject: PM&C Log in details [SEC=OFFICIAL]

OFFICIAL

Hi there team

I'm trying to get into our Pride in Diversity account and it's looking like we don't have the correct details saved. Is there a way to reset?

Thank you kindly for your assistance,

s22

s22

Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22 | e. s47E(d)

1 National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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Australian Public Service

Employee Census 2021

10 May–11 June

HAVE YOUR SAY



From: s22
Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Thank you for the response s47F .

I'm aware you have a APS Pride Champions meeting on Thursday organised by the Department of Social Services.

The Department of the Prime Minister and Cabinet also convenes an APS Pride Community of Practice (CoP) for Chairs of LGBTIQ+ Employee Networks and corporate areas with responsibility for inclusion and diversity matters. It is a wider group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

s22 | Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 | s47E(d) | www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Wednesday, 2 June 2021 12:01 PM
To: Rayward, Patrick
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

The discussion points were as follows:

Discussion topics

- PID Team Update
 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
 - AWEI Awards Luncheon
 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
 - June Pride Month
 - International non-binary people's day – 14th July
- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they're doing

Regarding not being able to attend the roundtable, we won't mind if you send someone in your stead – just let us know!

Thanks

s47F

From: s22
Sent: Tuesday, 1 June 2021 1:22 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Hi s47F

PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s47E(d) | Adviser

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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s47E(d)

From: s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: OFW Invites
Sent: Tuesday, 15 June 2021 9:58 AM
Subject: Invitation from the Office for Women - Financial Abuse Workshop - Wednesday 7 July 2021 [SEC=OFFICIAL]
Attachments: Financial Abuse Workshop Agenda and Panellist Biographies.pdf

OFFICIAL

Good morning

I am pleased to invite you to the Office for Women's **Financial Abuse Workshop** on **Wednesday 7 July 2021, from 9:00am to 3:00pm**. Pending continued easing of Covid-19 restrictions, this face-to face workshop will be held at the **Monash Law Chambers, 555 Lonsdale Street, Melbourne**.

The workshop will be an important opportunity for the Office for Women to hear from key stakeholders and sector-based leaders about best practice on industry responses to **prevent and address financial abuse of women**. In addition, the workshop is aimed at supporting the development of **Safety by Design Principles** to support businesses and industry to better understand the potential risks of financial abuse.

The workshop will feature two panel sessions:

1. *Best practice and challenges in addressing financial abuse in service-centred industries*
2. *How can financial abuse prevention initiatives be better informed with intersectional perspectives.*

Please find attached the **workshop agenda** with more information.

Please RSVP by **Wednesday 30 June** including with any accessibility or dietary requirements, to this email address. If you have any questions or unable to attend in person, please contact s22 or s47E(d). We are aware that restrictions relating to COVID-19 cases in Melbourne may impact on this workshop. We will continue to update you on arrangements as the situation unfolds.

The Office for Women will collect your personal information to enable participation in the workshop and any related communications. We may publish participant details (e.g. your name, title and organisation) on the Department's website or other communications platforms, including reports. Additionally, we may share your email address with other workshop participants who attend this session to facilitate networking and collaboration opportunities.

The Office for Women may also take photos throughout the workshop and may post these photos on the Department's website and social media channels, or use in other publications prepared by the Office for Women.

If you **do not** consent to your details being published or shared with other event participants, please let us know by contacting s47E(d) **no later than 30 June**. Likewise, if you do not wish for a photo/s of you to be taken during the workshop or published as mentioned above, please let us know by contacting s47E(d) **no later than 30 June**.

Kind regards

Catherine Hawkins

First Assistant Secretary
Office for Women
Department of the Prime Minister and Cabinet



Prevention of Financial Abuse Workshop

Agenda

Wednesday 7 July 2021, 9:00am – 3:30pm
Monash Law Chambers, 555 Lonsdale Street, Melbourne

Facilitated by s47E(d), 47F

9:00 – 9:15am	Welcome to Country
9:15 – 9:30am	Opening remarks by Catherine Hawkins, Head of Office for Women
9:30am – 11:00am	Panel Discussion One – <i>Best Practice and Challenges in Addressing Financial Abuse in Service-Centred Industries</i> Panellists s47E(d), 47F Format Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.
11:00am – 11:25am	Morning tea break
11:30am – 1:00pm	Panel Discussion Two – <i>How can financial abuse prevention initiatives be better informed with intersectional perspectives</i> Panellists s47E(d), 47F Format Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.
1:00pm – 1:40pm	Lunch break
1:45pm – 3:00pm	Safety by Design Principles Session This is a ground-floor discussion on the creation of the Safety by Design Principles draft. <ul style="list-style-type: none">· Presentation on the scope of the Safety by Design Principles work (15 minutes)· Facilitated breakout discussions on what should be considered in the Principles (30 minutes)· Regroup with each group reporting back main points via the facilitators (15 minutes)
3:00 – 3:30pm	Facilitator wraps up , summarising main themes identified through panel discussions and the Safety by Design session. Catherine Hawkins , closes the workshop and outlines next steps.

From: s22
Sent: Thursday, 17 June 2021 9:12 AM
To: s47F
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

OFFICIAL

Great thank you!

s22
Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet
s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

From: s47F
Sent: Wednesday, 16 June 2021 5:28 PM
To: s22
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

Hi s22

Yes of course, thank you. I've updated the table below. If there is any further information you need from me, just let me know.

Thank you,

s47F

s47F

Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: [facebook](https://facebook.com/aconhealth)

s47F

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(SAY IT OUT LOUD) **NEW WEBSITE**

Information about healthy relationships as well as sexual, domestic and family violence for people of diverse genders and sexualities, professionals and allies.

Check out the new, national Say It Out Loud website: sayitoutloud.org.au

thorne harbour PARTNER WOMEN'S COUNCIL SASG YWCA DVCONNECT dVCS Kara House acon

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From: s22
Sent: Tuesday, 15 June 2021 9:44 AM
To: s47F
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

OFFICIAL

H s47F

I hope you are well.

Now that we have changed the date to 7 July, can you please update the below.

Thanks,

s22
Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet
s22
s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

From: s47F
Sent: Tuesday, 25 May 2021 5:24 PM
To: s22
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

Hi s22

Thank you for assisting with travel booking. My details are as below. If you require any further information from me, please just let me know.

FULL NAME:	s47F
PREFERRED EMAIL ADDRESS:	s47F
CONTACT NUMBER	s47F
FLYING FROM:	s47F
PREFERRED DATE AND TIME TO DEPART HOME STATE:	s47F
PREFERRED DATE AND TIME TO DEPART MELBOURNE:	s47F
DO YOU NEED CAB FARES? If so please provide a mailing address:	s47F

s47F

Thank you,

s47F

s47F

Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

s47F

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From: s22

Sent: Monday, 24 May 2021 2:39 PM

Cc: s22

Subject: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

OFFICIAL

Good afternoon all,

I am emailing about the organisation of travel to Melbourne for the Prevention of Financial Abuse Workshop.

In line with the Department's policies, Office for Women will book flights and accommodation for you through the Governments travel partners, QBT and AOT. We will book you all in at the same accommodation.

To start this process, can you please fill out and return the table below at your earliest convenience.

I would also like to confirm that meals and incidentals will not be reimbursed by the Department, though we can send through Cab Charges for use on Taxi Fares. Please advise if you require these in the table below.

FULL NAME:	
------------	--

PREFERRED EMAIL ADDRESS:	
CONTACT NUMBER	
FLYING FROM:	
PREFERRED DATE AND TIME TO DEPART HOME STATE:	
PREFERRED DATE AND TIME TO DEPART MELBOURNE:	
DO YOU NEED CAB FARES? If so please provide a mailing address:	

Many thanks and please reach out with any questions,

s22 [Redacted]

Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet

s22 [Redacted]

| w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s22
Sent: Monday, 21 June 2021 1:23 PM
To: s47F
Cc: s47F Inclusion and Diversity
Subject: RE: Membership Renewal [SEC=OFFICIAL]

OFFICIAL

Hi s47F

We would definitely like to proceed with our membership for 2021-22.

I do apologise for the delay with getting this through – if you could please renew for the following:

- Standard membership
- Invoice to be made out to the Department of the Prime Minister and Cabinet, s22

Many thanks

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

Australian Public Service
Employee Census 2021
10 May–11 June

HAVE YOUR SAY

From: s47F
Sent: Tuesday, 15 June 2021 5:46 PM
To: s22 ; Inclusion and Diversity
Cc: s47F
Subject: Membership Renewal

Dear s22

This is a courtesy email to let you know that the Department of Prime Minister & Cabinet's Pride in Diversity membership (Standard Level) will expire on **22/06/2021**.

We would love for you to continue your partnership with us. On renewal of your membership, we will once again:

- Set up an annual strategy meeting (if applicable) to look at the year ahead, understand what your key outcomes for the next year will be. During this meeting:
 - We determine key working relationships, training requirements and any consulting work that you would like;
 - We will provide input into best practice deliverables and determine how we can assist you over the next membership year in achieving those outcomes;
 - We use the outcomes of this meeting as a guide, understanding that circumstances may change and that throughout the year, more or less support from us may be needed;

- We also look at promotional opportunities for you in the year ahead, and provide you with a full outline of the member services available to you.

If you will be continuing your membership with us for another year, please let me know which level you would like to renew on, and also who the invoice should be made out to. We will not issue an invoice until we receive confirmation that you wish to renew your membership.

I have attached our current membership levels for your review.

Warm regards,

s47F

s47F

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

s47F

s47F

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: twitter.com/pridediversity twitter.com/prideinsportau

Facebook: facebook.com/prideindiversity



SUPPORTING THE PLACES WE WORK, LIVE & PLAY TO BE
MORE INCLUSIVE OF SEXUALITY & GENDER DIVERSE PEOPLE
www.prideinclusionprograms.com.au



PRIDE
INCLUSION
PROGRAMS

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From: s22
Sent: Monday, 28 June 2021 12:48 PM
To: s22, s47F, s22
s22
Cc: s22, s22
Subject: Update - Prevention of Financial Abuse Workshop - Panel Two [SEC=OFFICIAL]

OFFICIAL

Hi

I just wanted to provide an update on the July 7 Prevention of Financial Abuse Workshop, which you are all confirmed as panellists for.

The team here have been closely monitoring the Covid-19 developments across various state and territories. **We have decided to proceed with the workshop but as a virtual-only event.** This decision is based on the rapidly evolving nature of the situation and the need to ensure the safety of our staff, panellists and other attendees.

We are meeting tomorrow with the workshop facilitator, Associate Professor Kate FitzGibbon from Monash University, to confirm the virtual platform and IT Support details for the day. Kate will also be joining the preparation session on Wednesday so she can answer any questions you may have there.

Look forward to talking to you all on Wednesday and stay safe.

Cheers

s22

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
e s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s22
Sent: Tuesday, 29 June 2021 3:31 PM
To: s47F
Cc: s47F
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]
Attachments: s47E(d), 47G

OFFICIAL

Hi s47F

Thanks very much for this, confirming payment of the PiD membership for PM&C has gone through 😊

Kindest

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 25 June 2021 2:23 PM
To: s22
Cc: s47F
Subject: Invoice PID3811

Hi s22

Please see Invoice PID3811 (\$6,600) and terms and conditions attached.

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

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

Thank you.



Kind Regards,

s47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

s47F

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From: s22
Sent: Thursday, 1 July 2021 9:39 AM
To: s47F
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]

OFFICIAL

Not a problem s47F – enjoy your day 😊

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Wednesday, 30 June 2021 5:47 PM
To: s22
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]

Hi s22

Thank you for the payment and forwarding the remittance. Much appreciated.



Kind Regards,

s47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

s47F

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From: s22
Sent: Tuesday, 29 June 2021 3:31 PM
To: s47F
Cc: s47F
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks very much for this, confirming payment of the PiD membership for PM&C has gone through 😊

Kindest

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 25 June 2021 2:23 PM
To: s22
Cc: s47F
Subject: Invoice PID3811

Hi s22

Please see Invoice PID3811 (\$6,600) and terms and conditions attached.

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

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

Thank you.



Kind Regards,
s47F
Website: acon.org.au
Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth
s47F

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From: s22
Sent: Thursday, 1 July 2021 6:10 PM
To: s47F
Subject: Member job board [SEC=OFFICIAL]

OFFICIAL

Hi PiD,

I'd be grateful if you could please add all these Department of Prime Minister and Cabinet positions to your Member Job Board:

s47E(d)

Kind regards,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.

s47E(d)

From: s22
Sent: Thursday, 1 July 2021 9:01 PM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]
Attachments: Federal Govt AWEI Survey Analysis 2021_sent.pdf; 20210318 - Record of Meeting - APS Pride.docx

OFFICIAL: Sensitive

Thank you s47F

We are looking to hold the next meeting on 21 July from 3:30pm AEST. Covid restrictions permitting, you are welcome to attend in person at the Department of the Prime Minister and Cabinet (1 National Circuit, Barton, ACT) or alternatively I can send you login details closer to the date.

I'd also like to circulate any supporting papers next week that would compliment your agenda item. It is a large grouping that might not all have ready access to the screen while you're speaking (sometimes they group together in the one room). Also by sending out some information ahead of time you might get enhanced buy-in.

I note you provided the attached to the Pride Champions discussion. Would you be willing to circulate this to our meeting?

s47C, 47E(c), 47E(d)

s47C, 47E(c), 47E(d)

Thank you again for your willingness to be part of our meeting. Of course please feel free to contact me with any queries.

Kind regards,

s22

From: s47F
Sent: Wednesday, 9 June 2021 8:56 AM
To: s22; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22,

I am happy to attend these meeting.

Let me know when the next one is and perhaps, I can give you some high level results from the AWEI Survey.

Thanks s47F

From: s22
Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Thank you for the response s47F

I'm aware you have a APS Pride Champions meeting on Thursday organised by the Department of Social Services.

The Department of the Prime Minister and Cabinet also convenes an APS Pride Community of Practice (CoP) for Chairs of LGBTIQ+ Employee Networks and corporate areas with responsibility for inclusion and diversity matters. It is a wider group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

s22 | Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 | pride@pmc.gov.au | www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600





The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.



From: s47F
Sent: Wednesday, 2 June 2021 12:01 PM
To: s22
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

The discussion points were as follows:

Discussion topics

- PID Team Update
 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
 - AWEI Awards Luncheon
 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
 - June Pride Month
 - International non-binary people's day – 14th July
- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they're doing

Regarding not being able to attend the roundtable, we won't mind if you send someone in your stead – just let us know!

Thanks

s47F

From: s22
Sent: Tuesday, 1 June 2021 1:22 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Hi s47F

PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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s47E(d)

s47F

Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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

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Federal Government

AWEI 2020 Survey Analysis



PRIDE
INCLUSION
PROGRAMS






ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the land on which we meet.

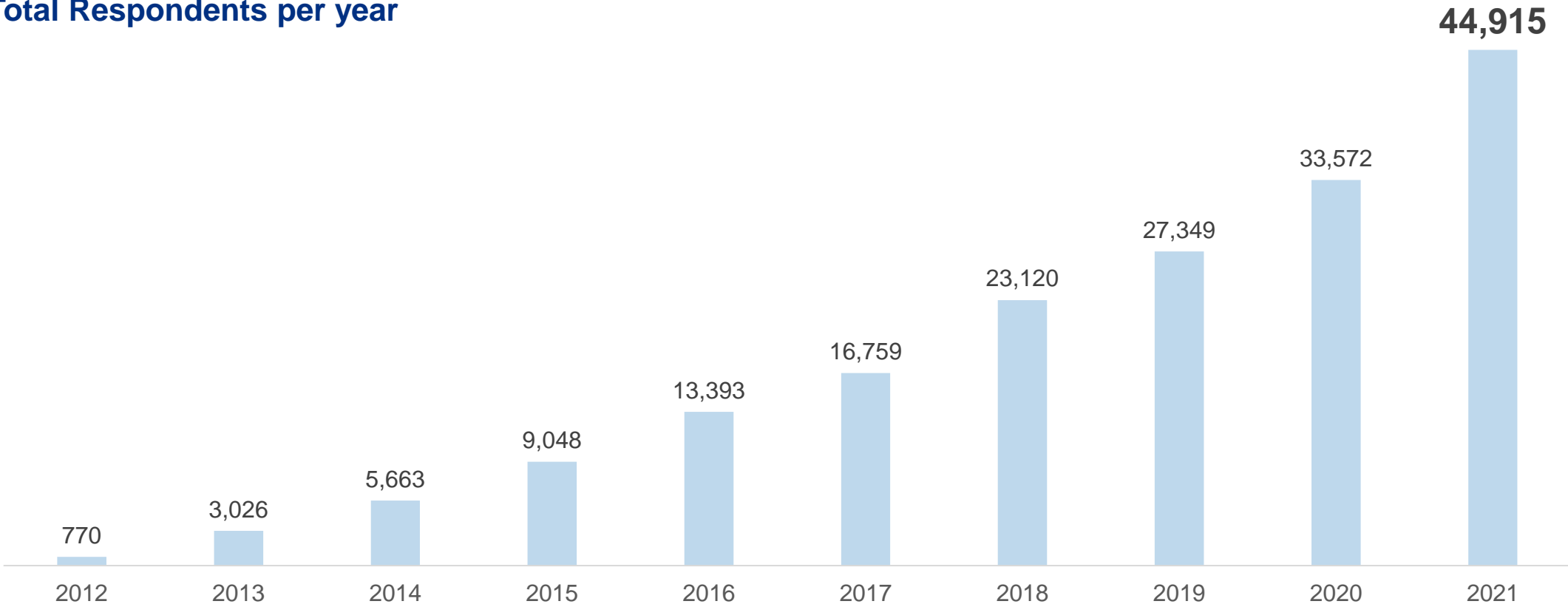
We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending today.



