
From: s22
Sent: Wednesday, 12 August 2020 9:09 AM
To: s47F
Cc: s22
Subject: RE: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

OFFICIAL

Good morning s47F

I have sent through a calendar invite for a PexIP trial run on Monday 17 August from 9-10am.

Let me know if you have any issues.

Many thanks,

s22

From: s47F
Sent: Tuesday, 11 August 2020 3:52 PM
To: s22
Cc: s22
Subject: RE: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

Hi s22,

I am having a test with the APSC tomorrow afternoon PexIP. But would love to make sure that everything works with you too.

Anytime on Monday would be ideal.

Thanks s47F

From: s22
Sent: Tuesday, 11 August 2020 3:14 PM
To: s47F
Cc: s22
Subject: RE: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

OFFICIAL

Hi s47F

We have had some great interest from the Department and are at full capacity for the Emerpowered Allies training on 18 August.

Please let me know as soon as possible if you would like me to arrange a full systems trial prior to the training session. The trial usually takes an hour and offers you the opportunity to familiarise yourself with PexIP and trial presenting with the system. We would be looking to run this trial either this week or Monday 17 Aug.

Otherwise, our IT colleague Aimee will be available from 10:30am 18 Aug to confirm you have logged in successfully prior to training starting at 11am.

I look forward to hearing from you.

s22

From: s22
Sent: Wednesday, 5 August 2020 3:24 PM
To: s22; s47F
Cc: s22
Subject: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

OFFICIAL

Hi s22 s47F

I am contacting you as requested by s22, to assist you with the virtual training sessions you are facilitating.

s47F is facilitating a virtual training on the 18th of August

s22

s22 has advised me that she has told you to deliver the training sessions via skype, however this is not possible – because you are external staff members.

You will be able to attend the meeting via Pexip, via a browser on your personal laptop. s22 will send the applicable Pexip meeting invite to your email, and it will have a “Join Pexip Meeting via Browser” link, all you need to do is click that link, and it will join the meeting automatically on your browser.

[Join PexIP Meeting via Browser](#)

For participants outside of the PM&C Protected Network.

You will be allowed to join the meeting 30 minutes prior to the actual start time of the training, and s22 and I have discussed that you should join 30 minutes earlier with s22 and myself, so that we are able to confirm you are all dialled in successfully.

There is also a 1 hour grace period after the end time of the training, in case you go over the time.

Pexip does not have any Host or Guest privileges, so although you are “joining” the meeting, that s22 has created – you will have the ability to present your screen, talk and share your camera with no issues.

I have attached the Infinity Connect Web App - User Guide, which is written by Pexip themselves, and it is very well written with included screenshots. This is just for using the Browser version of Pexip, not for PMC staff – who have the desktop app.

Please let me know if you have any further questions.

Kind regards,

s22 | Desktop and Voice

ICT Service Delivery Section | Information Services Branch

s22

For IT Support, log a job in Service Portal or email itservicedesk@pmc.gov.au
For urgent support, call the IT Service Desk on (02) 6271 6000



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From: s22
Sent: Friday, 9 October 2020 10:16 AM
To: s47F
Cc: Inclusion and Diversity; s22
Subject: RE: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Happy Friday! I hope you have some great weekend activities planned 😊

As mentioned below, I will be on leave from 14 Oct and will not be able to assist with the Empowering Allies Training. My colleague s22 (cc'd) will log into the PexIP meeting from 12:30pm to assist with any issues prior to the training at 1pm.

Please do not hesitate to contact myself or s22 should you have any questions.

Many thanks,

s22

s22 | **Adviser**
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | 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



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From: s22
Sent: Tuesday, 29 September 2020 3:39 PM
To: s47F
Cc: Equality and Diversity
Subject: RE: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks for passing on the publication and confirming the training dates.

For your awareness, I will be on leave on 14 October, but one of my colleagues will be available on the day to assist with the training. I will send through the PexIP invite now.

Many thanks,

s22

From: s47F
Sent: Tuesday, 29 September 2020 3:34 PM
To: s22
Cc: Equality and Diversity s47E(d)
Subject: RE: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

Hi s22

It is in the diary and I can join early to check the technology.