AWEI Employee Survey Growth

The number of employees participating in the survey has grown year on year since the survey began in 2012

Total Respondents per year

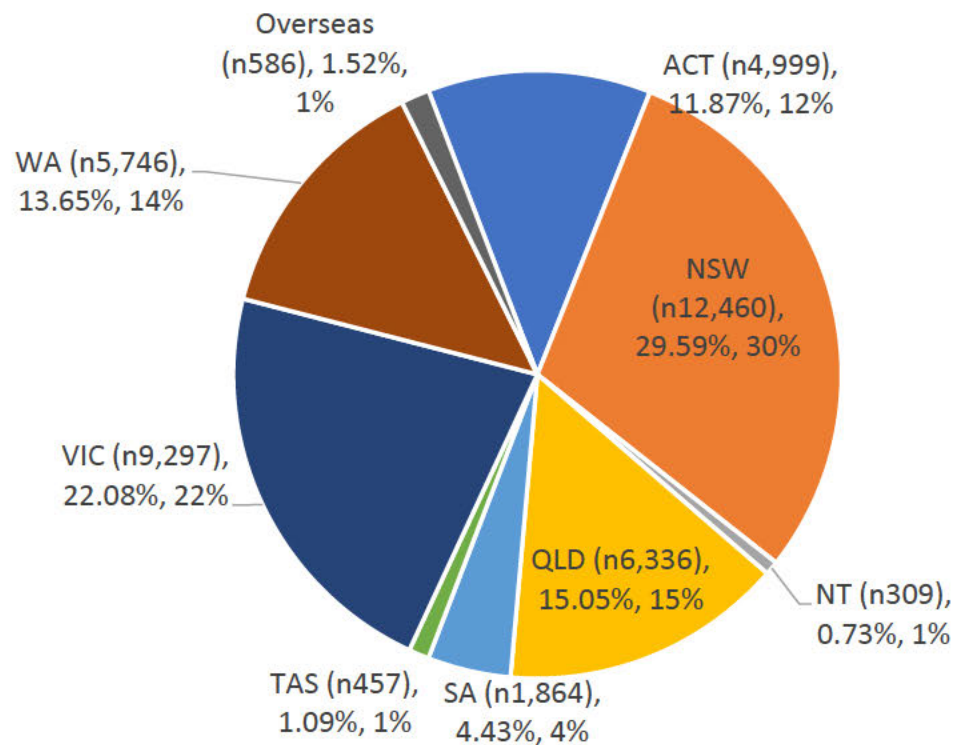


Bring your **whole self** to work

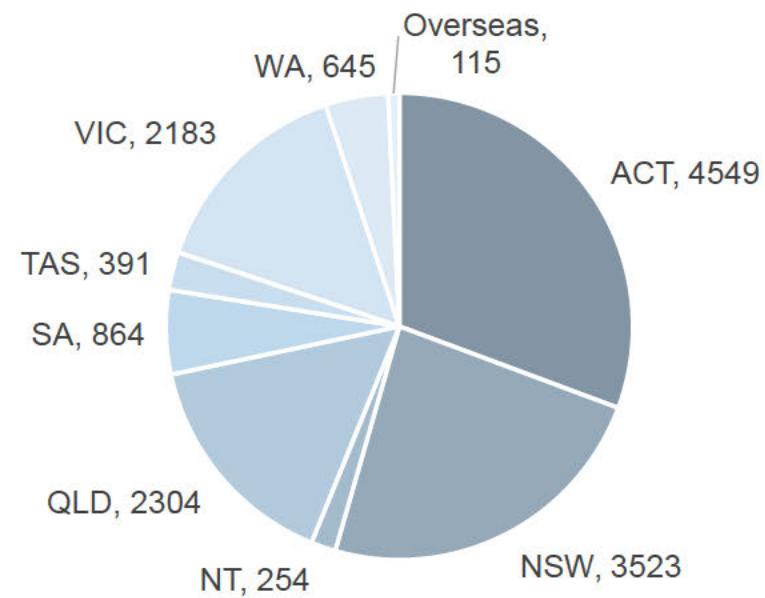


2021 Survey: Location

All respondents

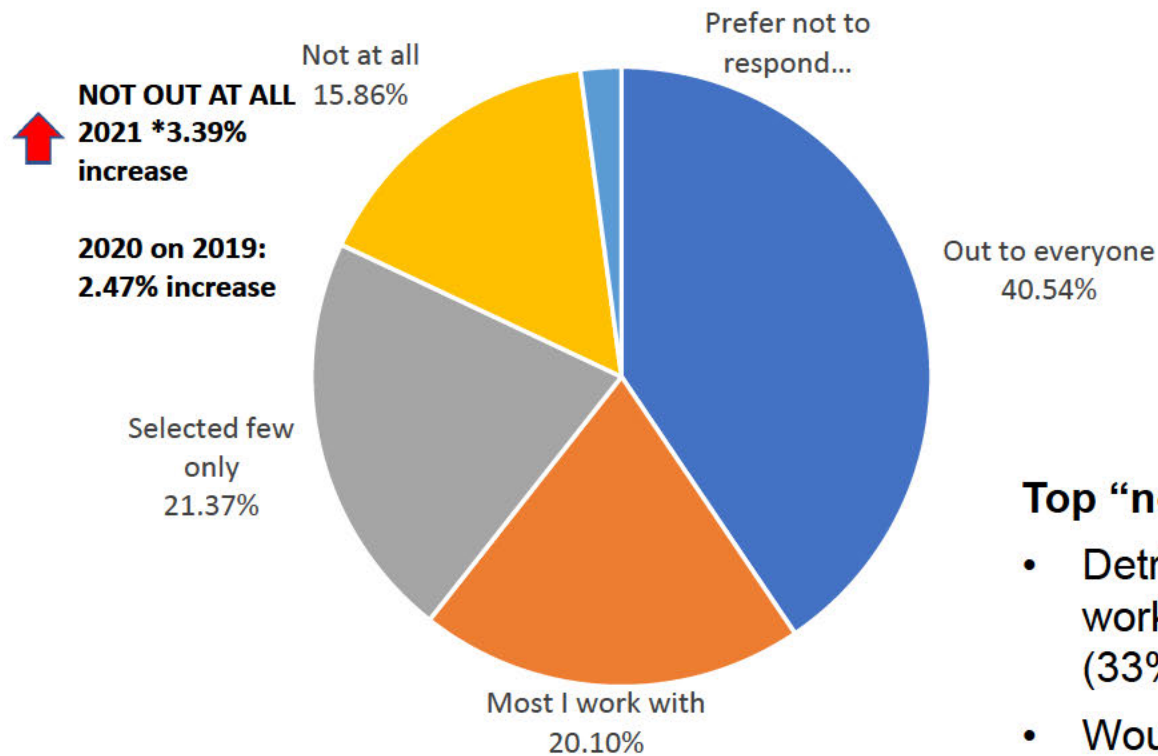


Federal Government Departments



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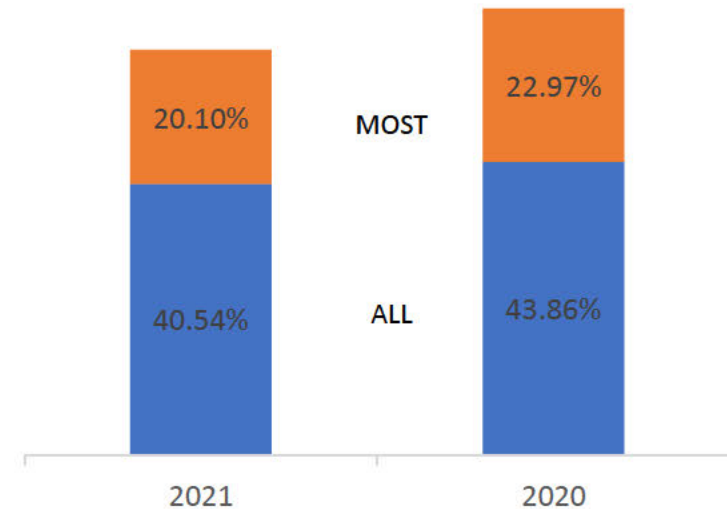
2021 Survey: Diverse Sexuality – Being Out (n6,209)



Top “not out” reasons:

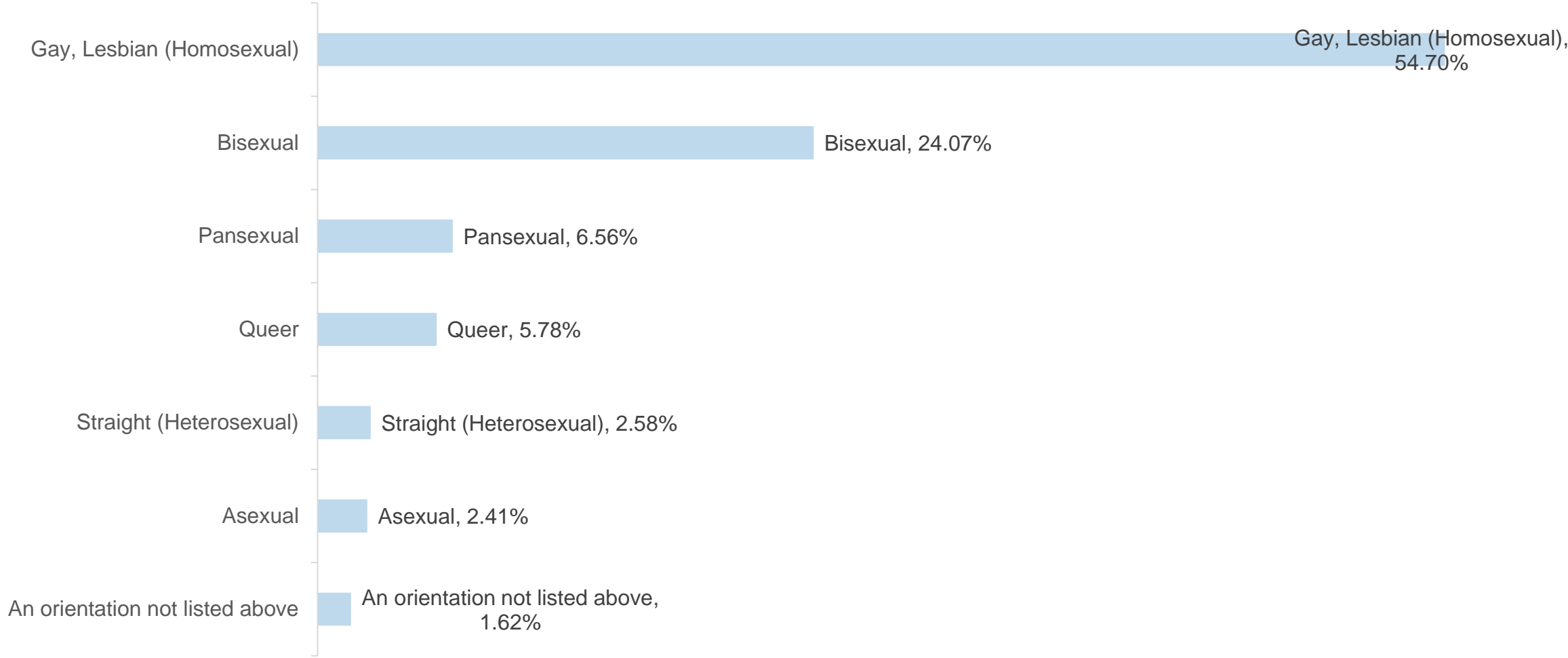
- Detrimental to workplace experience (33%)
- Wouldn't be accepted by some team members (39.23%)

2021: 60.64% out to most or all
2020: 66.83% out to most or all



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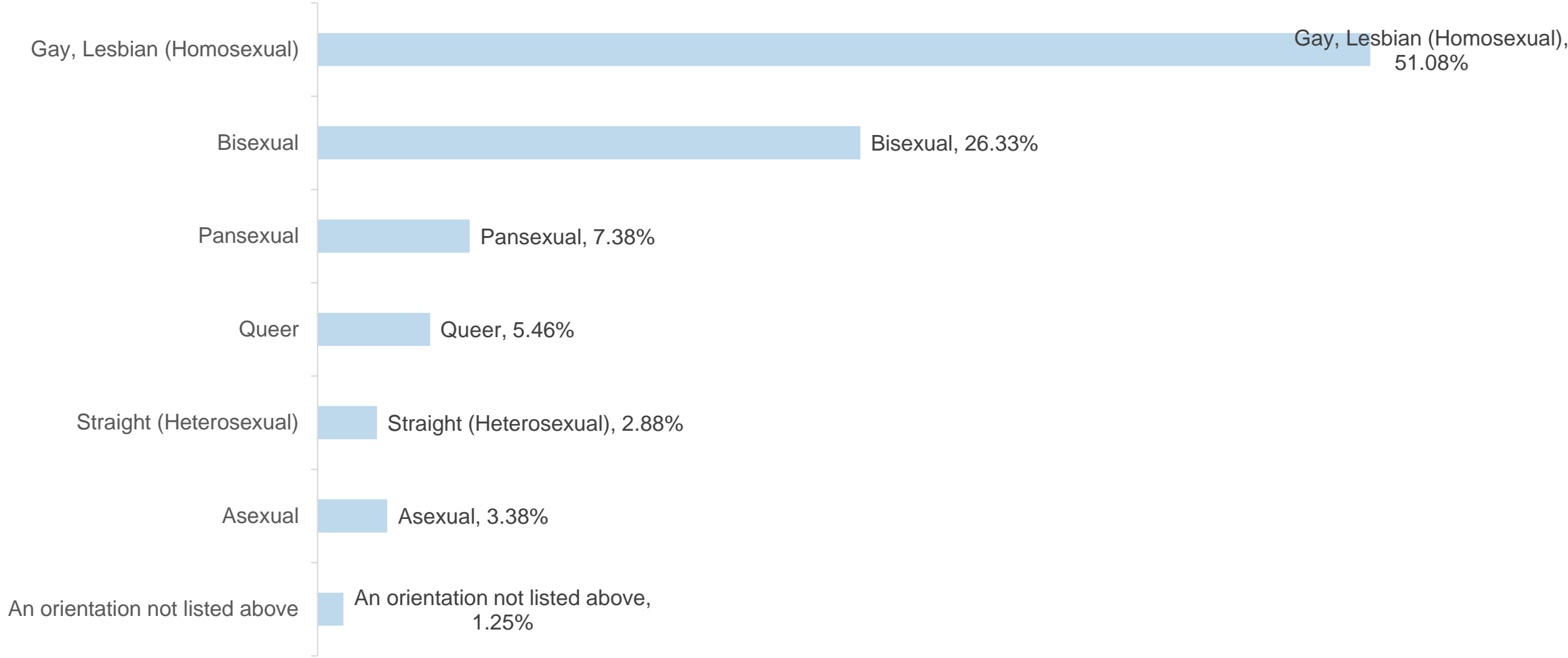
2021 Survey: Sexual Orientation (All Respondents n=6,560)



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2021 Survey: Sexual Orientation (Federal Dept Respondents n=2,400)



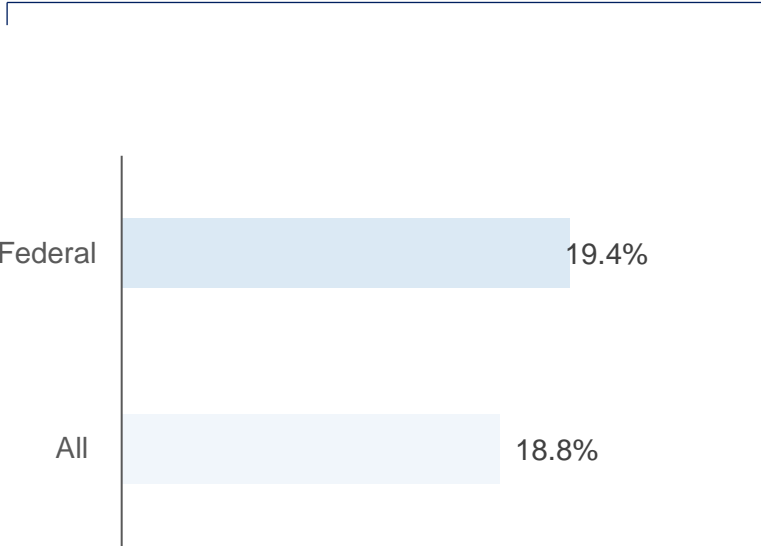
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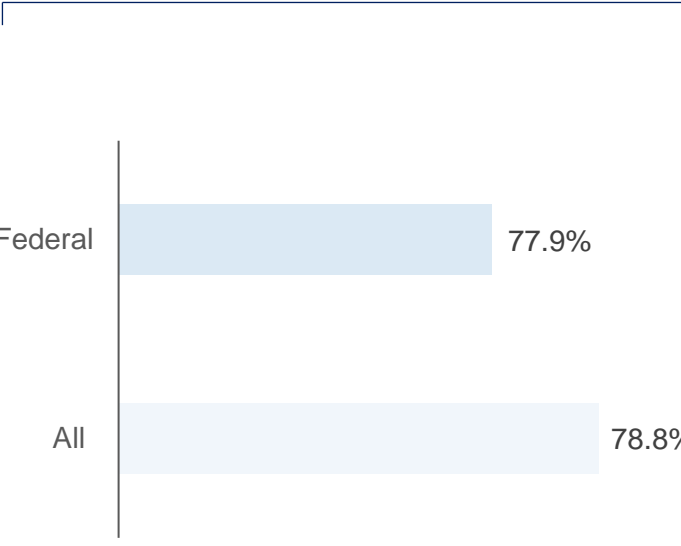
2021 Survey: LGBTQ Identifying

Are you someone of diverse sexuality, trans experience or diverse gender?

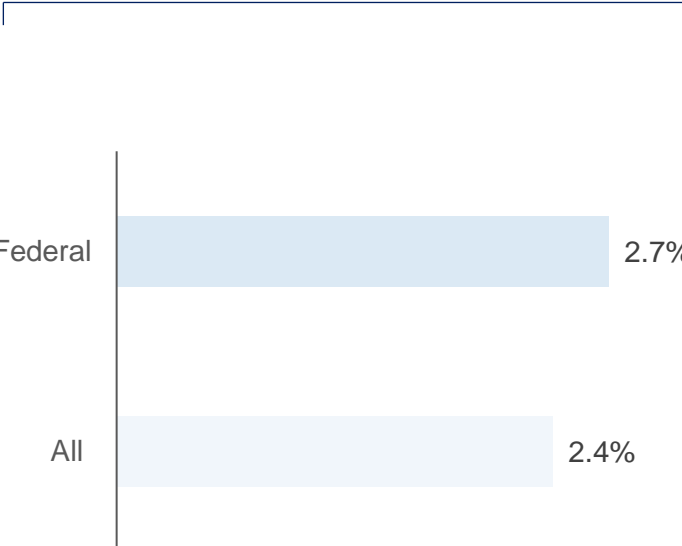
Yes



No



Prefer not to respond



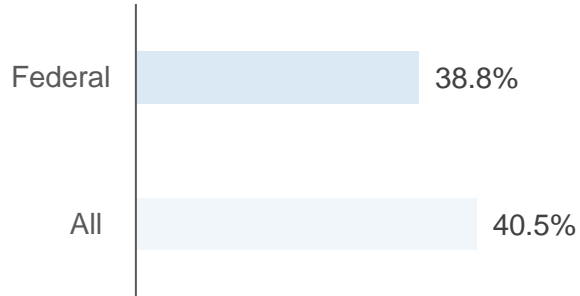
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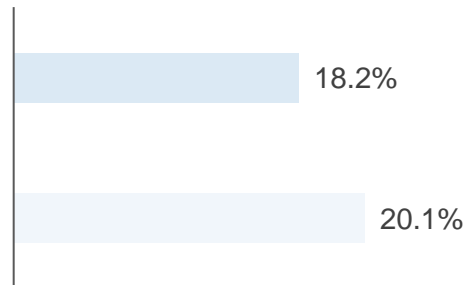
2021 Survey: Diverse Sexuality Identifying – Being Out at Work

In regard to your sexual orientation, please indicate to what degree you are out at work?⁽¹⁾

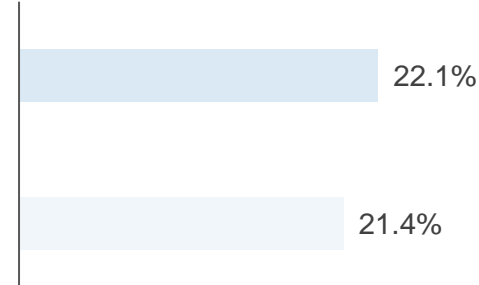
Out to Everyone



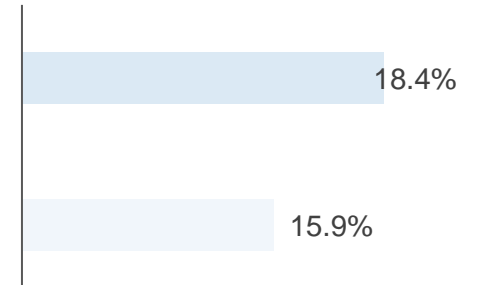
Most I work with



Select few only



Not at all



Note:

(1) 'Prefer not to respond' data not presented on this slide

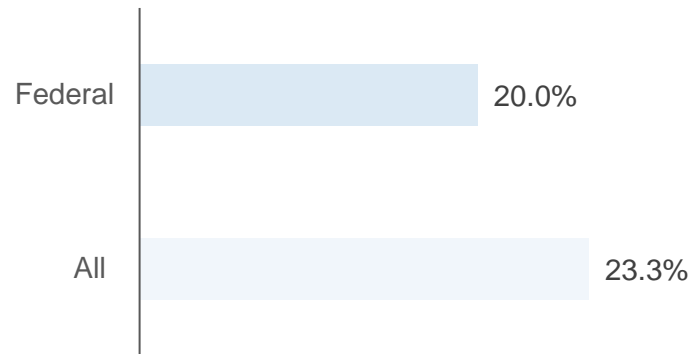
Bring your **whole self** to work

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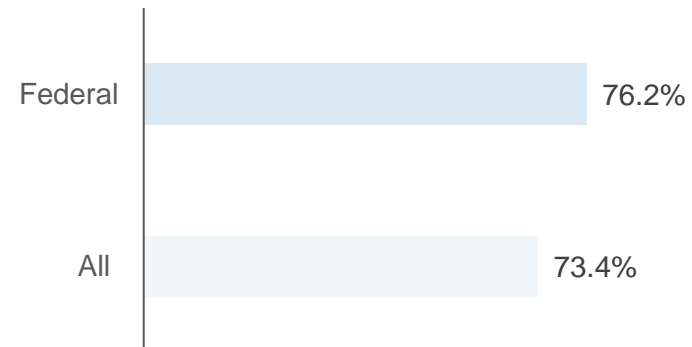
2021 Survey: Allies

Are you an active ally?

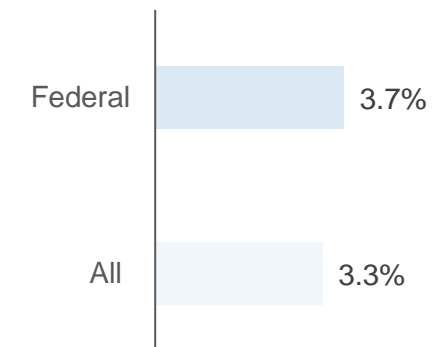
Active Ally



Passive Ally



Not an Ally



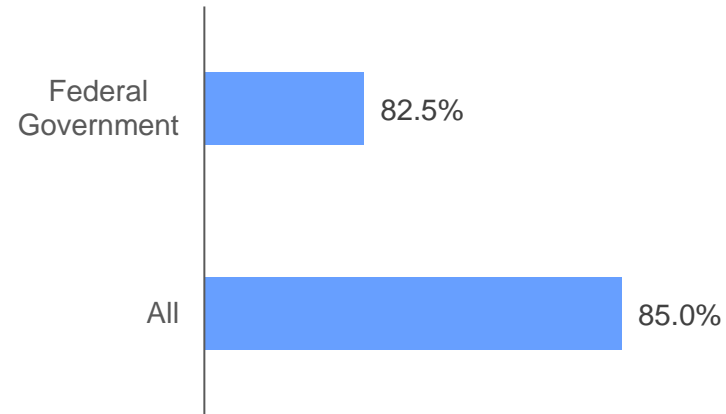
Bring your **whole self** to work



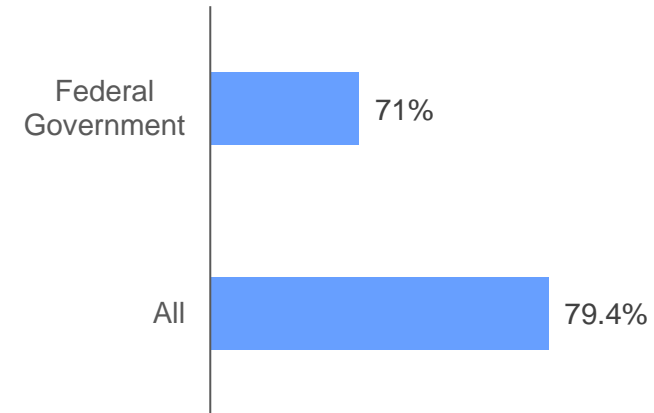
2021 Survey: General Population on LGBTQ inclusion

Respondents saying they strongly agree and agree

I support the work my organisation does in LGBTQ Inclusion



Visible signs of LGBTQ inclusion



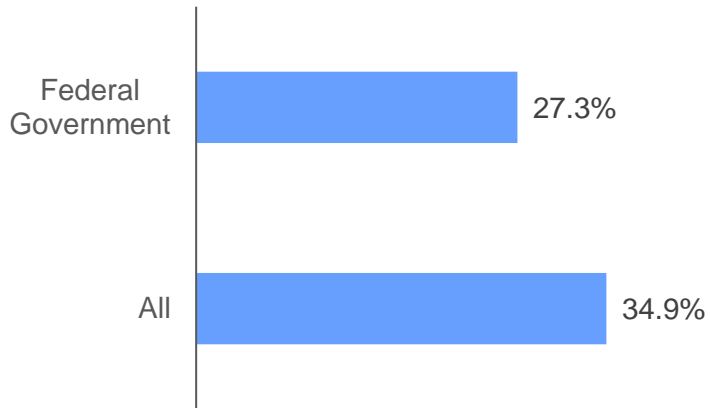
Bring your **whole self** to work

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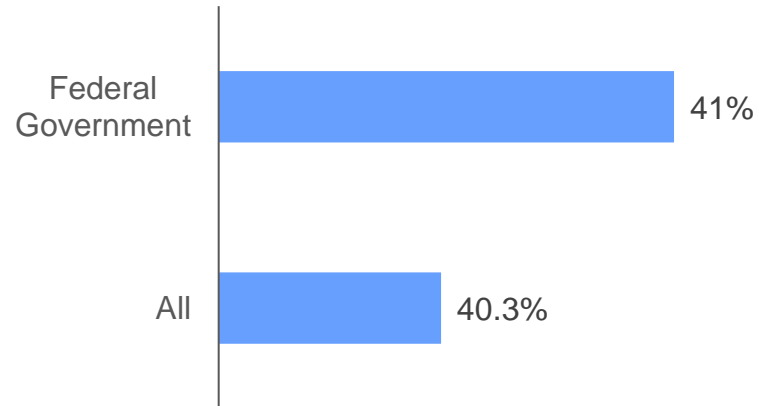
LGBTQ Allies

Respondents saying they strongly agree and agree

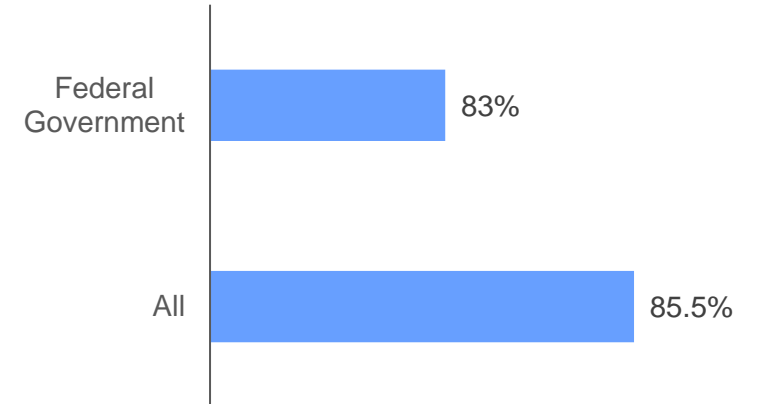
I have attended Awareness or Ally training



Better Understanding of How to be an Active Ally



Know why allies are important



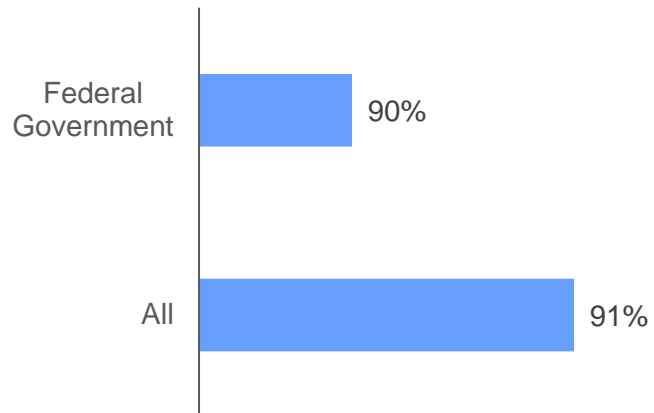
Bring your **whole self** to work



LGBTQ Identifying Population – Bullying & Harassment

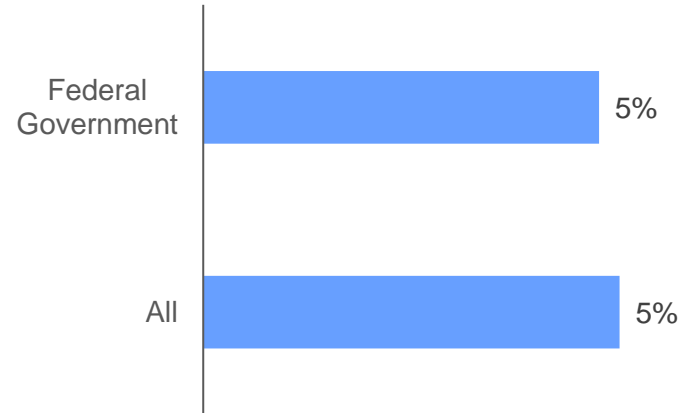
Respondents saying they strongly agree and agree

I feel safe and included within my immediate team



Respondents saying they strongly agree and agree

Witnessed more serious bullying



Bring your **whole self** to work

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diversity

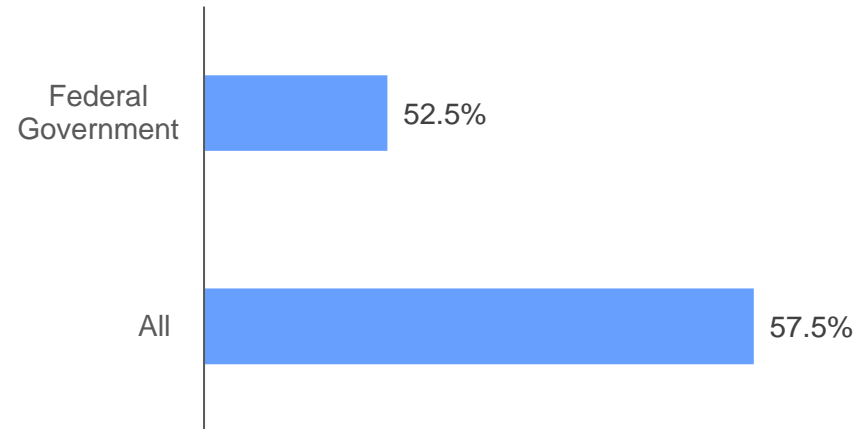
LGBTQ Identifying Population – Jokes, Innuendo, Negative Commentary

Respondents saying they strongly agree and agree

Jokes/Innuendo targeting LGBTQ people are not acceptable



Jokes/Innuendo are called out or addressed in my workplace



Bring your **whole self** to work

pridein
diversity

From: OFW Invites
Sent: Friday, 2 July 2021 2:49 PM
Subject: Financial Abuse Workshop - Wednesday 7 July 2021 - Zoom Meeting Details and Updated Agenda [SEC=OFFICIAL]
Attachments: 2021-06-30_FA Workshop_agenda and panellists biographies_FOR CIRCULATING.pdf

OFFICIAL

Good Afternoon All,

Thank you for RSVPing to attend the Prevention of Financial Abuse Workshop, 9.00am – 3.30pm, Wednesday 7 July 2021

For your information please find the updated agenda attached.

As previously advised, this workshop is now being held virtually, the video conference details are as follows:

To join via Zoom

Please click this URL to start or join.

s47E(d)

Or, go to s47E(d) and enter meeting ID: s47E(d) and passcode: s47E(d)

Ensure your device has a dedicated microphone and webcam.

****Please do not share these details with those not on the participant list****

To join via phone:

Dial: s47E(d)

Meeting ID: s47E(d)

International numbers available s47E(d)

For IT/ technical support on the day, please contact s47E(d)

s | Adviser
2
Stakeholder & Strategy Team | Office for Women
Department of the Prime Minister and Cabinet
s22 | w: www.dpmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500, Canberra ACT 2600



Prevention of Financial Abuse Workshop

Agenda

Wednesday 7 July 2021, 9:00am – 3:30pm

Held virtually via Zoom

Facilitated by s47E(d), 47F

9:00 – 9:15am	Welcome to Country
9:15 – 9:30am	Opening remarks by Catherine Hawkins, Head of Office for Women
9:30am – 11:00am	<p>Panel Discussion One – <i>Best Practice and Challenges in Addressing Financial Abuse in Service-Centred Industries</i></p> <p>Panellists</p> <ul style="list-style-type: none"> · s47E(d), 47F · · · <p>Format Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.</p>
11:00am – 11:25am	Morning tea break
11:30am – 1:00pm	<p>Panel Discussion Two – <i>How can financial abuse prevention initiatives be better informed with intersectional perspectives</i></p> <p>Panellists</p> <ul style="list-style-type: none"> · s47E(d), 47F <p>Format Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.</p>
1:00pm – 1:40pm	Lunch break
1:45pm – 3:00pm	<p>Safety by Design Principles Session This is a ground-floor discussion on the creation of the Safety by Design Principles draft.</p> <ul style="list-style-type: none"> · Presentation on the scope of the Safety by Design Principles work (15 minutes) · Breakout discussions on what should be considered in Principles (30 minutes) · Regroup with each group reporting back main points via the facilitators (15 minutes)
3:00 – 3:30pm	<p>Facilitator wraps up, summarising main themes identified through panel discussions and the Safety by Design session.</p> <p>Catherine Hawkins, closes the workshop and outlines next steps.</p>

From: s22
Sent: Friday, 9 July 2021 1:43 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]
Attachments: Federal Govt AWEI Survey Analysis 2021_sent.pdf

OFFICIAL: Sensitive

Thanks for the response s47F.

Are you ok with me circulating the attached analysis to the wider group as a paper to support your item?

Cheers,

s22

From: s47F
Sent: Friday, 2 July 2021 10:15 AM
To: s22 ; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

Hi s22,

I will certainly make a point of attending, most likely virtually.

I can speak to the Federal Government survey report and call out the key take aways. We will be publishing a 'blog' on this as well, so I will try to schedule that in line with this meeting.

I agree that we need to look at APS policies and we can certainly help here as well. I have done similar work with APRA, ASIC, Reserve Bank, ACCC, who combined form the Rainbow Regulators. They are not strictly speaking APS apparently.

Thank you for setting this up. I think it will be very useful going forward and something you can use in the AWEI submission for additional points.

Thanks s47F

From: s22
Sent: Thursday, 1 July 2021 9:01 PM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thank you s47F.

We are looking to hold the next meeting on 21 July from 3:30pm AEST. Covid restrictions permitting, you are welcome to attend in person at the Department of the Prime Minister and Cabinet (1 National Circuit, Barton, ACT) or alternatively I can send you login details closer to the date.

I'd also like to circulate any supporting papers next week that would compliment your agenda item. It is a large grouping that might not all have ready access to the screen while you're speaking (sometimes they group together in the one room). Also by sending out some information ahead of time you might get enhanced buy-in.

I note you provided the attached to the Pride Champions discussion. Would you be willing to circulate this to our meeting?

s47C, 47E(c), 47E(d)

s47C, 47E(c), 47E(d)

Thank you again for your willingness to be part of our meeting. Of course please feel free to contact me with any queries.

Kind regards,

s22

From: s47F
Sent: Wednesday, 9 June 2021 8:56 AM
To: s22 s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

H s22

I am happy to attend these meeting.

Let me know when the next one is and perhaps, I can give you some high level results from the AWEI Survey.

Thanks s47F

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Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

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Thank you for the response s47F

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group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

s22 | Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 | s47E(d) | www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.



From: s47F
Sent: Wednesday, 2 June 2021 12:01 PM
To: s22
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

The discussion points were as follows:

Discussion topics

- PID Team Update
 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
 - AWEI Awards Luncheon
 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
 - June Pride Month
 - International non-binary people’s day – 14th July
- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they’re doing

Regarding not being able to attend the roundtable, we won’t mind if you send someone in your stead – just let us know!

Thanks

s47F

From: s22
Sent: Tuesday, 1 June 2021 1:22 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

H s47F

PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

s22 | www.pmc.gov.au

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s47E(d)

From: s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au
Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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

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Federal Government

AWEI 2020 Survey Analysis



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ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the land on which we meet.

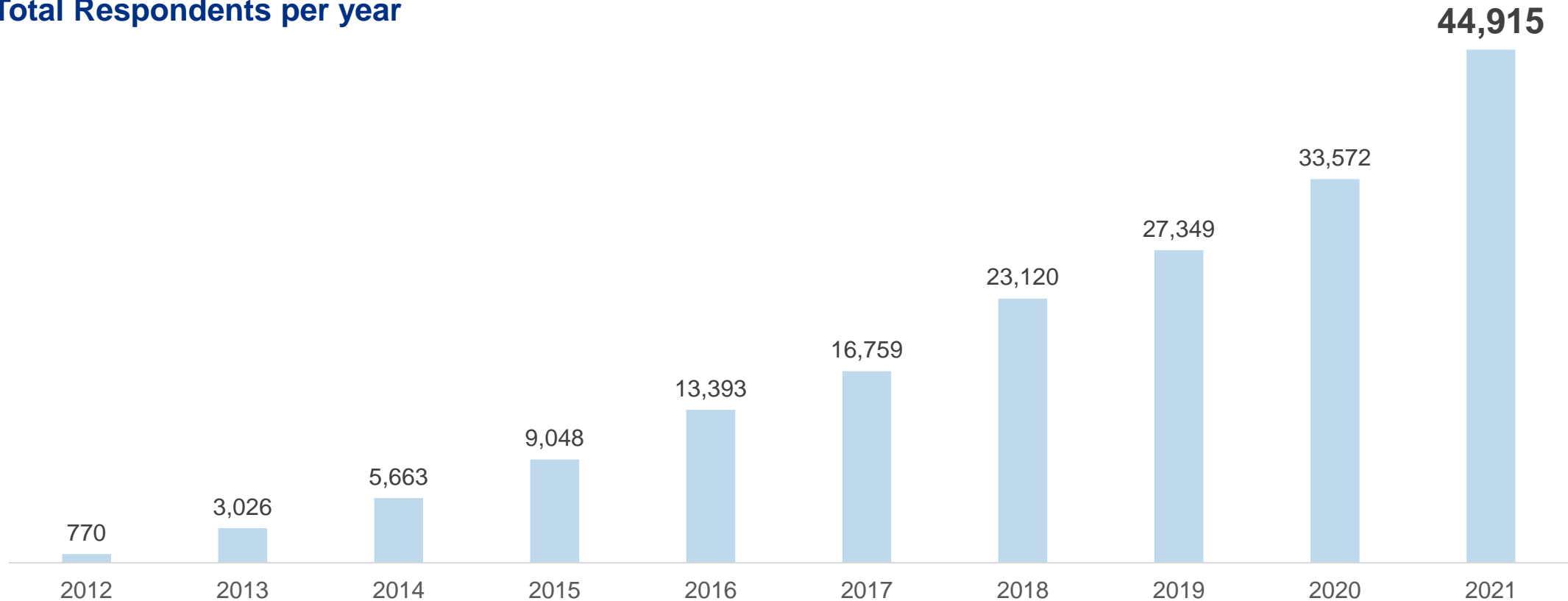
We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending today.



AWEI Employee Survey Growth

The number of employees participating in the survey has grown year on year since the survey began in 2012

Total Respondents per year

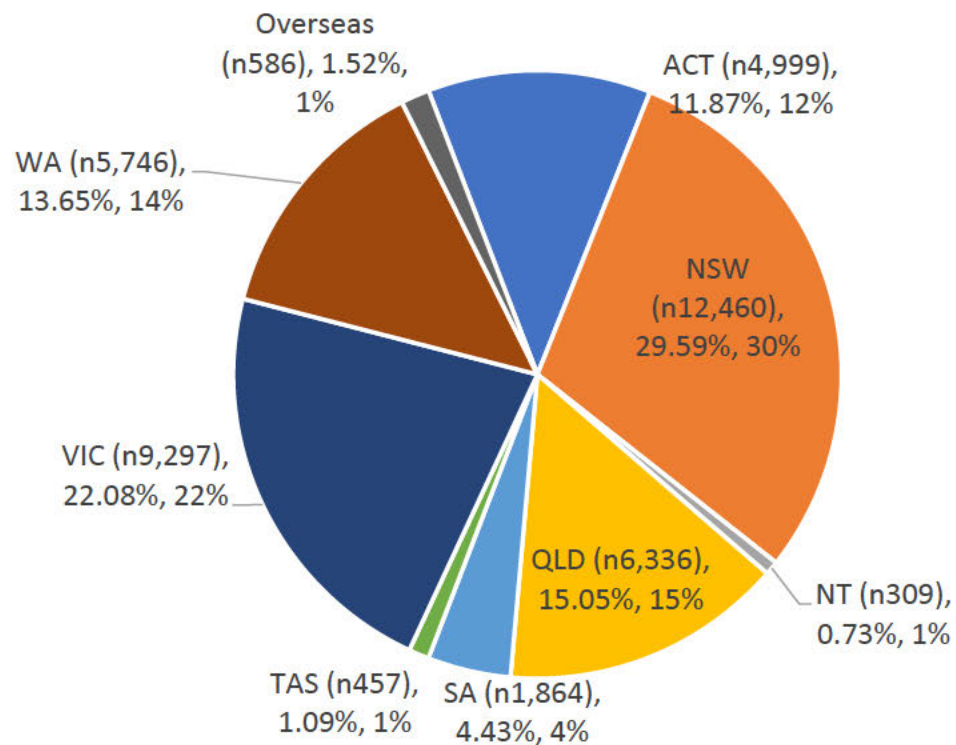


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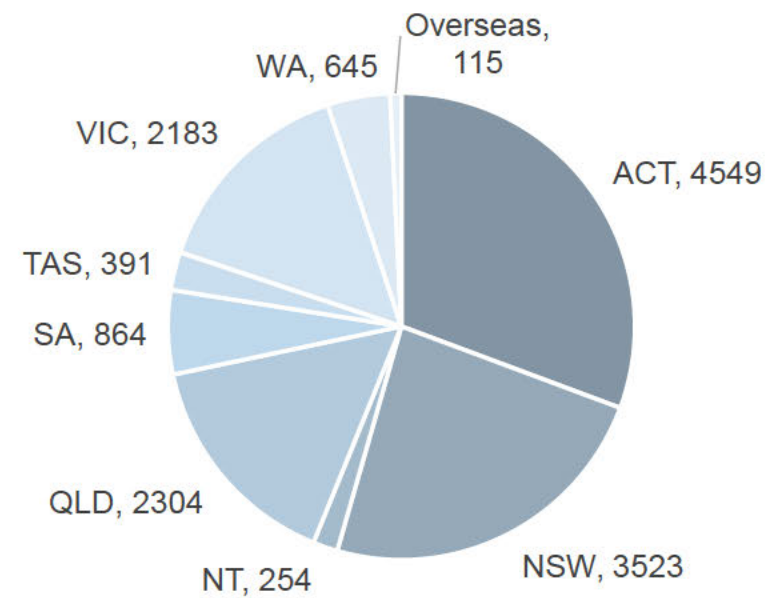
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2021 Survey: Location

All respondents

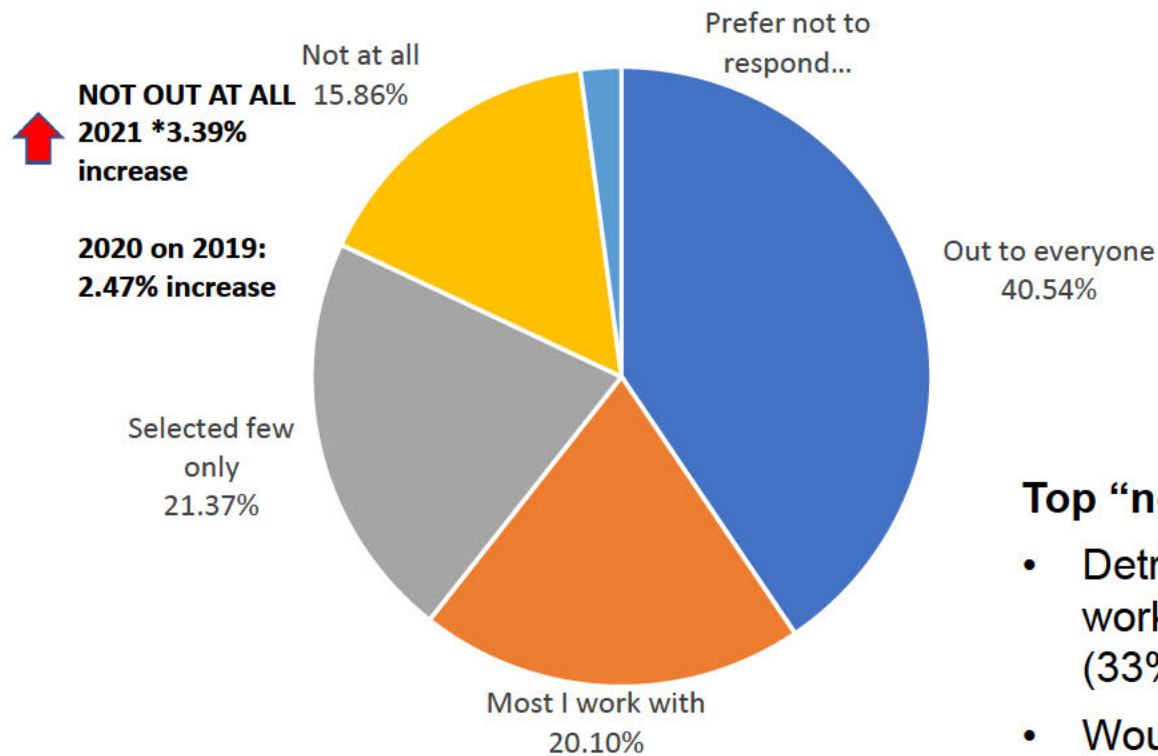


Federal Government Departments



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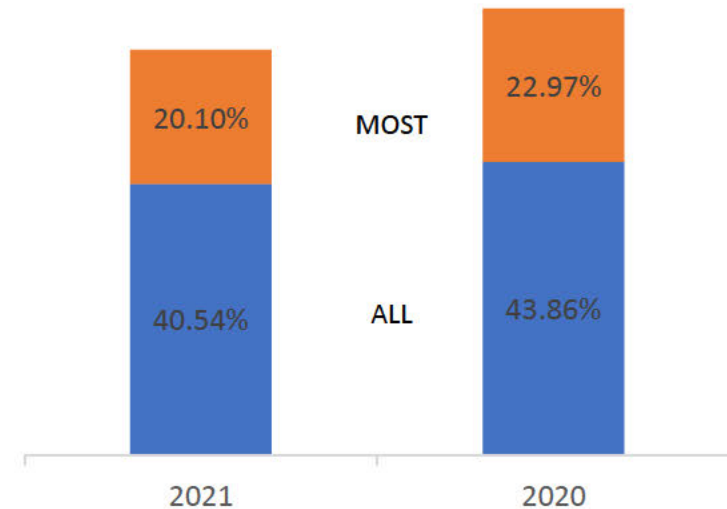
2021 Survey: Diverse Sexuality – Being Out (n6,209)



Top “not out” reasons:

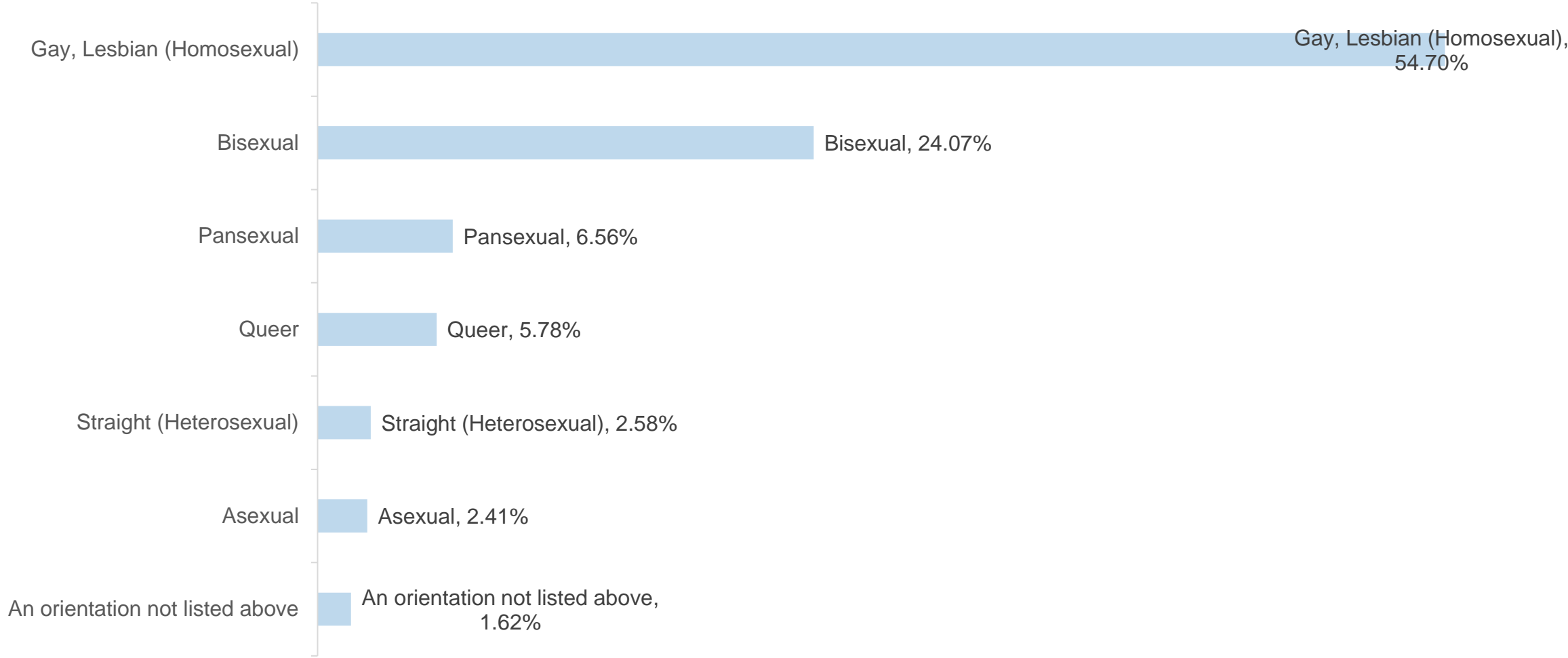
- Detrimental to workplace experience (33%)
- Wouldn't be accepted by some team members (39.23%)

2021: 60.64% out to most or all
2020: 66.83% out to most or all



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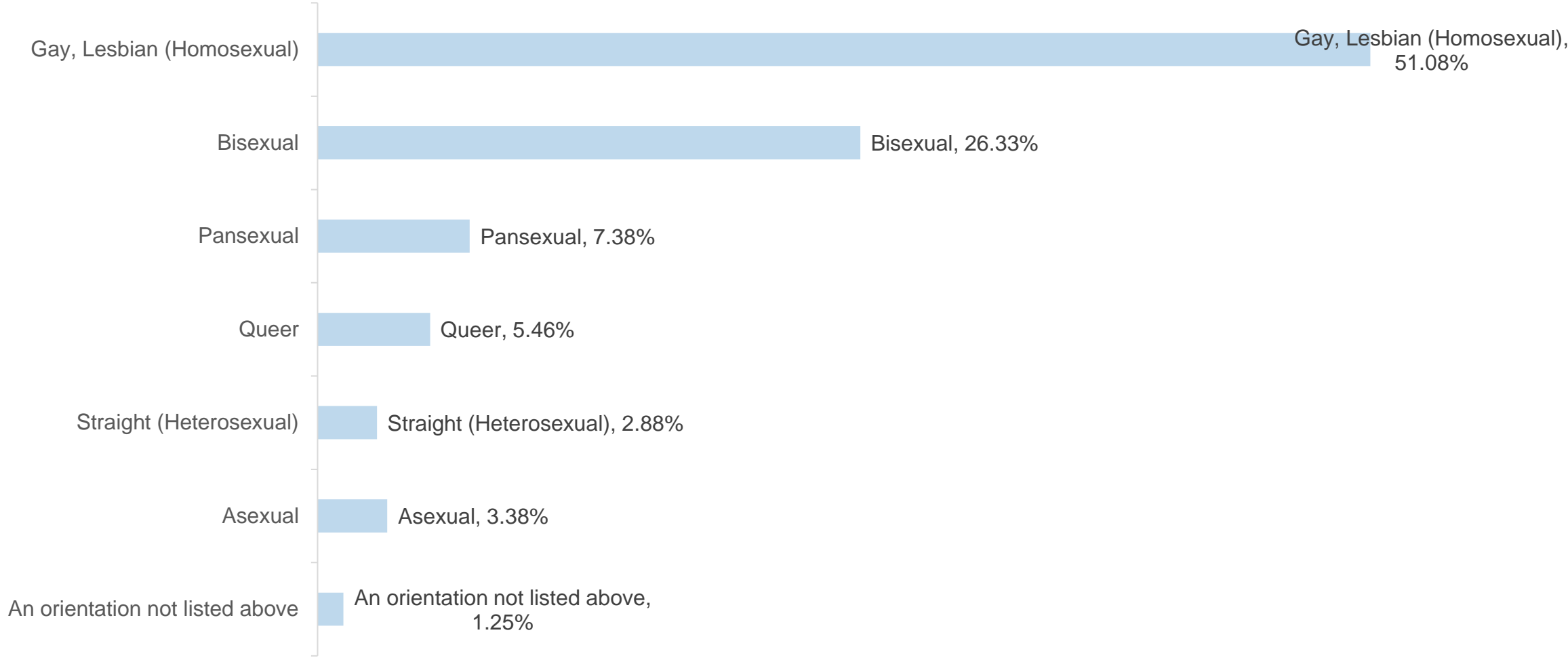
2021 Survey: Sexual Orientation (All Respondents n=6,560)



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2021 Survey: Sexual Orientation (Federal Dept Respondents n=2,400)



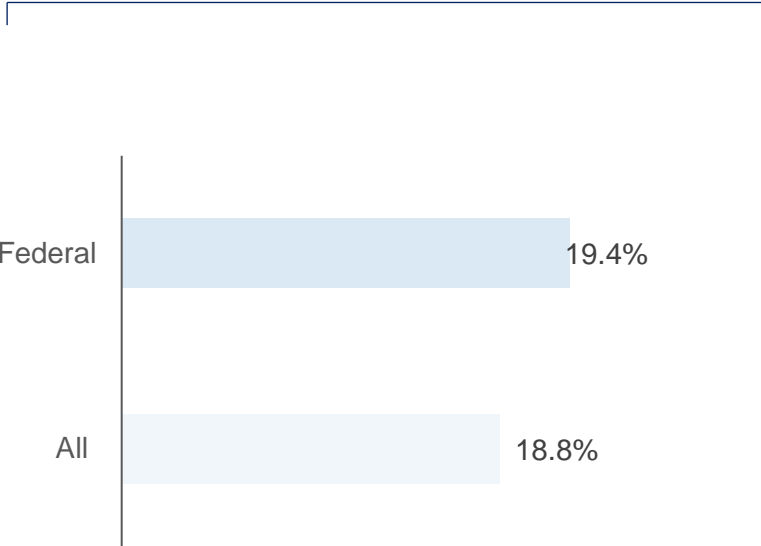
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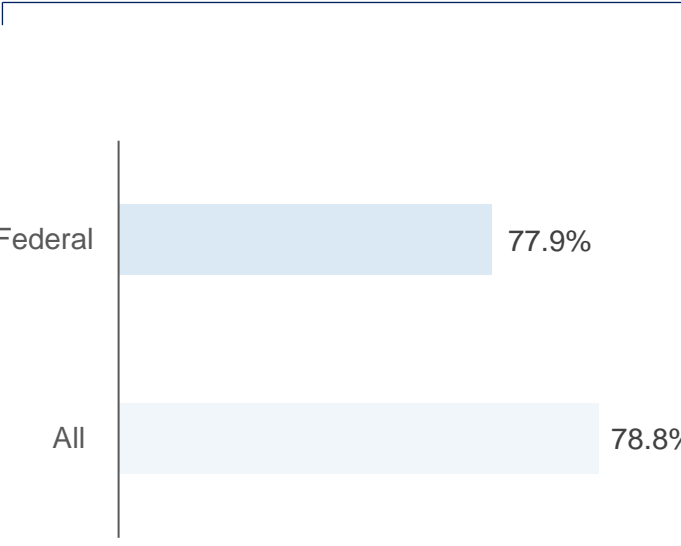
2021 Survey: LGBTQ Identifying

Are you someone of diverse sexuality, trans experience or diverse gender?

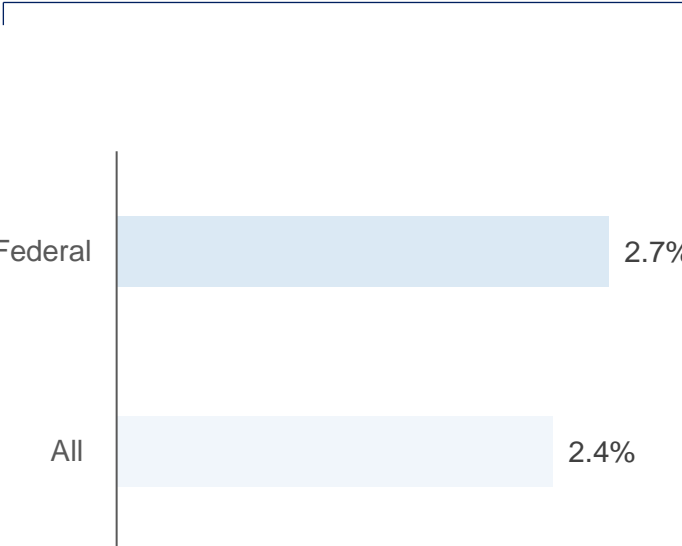
Yes



No



Prefer not to respond



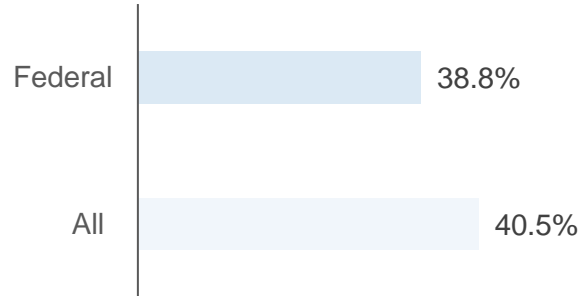
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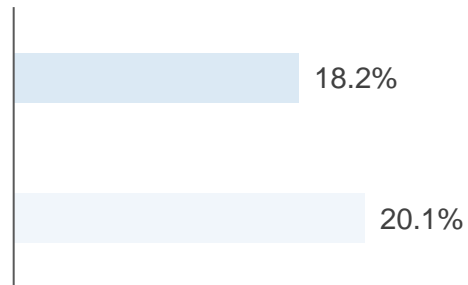
2021 Survey: Diverse Sexuality Identifying – Being Out at Work

In regard to your sexual orientation, please indicate to what degree you are out at work?⁽¹⁾

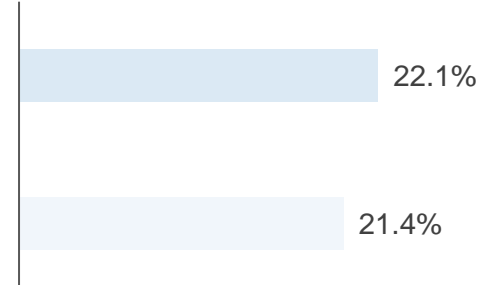
Out to Everyone



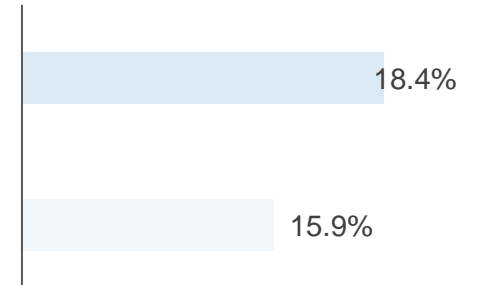
Most I work with



Select few only



Not at all



Note:

(1) 'Prefer not to respond' data not presented on this slide

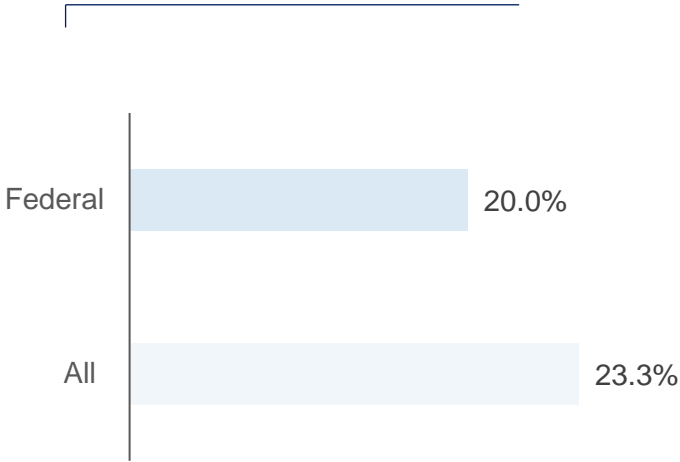
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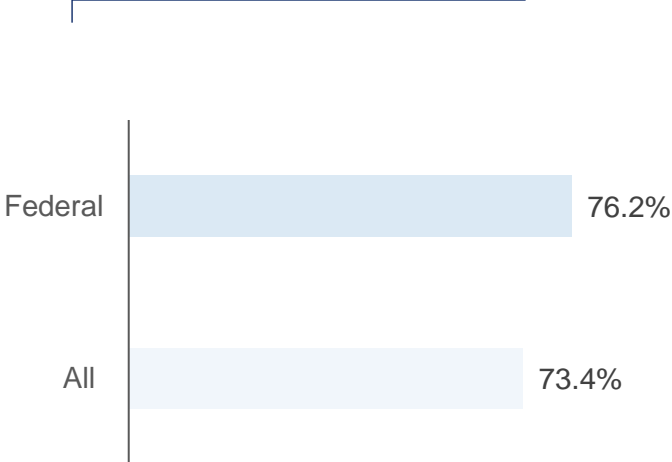
2021 Survey: Allies

Are you an active ally?

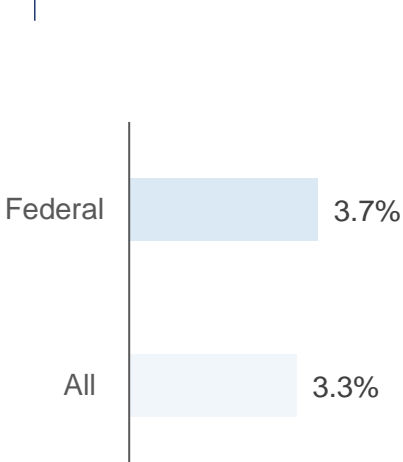
Active Ally



Passive Ally



Not an Ally



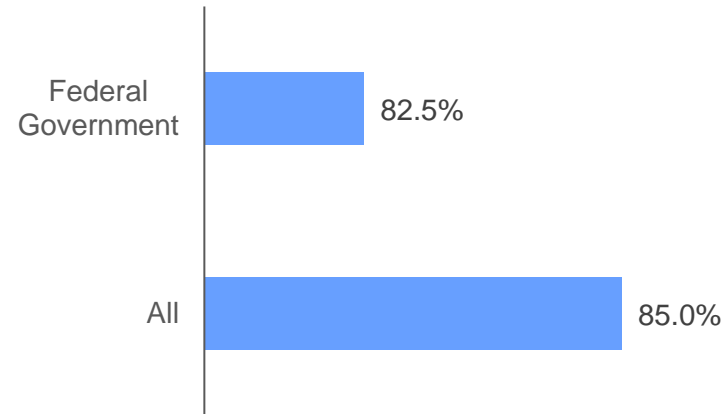
Bring your **whole self** to work



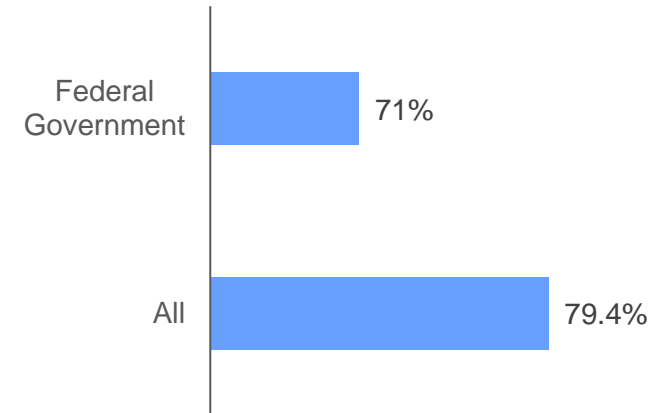
2021 Survey: General Population on LGBTQ inclusion

Respondents saying they strongly agree and agree

I support the work my organisation does in LGBTQ Inclusion



Visible signs of LGBTQ inclusion



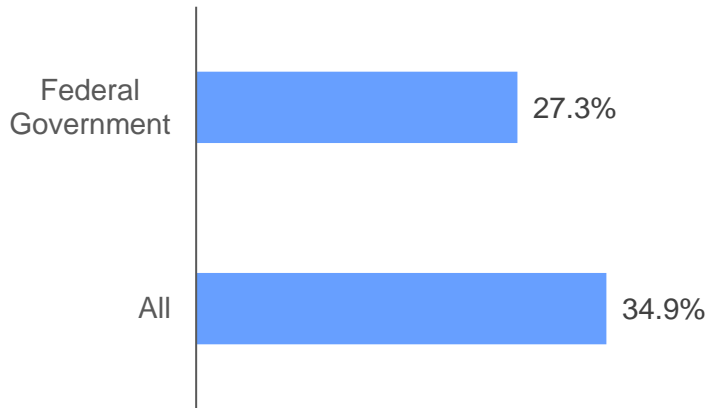
Bring your **whole self** to work

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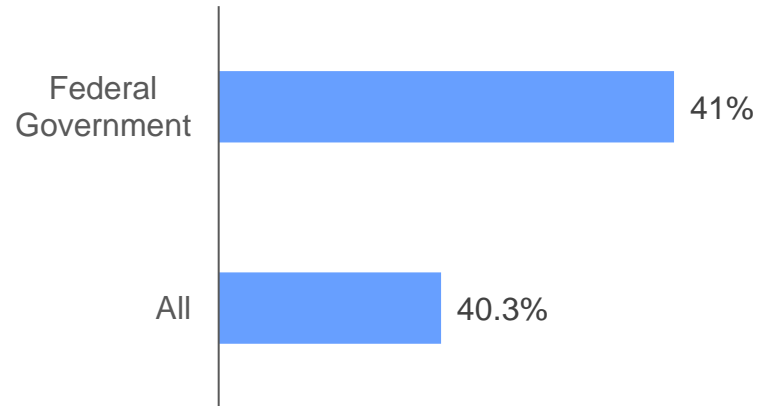
LGBTQ Allies

Respondents saying they strongly agree and agree

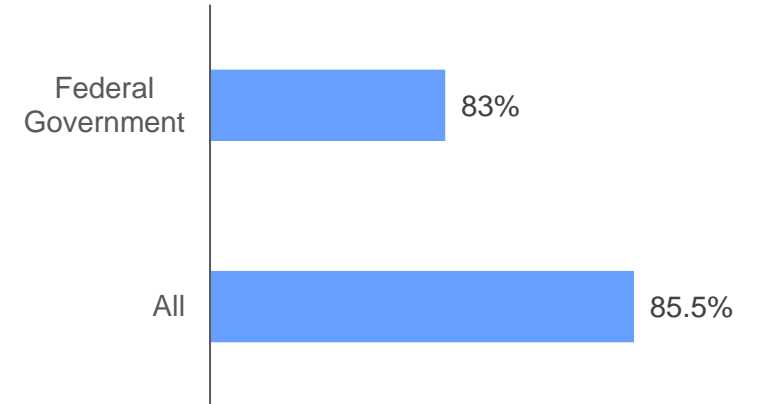
I have attended Awareness or Ally training



Better Understanding of How to be an Active Ally



Know why allies are important

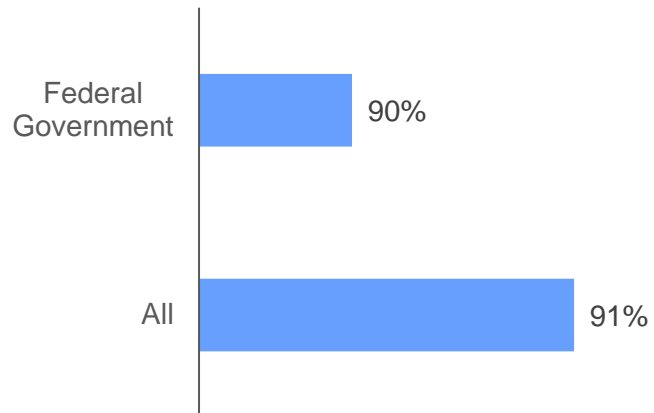


Bring your **whole self** to work

LGBTQ Identifying Population – Bullying & Harassment

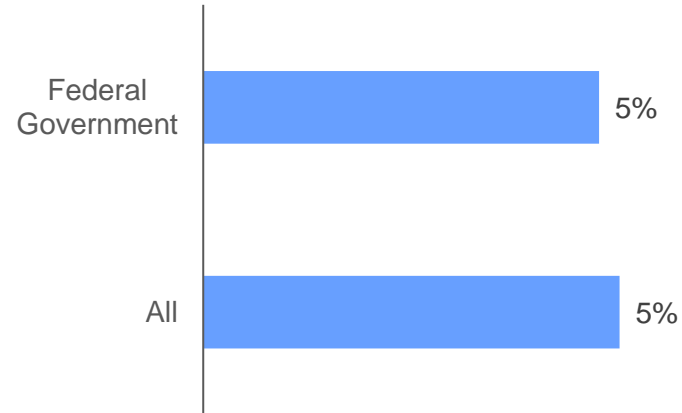
Respondents saying they strongly agree and agree

I feel safe and included within my immediate team



Respondents saying they strongly agree and agree

Witnessed more serious bullying



Bring your **whole self** to work

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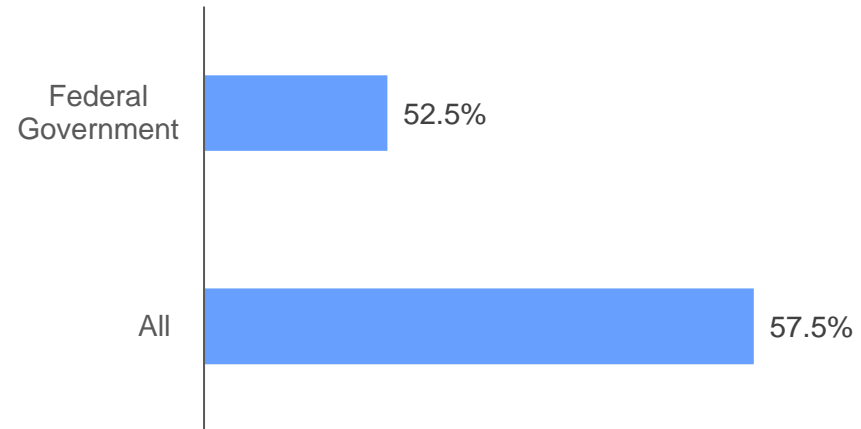
LGBTQ Identifying Population – Jokes, Innuendo, Negative Commentary

Respondents saying they strongly agree and agree

Jokes/Innuendo targeting LGBTQ people are not acceptable



Jokes/Innuendo are called out or addressed in my workplace



Bring your **whole self** to work

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diversity

From: s22
Sent: Wednesday, 14 July 2021 1:27 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thanks s47F

We'll be holding it over GovTeams. I've sent you an invitation to join so once you're up and ready I'll send you the meeting invitation.

Thanks,

s22

From: s47F
Sent: Friday, 9 July 2021 8:41 AM
To: s22 ; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

Hi s22

That's fine with me.

Thanks s47F

From: s22
Sent: Friday, 9 July 2021 1:43 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thanks for the response s47F

Are you ok with me circulating the attached analysis to the wider group as a paper to support your item?

Cheers,

s22

From: s47F
Sent: Friday, 2 July 2021 10:15 AM
To: s22 ; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

Hi s22

I will certainly make a point of attending, most likely virtually.

I can speak to the Federal Government survey report and call out the key take aways. We will be publishing a 'blog' on this as well, so I will try to schedule that in line with this meeting.

I agree that we need to look at APS policies and we can certainly help here as well. I have done similar work with APRA, ASIC, Reserve Bank, ACCC, who combined form the Rainbow Regulators. They are not strictly speaking APS apparently.

Thank you for setting this up. I think it will be very useful going forward and something you can use in the AWEI submission for additional points.

Thanks s47F

From: s22
Sent: Thursday, 1 July 2021 9:01 PM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thank you s47F

We are looking to hold the next meeting on 21 July from 3:30pm AEST. Covid restrictions permitting, you are welcome to attend in person at the Department of the Prime Minister and Cabinet (1 National Circuit, Barton, ACT) or alternatively I can send you login details closer to the date.

I'd also like to circulate any supporting papers next week that would compliment your agenda item. It is a large grouping that might not all have ready access to the screen while you're speaking (sometimes they group together in the one room). Also by sending out some information ahead of time you might get enhanced buy-in.

I note you provided the attached to the Pride Champions discussion. Would you be willing to circulate this to our meeting?

s47C, 47E(c), 47E(d)

s47C, 47E(c), 47E(d)

s47C, 47E(c), 47E(d)

s47C, 47E(c), 47E(d)

Thank you again for your willingness to be part of our meeting. Of course please feel free to contact me with any queries.

Kind regards,

s22

From: s47F
Sent: Wednesday, 9 June 2021 8:56 AM
To: s22 s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

I am happy to attend these meeting.

Let me know when the next one is and perhaps, I can give you some high level results from the AWEI Survey.

Thanks s47F

From: s22
Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Thank you for the response s47F

I'm aware you have a APS Pride Champions meeting on Thursday organised by the Department of Social Services.

The Department of the Prime Minister and Cabinet also convenes an APS Pride Community of Practice (CoP) for Chairs of LGBTIQ+ Employee Networks and corporate areas with responsibility for inclusion and diversity matters. It is a wider group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

| Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 s47E(d) | www.pmc.gov.au

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Sent: Wednesday, 2 June 2021 12:01 PM
To: s22
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

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 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
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 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
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- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they're doing

Regarding not being able to attend the roundtable, we won't mind if you send someone in your stead – just let us know!

Thanks
s47F

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To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

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PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

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s47E(d)

From: s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

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Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

s47F

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s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: s22
Sent: Tuesday, 20 July 2021 10:23 AM
To: s47F
Cc: s47F s22
Subject: RE: Invoice INV6462 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks for sending through the invoice for s47F participation as a panellist in our recent workshop on financial abuse. I have just gone through and paid it via the link you provided below. Please let me know if you require anything else from my end.

Cheers

s22

s22

Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet

s22

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders both past and present.

From: s47F
Sent: Friday, 16 July 2021 5:20 PM
To: s22
Cc: s47F
Subject: Invoice INV6462

Hi s22,

Please see Invoice INV6462 (\$499.99) attached.

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

The payment could alternatively be paid through the link below:

s47G

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



Kind Regards,

s47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

s47F

s47F

ACON acknowledges and pays respect to the traditional custodians of all the lands on which we work.

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From: s22
Sent: Tuesday, 20 July 2021 10:31 AM
To: s47F
Subject: RE: Prevention of Financial Abuse Workshop - thank you! [SEC=OFFICIAL]

OFFICIAL

Hi s47F

All good, no need to apologise! I just cc'ed you into a reply to s47F to say the invoice has been paid. Thanks again for your contributions in the workshop, it was so constructive to hear from the LGBTI+ community on the matter of financial abuse.

I will keep you in mind as I continue to progress the work around financial abuse prevention. Will give you a call if I need anything (and will also continue to advocate internally for intersectional perspectives to be actively included in policy discussion/development) 😊

Thanks again

s22

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
e. s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders both past and present.

From: s47F
Sent: Monday, 19 July 2021 11:33 AM
To: s22
Subject: RE: Prevention of Financial Abuse Workshop - thank you! [SEC=OFFICIAL]

Hi s22

I'm so sorry for my late reply- I'd intended to wait to be able to send off the invoice as requested, but I've just seen that my finance team has sent that to you directly. Thank you so much for the opportunity to be part of the workshop, it was great to work with you and the other panellists.

If there's ever anything else you need from me in terms of LGBTQ inclusion in sexual, domestic and family violence initiatives, please don't hesitate to reach out.

Thank you,

s47F

s47F

| Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

s47F

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



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From: s22

Sent: Wednesday, 7 July 2021 4:15 PM

To: s22

s47F

s22

s22

Cc: s22

Subject: Prevention of Financial Abuse Workshop - thank you! [SEC=OFFICIAL]

OFFICIAL

Good afternoon

Thank you again for your contributions to the panel better informing financial abuse perspectives with intersectional perspectives. I think the panel and the broader workshop was really well-received and lots of meaningful connections are being made as a result.

As mentioned in the closing remarks, I would like to reiterate that the Office for Women is open to providing a speakers fee. It is a personal mission of mine to ensure speakers are fairly compensated for the time taken to prepare presentations and contribute their expertise to government workshops.

I am mindful that some panellists have previously indicated they would prefer not to accept payment, which is absolutely ok. If you wish though, we would be more than happy to send a small gift as a gesture of thanks from Catherine Hawkins and the rest of the team here.

Grateful if you could let me know either way and, if you wish to receive a speakers' fee, provide a tax invoice for \$500 from your organisation (with ABN).

Thanks again

s22

s22

| Adviser

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From: s22
Sent: Tuesday, 20 July 2021 11:35 PM
To: s47F
Subject: APS+Pride CoP meeting [SEC=OFFICIAL]
Attachments: 20210721 - Attendees - APS Pride CoP.doc

OFFICIAL

Hi s47F

Just checking in to make sure everything's ok for your attendance at the APS+CoP meeting tomorrow at #;#0pm AEST. I've attached the Agenda for your information.

Kind regards,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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s47E(d)

MEETING ATTENDANCE LIST

Meeting Purpose	APS Pride Community of Practice Meeting				
Date/Time of Meeting	Date: 21/7/21	Commence: 3:30pm	Finish: 5:00pm	Meeting Room	Training Rooms 1 & 2 (Ground Floor) Enid Lyons Room
Escort Officer	s22 [REDACTED]		Ext: s22 [REDACTED]	Alternate Escort Officer	s22 [REDACTED] Ext: s22 [REDACTED]

Name of Visitor	Organisation	Visitor Parking Required	Vehicle/ Pass No	Time In	Guard Initials	Time Out	Guard Initials
s22 [REDACTED]		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					

This form must be completed and forwarded to s47E(d) [REDACTED] at least one working day in advance of the meeting.

Meeting Attendance List

s22	s22	N						
-----	-----	---	--	--	--	--	--	--

This form must be completed and forwarded to s47E(d) at least one working day in advance of the meeting.

From: s22
Sent: Wednesday, 21 July 2021 2:43 PM
To: s47F
Subject: RE: APS+Pride CoP meeting [SEC=OFFICIAL]
Attachments: APS+Pride CoP - Agenda - 21 July 2021.docx; Item 3 - PiD AWEI Survey Analysis 2021.pdf

OFFICIAL

Sorry s47F

Please see attached as well as the paper I sent to go along with your item today.

Cheers,

s22

From: s47F
Sent: Wednesday, 21 July 2021 2:35 PM
To: s22
Subject: RE: APS+Pride CoP meeting [SEC=OFFICIAL]

H s22 ,

You sent the attendance list rather than the agenda.

Thanks s47F

From: s22
Sent: Tuesday, 20 July 2021 11:35 PM
To: s47F
Subject: APS+Pride CoP meeting [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Just checking in to make sure everything's ok for your attendance at the APS+CoP meeting tomorrow at #;#0pm AEST. I've attached the Agenda for your information.

Kind regards,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22



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APS+Pride Community of Practice

AGENDA

Wednesday 21 July 2021, 3:30pm-4:30pm AEST

1. GovTeams link (sometimes best to copy and paste into Google Chrome):

s47E(d)



GovTeams (audio only) telephone: s47E(d) - Conference ID: s47E(d)

2. Should GovTeams fail on us, I've organised a Skype back-up link

s47E(d)

or by telephone s47E(d)

Item	Description
1	Acknowledgement of Country and introduction
2	Confirm Terms of Reference, Record of Meeting (18/3/2021) and follow-up on action items
3	Presentation from Pride in Diversity s47F)
4	Discussion about progressing change in your organisation in challenging circumstances
5	Open forum for discussion across attendees a) New policies/initiatives/events that agencies are developing and seeking to share or collaborate.

Please contact s47E(d) if you need additional information.

For technical issues please visit: <https://www.govteams.gov.au/support>

OFFICIAL

Federal Government

AWEI 2020 Survey Analysis



PRIDE
INCLUSION
PROGRAMS






ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the land on which we meet.

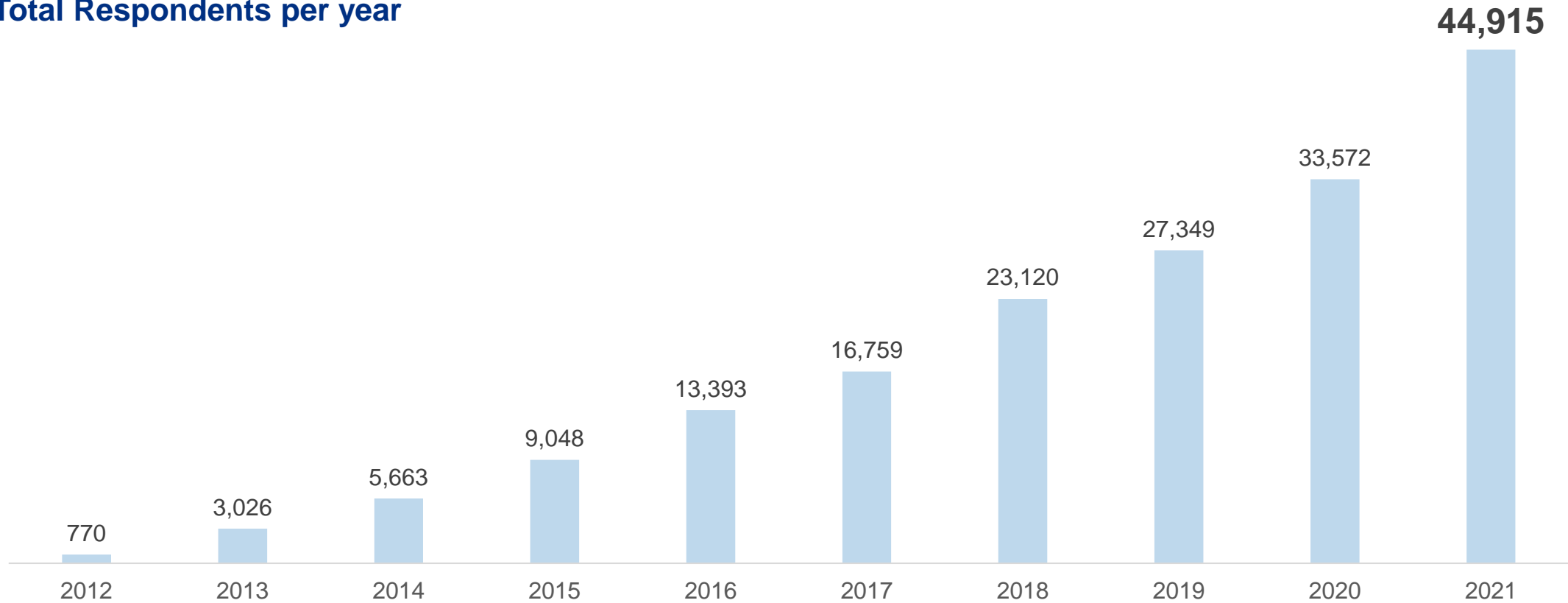
We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending today.



AWEI Employee Survey Growth

The number of employees participating in the survey has grown year on year since the survey began in 2012

Total Respondents per year

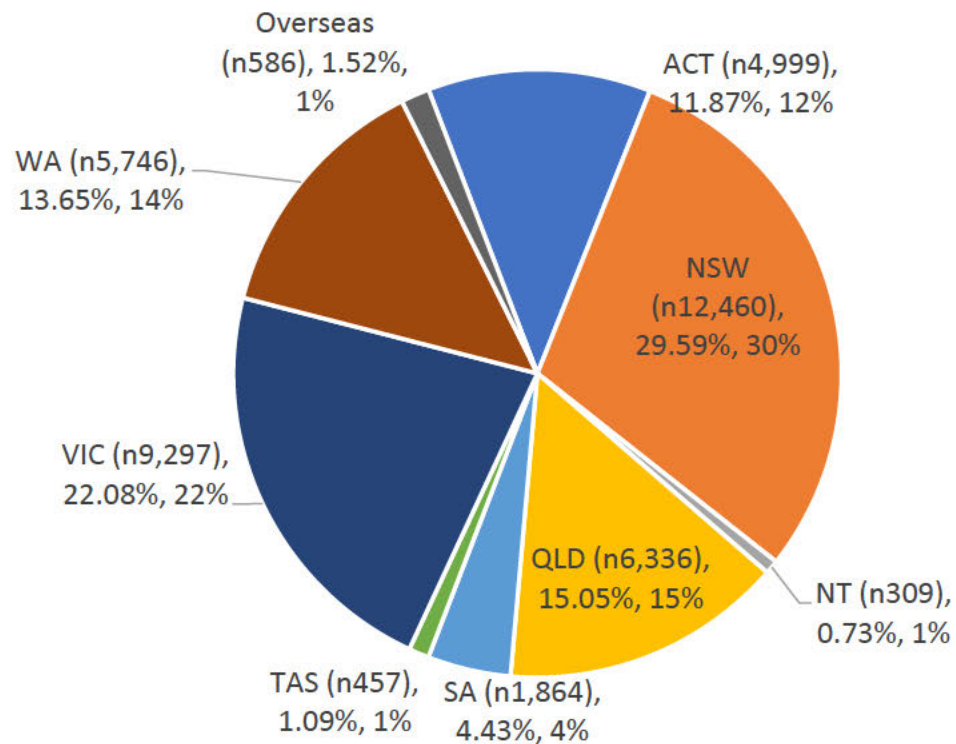


Bring your **whole self** to work

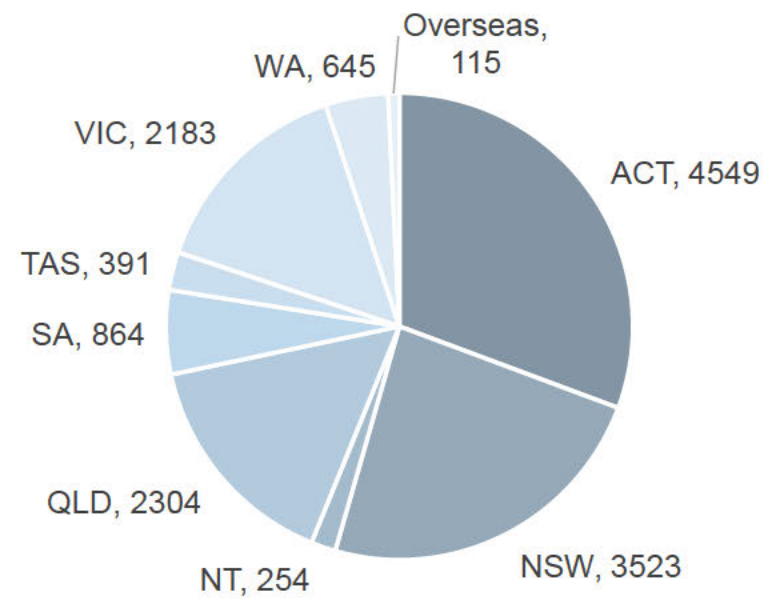
pridein
diversity

2021 Survey: Location

All respondents

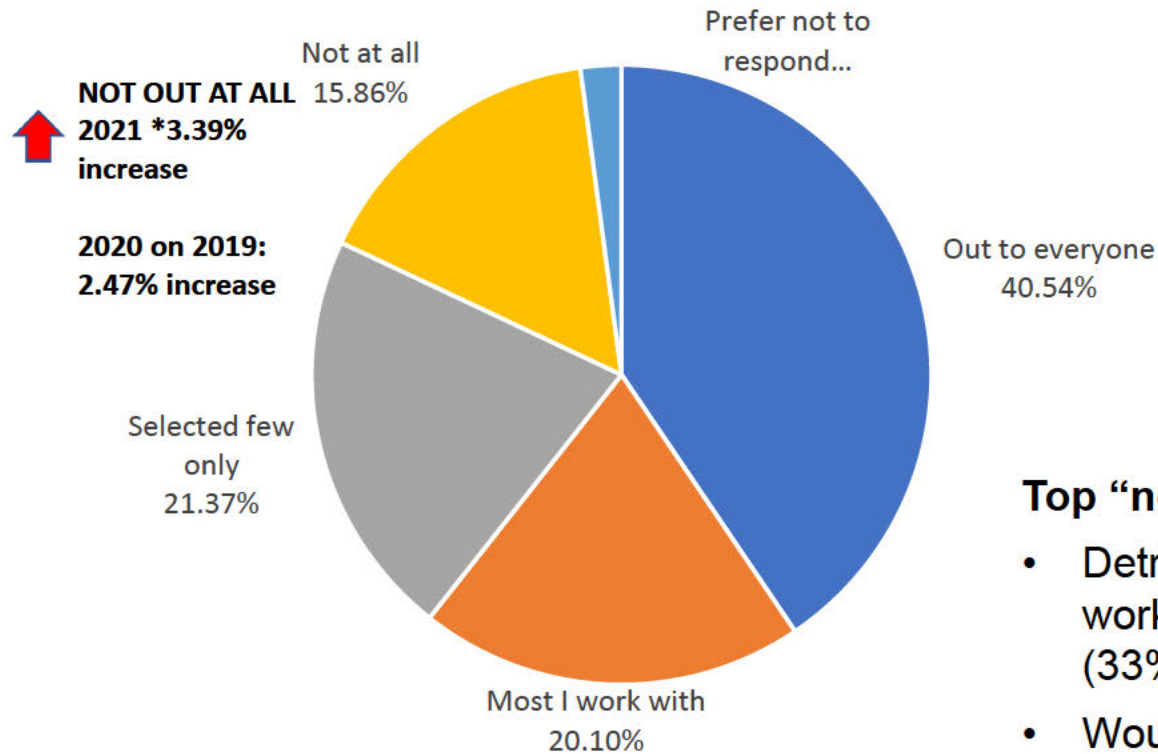


Federal Government Departments



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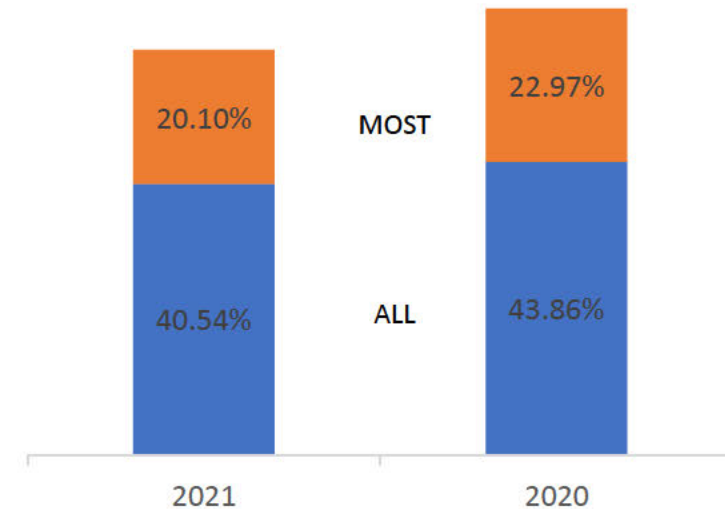
2021 Survey: Diverse Sexuality – Being Out (n6,209)



Top “not out” reasons:

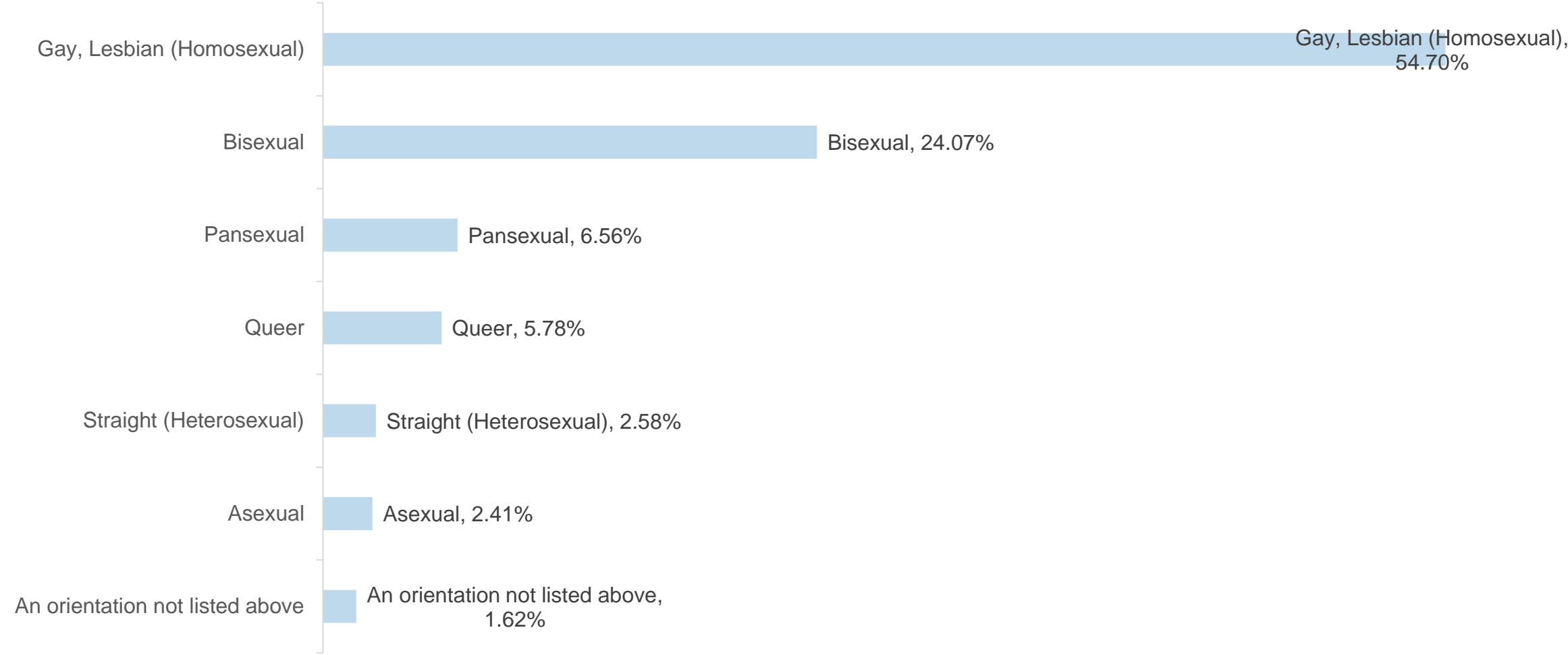
- Detrimental to workplace experience (33%)
- Wouldn't be accepted by some team members (39.23%)

2021: 60.64% out to most or all
2020: 66.83% out to most or all



Bring your **whole self** to work

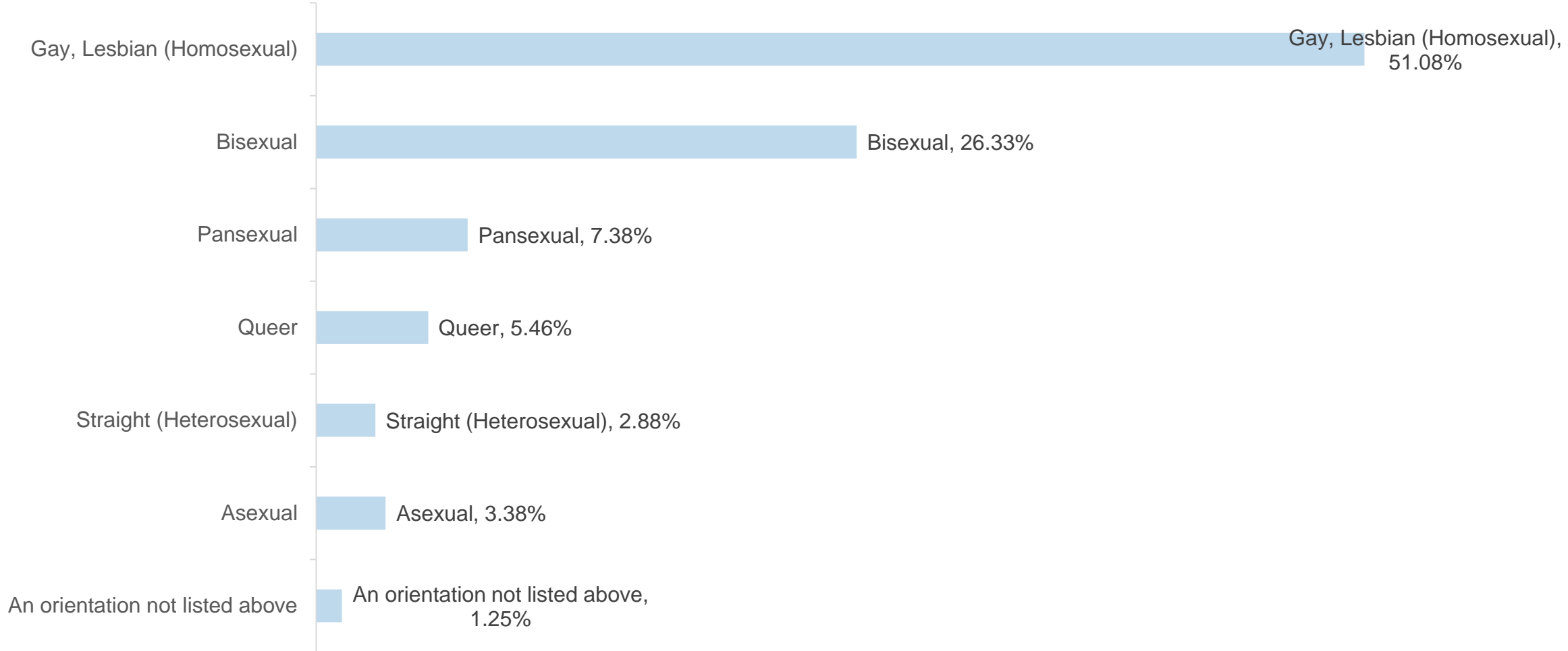
2021 Survey: Sexual Orientation (All Respondents n=6,560)



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2021 Survey: Sexual Orientation (Federal Dept Respondents n=2,400)



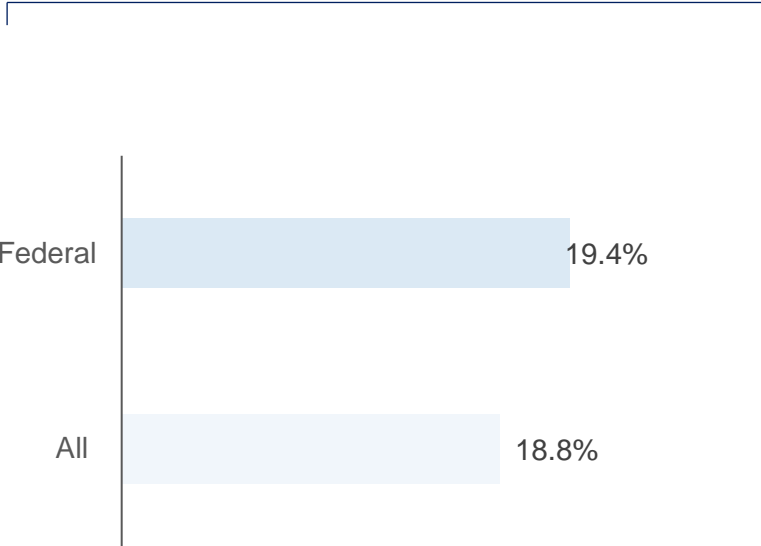
Bring your **whole self** to work



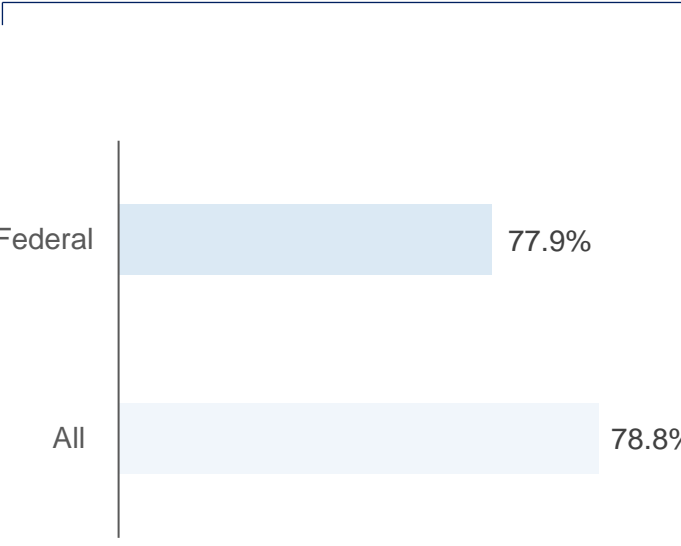
2021 Survey: LGBTQ Identifying

Are you someone of diverse sexuality, trans experience or diverse gender?

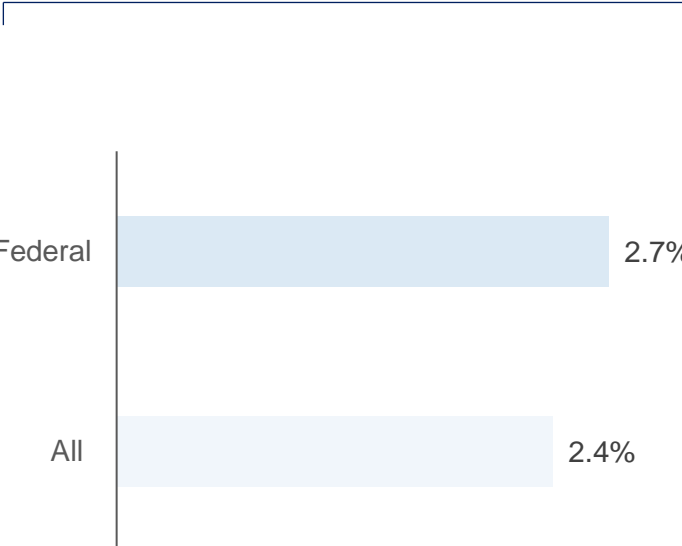
Yes



No



Prefer not to respond



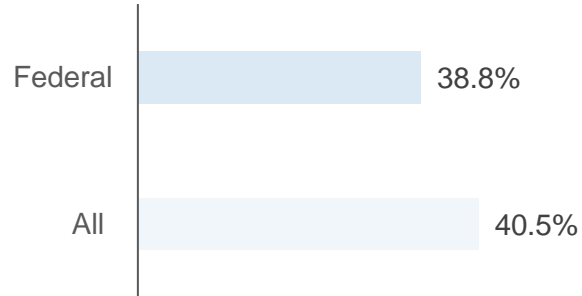
Bring your **whole self** to work



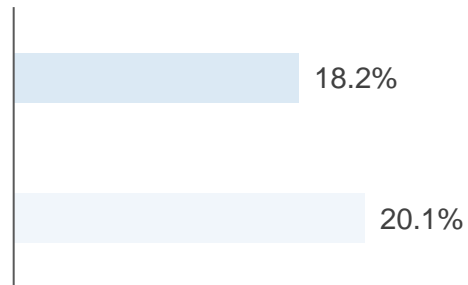
2021 Survey: Diverse Sexuality Identifying – Being Out at Work

In regard to your sexual orientation, please indicate to what degree you are out at work?⁽¹⁾

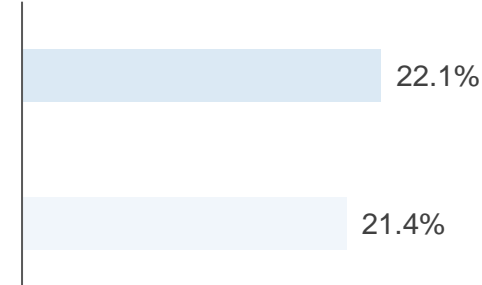
Out to Everyone



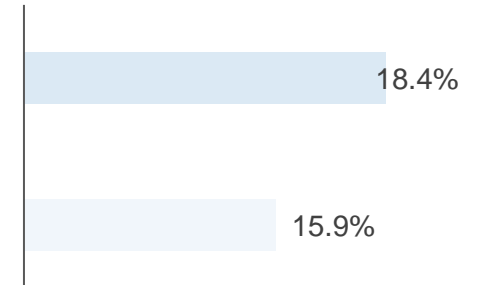
Most I work with



Select few only



Not at all



Note:

(1) 'Prefer not to respond' data not presented on this slide

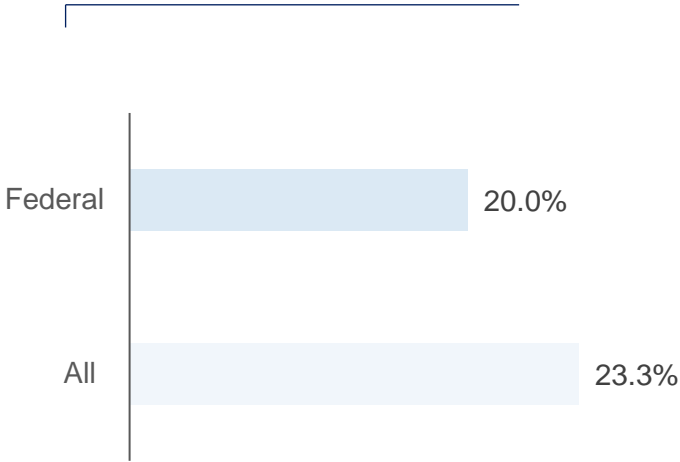
Bring your **whole self** to work

pridein
diversity

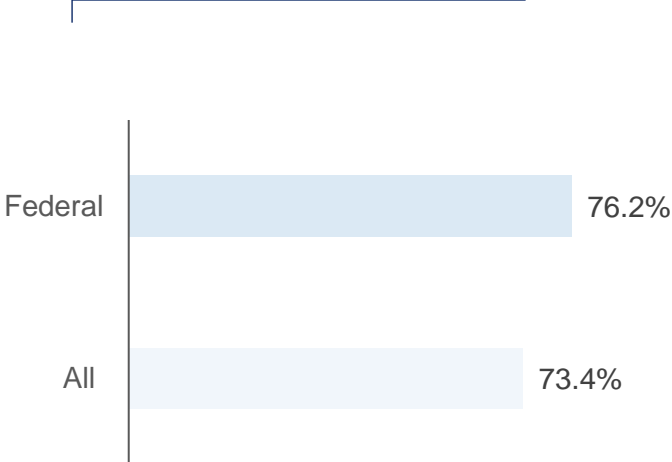
2021 Survey: Allies

Are you an active ally?

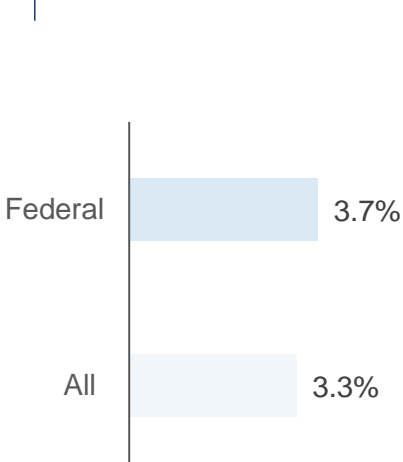
Active Ally



Passive Ally



Not an Ally



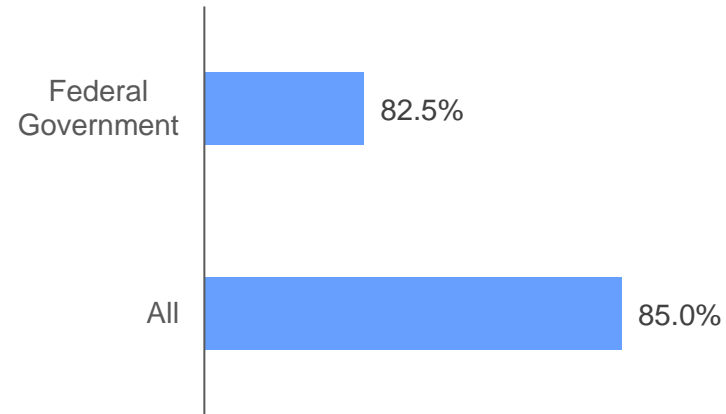
Bring your **whole self** to work



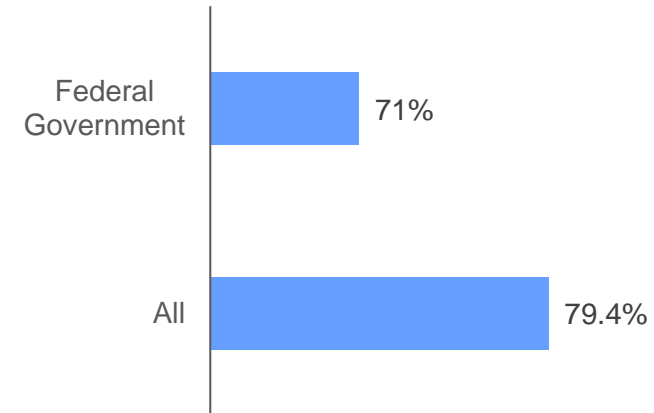
2021 Survey: General Population on LGBTQ inclusion

Respondents saying they strongly agree and agree

I support the work my organisation does in LGBTQ Inclusion



Visible signs of LGBTQ inclusion



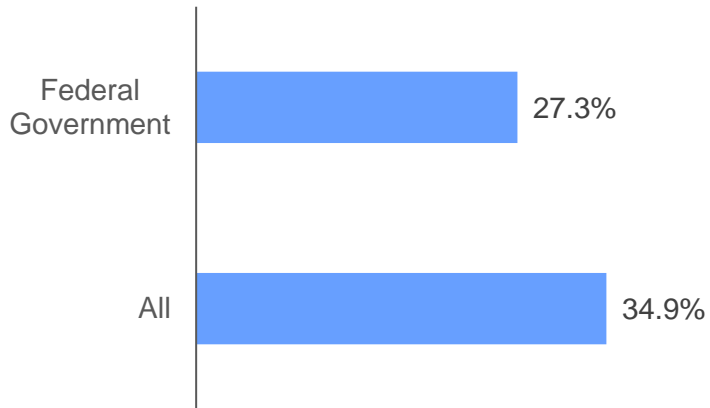
Bring your **whole self** to work

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diversity

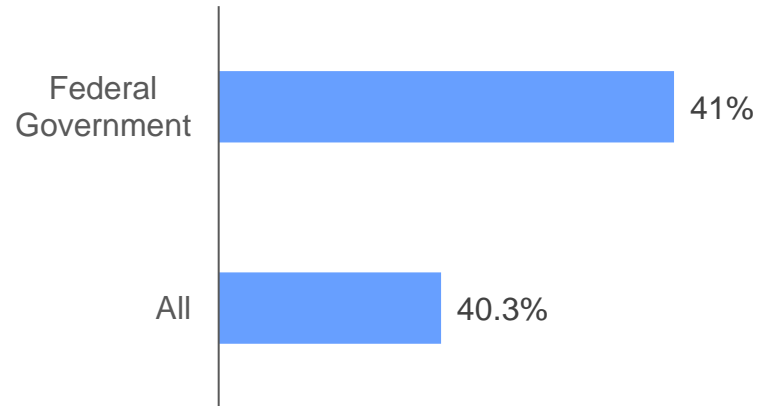
LGBTQ Allies

Respondents saying they strongly agree and agree

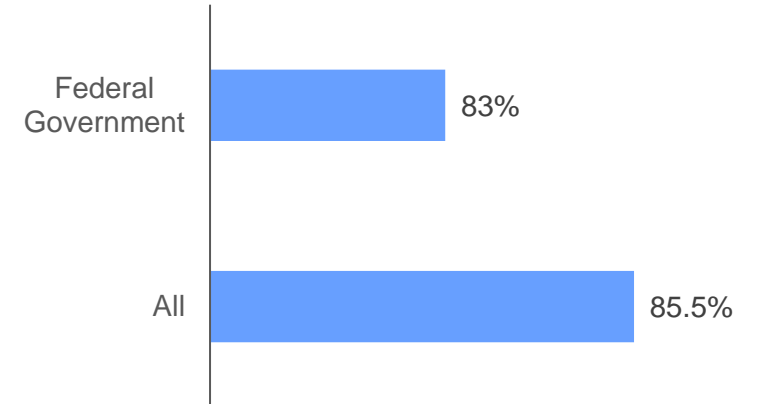
I have attended Awareness or Ally training



Better Understanding of How to be an Active Ally



Know why allies are important

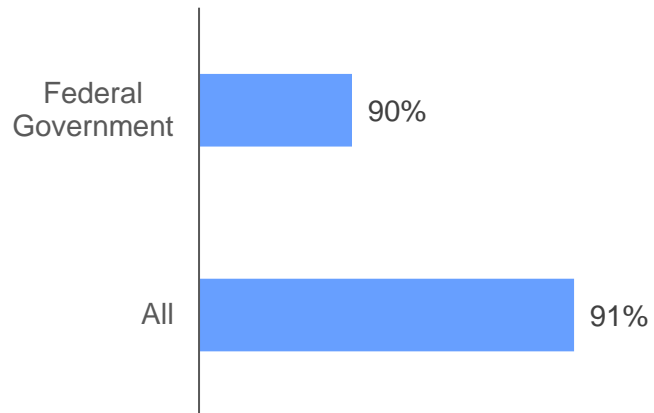


Bring your **whole self** to work

LGBTQ Identifying Population – Bullying & Harassment

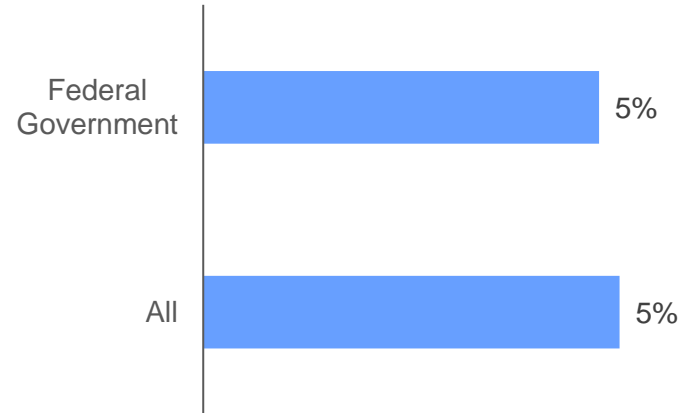
Respondents saying they strongly agree and agree

I feel safe and included within my immediate team



Respondents saying they strongly agree and agree

Witnessed more serious bullying



Bring your **whole self** to work

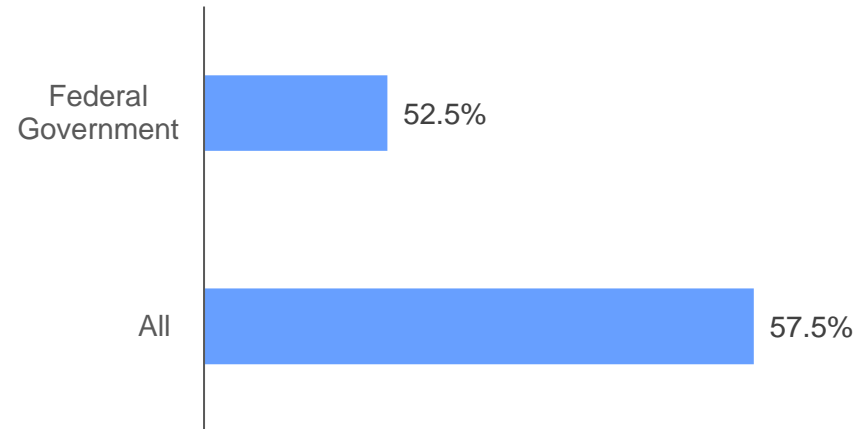
LGBTQ Identifying Population – Jokes, Innuendo, Negative Commentary

Respondents saying they strongly agree and agree

Jokes/Innuendo targeting LGBTQ people are not acceptable



Jokes/Innuendo are called out or addressed in my workplace



Bring your **whole self** to work

pridein
diversity

From: Inclusion and Diversity
Sent: Friday, 6 August 2021 9:04 AM
To: s47F
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Great – thanks, s47F .

I'll be in touch closer to the date with the joining details.

On a side note we'll also be inviting you to upcoming meetings to discuss all things AWEI and our 2022 submission. 😊
We'll be in touch soon.

Thank you kindly,

s22

s22 | **Adviser**
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Thursday, 5 August 2021 4:51 PM
To: Inclusion and Diversity
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

Hi s22

That's fine with me.

I have blocked out the time.

Thanks s47F

From: Inclusion and Diversity s47E(d)
Sent: Thursday, 5 August 2021 4:47 PM
To: s47F
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks for your patience – does 10am-11am suit you on the 26 August 2021?

Kindest

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: Inclusion and Diversity s47E(d)
Sent: Thursday, 29 July 2021 4:55 PM
To: s47F
Cc: Inclusion and Diversity s47E(d)
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

That should work perfectly! If you can put a placeholder in your diary, I'll get back to you by early next week to lock in the time.

Many thanks

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Thursday, 29 July 2021 4:44 PM
To: Inclusion and Diversity s47E(d)
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

H s22 ,

I am free all day on Thursday 26th August.

Would that day suit?

Thanks s47F

From: Inclusion and Diversity s47E(d)
Sent: Thursday, 29 July 2021 3:17 PM
To: s47F
Subject: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Hiya s47F

How are you?

We are hoping to arrange a virtual Empowered Ally Training session around Wear it Purple Day. Happy to chat on the phone to discuss times that you may be available otherwise anytime around the end of August would be great.

Additionally, is there any course resources you would like me to share with participants prior to the training session?

Look forward to hearing from you.

Kindest

s22

s22

Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22 s22 e.

s47E(d)

Ngunnawal Country | 1 National Circuit, Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Friday, 20 August 2021 4:21 PM
To: s47F
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Perfect. Thanks, s47F

I'll get the joining details through to you early next week.

Call me if you have any queries at all – s22

Take care,

s22

s22 **Adviser**
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 20 August 2021 4:15 PM
To: s22
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

Hi s22

There is nothing to send out.

Are you organising the technology, or am I?

Thanks s47F

From: s22
Sent: Friday, 20 August 2021 10:36 AM
To: s47F
Subject: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Happy Friday – just checking if there is anything you'd like sent to the participants of the upcoming Ally training next week?

Kindest

s22

s22

Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22
s47E(d) e.

Ngunnawal Country | 1 National Circuit, Barton ACT 2600 | PO Box 6500 CANBERRA ACT
2600



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From: Brayshaw, Elizabeth
Sent: Monday, 23 August 2021 6:48 PM
To: [Redacted]
[Redacted]
[Redacted]
[Redacted]
Cc: Hawkins, Catherine; [Redacted]
Subject: Preventing Financial Abuse Workshop Summary Report [SEC=OFFICIAL]
Attachments: FINAL OFW Workshop Summary Report.pdf

OFFICIAL

Dear all

I hope you are all going well. I wanted to thank you all again for your participation as speakers in the Prevention of Financial Abuse against Women Workshop on July 7. The feedback we received from participants was overwhelmingly positive, with many taking the opportunity to create new connections across sectors.

Personally I, and the team, learnt a lot from the panels and, while we couldn't hold it face-to-face as hoped, the interactive polling made the workshop lively.

[Redacted]

[Redacted]

Kind regards
Liz

Elizabeth Brayshaw | Assistant Secretary
Women's Safety and International Engagement | Office for Women
Department of the Prime Minister and Cabinet
[Redacted]
e. elizabeth.brayshaw@pmc.gov.au | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Wednesday, 25 August 2021 2:03 PM
To: s47F
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F apologies just realised the below meant to say 940am. Catch up tomorrow!

s22 | Adviser
 Inclusion, Diversity and Workforce Strategy | People Branch

From: s22
Sent: Monday, 23 August 2021 11:45 AM
To: s47F
Cc: s22 ; Inclusion and Diversity
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Joining details below for the Ally Training this Thursday, 10am-11am. Highlighted yellow links which will work for you (external PM&C guest). I'll be online around 9:40am to make sure the IT is working 😊

Connect as a Guest	
Clickable website Link	Click here to join via a web browser (for use with Chrome or latest version of Edge)
Copy link into Chrome or latest version of Edge	s47E(d)
Connect Manually	Manually connect from s47E(d) or Pexip app
	Use meeting room name s47E(d)
	Enter Guest PIN code s47E(d)
Video Conference unit or software	Call s47E(d) or s47E(d)
	Enter Guest PIN code s47E(d)
Open in Pexip app	Click here to join via the Pexip app (only use if installed on your device)
Teleconference	Call s47E(d)

Any questions please do let me know.

Kind regards

s22

Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 20 August 2021 4:15 PM
To: s22
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

Hi s22

There is nothing to send out.

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Thanks s47F

From: s22
Sent: Friday, 20 August 2021 10:36 AM
To: s47F
Subject: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Happy Friday – just checking if there is anything you'd like sent to the participants of the upcoming Ally training next week?

Kindest

s22

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From: s22
Sent: Wednesday, 1 September 2021 3:01 PM
To: s47F
Subject: RE: AWEI meeting [SEC=OFFICIAL]

OFFICIAL

Great! Friday is looking good from our end. Will get an invite through shortly. Thanks, s22

s22 Adviser
Inclusion, Diversity & Workforce Strategy | People Branch

s22 s47E(d)



The Department acknowledges and pays respect to the past, present and emerging Elders and Traditional Custodians of Country, and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.



From: s47F
Sent: Wednesday, 1 September 2021 2:57 PM
To: s22
Subject: RE: AWEI meeting [SEC=OFFICIAL]

Hi s22

How would this Friday at 1.00pm be or Tuesday next week any time after 10.00?

Thanks s47F

From: s22
Sent: Wednesday, 1 September 2021 2:33 PM
To: s47F
Subject: AWEI meeting [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Hoping to have a catch up if you have any availability this Friday or anytime next week? We'd love to chat through a few things as we've been digging into our AWEI submission.

Thank you kindly,

s22



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From: Inclusion and Diversity
Sent: Thursday, 2 September 2021 11:52 AM
To: s47G
Subject: PM&C 2020 Invoice [SEC=OFFICIAL]

OFFICIAL

Hi folks

We are going through our records and cannot locate our **2020 invoice** (last year) for our PM&C annual PiD membership. For our records, grateful if you can forward the invoice/tax receipt to us at your nearest convenience.

Any questions please do let me know.

Kindest

s22

s22 | Adviser
Inclusion, Diversity & Workforce Strategy | People Branch

s22 | s47E(d)



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