There is no need to prepare for the session, however, people could have a look through the PiD Allies publication attached.

Thanks s47F

From: s22
Sent: Tuesday, 29 September 2020 3:14 PM
To: s47F
Cc: Equality and Diversity s47E(d)
Subject: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

OFFICIAL

H s47F

I hope you have been well ☺

I am emailing to confirm our Empowering Allies training session for **14 October from 1-2pm**? As last time, the training will be delivered via PexIP and you will be able to log into the session from 12:30pm to test the technology. Once you have confirmed the training, I will forward you the PexIP meeting invite.

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

Thanks kindly s47F and I look forward to hearing from you.

s22

| **Adviser**
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22



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From: s22
Sent: Wednesday, 20 January 2021 8:28 AM
To: s47F s22
Subject: RE: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

OFFICIAL

H s47F

s47F

Are you available at 2:30pm tomorrow to meet? s22 and I keen to hear about the policy review options and schedule in some training dates.

Many thanks,

s22 | **Adviser**
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Corporate Division | Department of the Prime Minister and Cabinet
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From: s47F
Sent: Wednesday, 20 January 2021 8:21 AM
To: s22
Cc: s22
Subject: RE: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

H s22,

Lovely to hear from you! I hope you had a great Christmas break.

s47F

PMC has 5 hours of facilitated time remaining till renewal on 22 June 2121. We can do a mix of training and policy review.

I am free all tomorrow till 3.00pm. Would there be time tomorrow?

Thanks s47F

From: s22
Sent: Tuesday, 19 January 2021 2:13 PM
To: s47F
Cc: s22
Subject: FW: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Well, isn't this a small world! I hope you are well ☺ I'm working in the Inclusion and Diversity Team at PM&C at present and I left a voicemail with you to follow up on how to best utilise the agency's remaining member hours.

Happy to arrange a time to chat and/or if you could send through some non-training options for us to consider as well? Basically, we would be looking at running x2 one hour virtual sessions like previously, which will leave 3 member hours unused. I remember you once suggested to me at Austrade that one option could be a review of HR policy from an LGBTI+ perspective(?). Grateful if you have any ideas to throw around with the Pride Network here.

Thanks

s22

s22 | Assistant Director of Inclusion, Diversity and Workforce Strategy
Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

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From: s47F
Sent: Monday, 11 January 2021 1:36 PM
To: s22
Subject: RE: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

Hi s22,

Happy new year to you as well.

Your PiD membership is up for renewal on 22 June 2021 and you have 5 hours of facilitated engagement (training, consulting etc) left to use.

You have the standard membership package which continues to be at \$6,000.00 plus GST.

I have attached our rates and benefits schedule for you to look at and a copy of our training menu.

Let me know if you would like to catch up on the phone to discuss further.

s47F

[Redacted]

s47F

Pride in Diversity

s47F

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

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

s47F



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From: s22
Sent: Monday, 11 January 2021 12:37 PM
To: s47F
Subject: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

OFFICIAL

Hi s47F

I hope you had a great Christmas break and New Year's ☺

I am emailing to confirm the current status of PM&C's Pride in Diversity Membership. Can you please provide information on the below queries:

- Can you please provide a copy of PM&C's current membership plan, including information of what our membership entitles us to? We are eager to look at arranging some training and other opportunities for 2021.
- Can you confirm when our membership is due to finish in 2021 and breakdown of costs for different membership packages available for 2021-2022?

Looking forward to hearing from you.

Kind regards,

s22

s22 | **Adviser**

Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

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From: s22
Sent: Friday, 22 January 2021 11:25 AM
To: s47F s22
Subject: RE: December E-News: Farewell 2020, Hello 2021! [SEC=OFFICIAL]

OFFICIAL

Excellent news, I look forward to see what you come up with the wins 😊

Have a good weekend

s
2

s22 Assistant Director of Inclusion, Diversity and Workforce Strategy
Inclusion, Diversity and Cultural Change Team | People Branch
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From: s47F
Sent: Friday, 22 January 2021 10:58 AM
To: s22
Subject: FW: December E-News: Farewell 2020, Hello 2021!

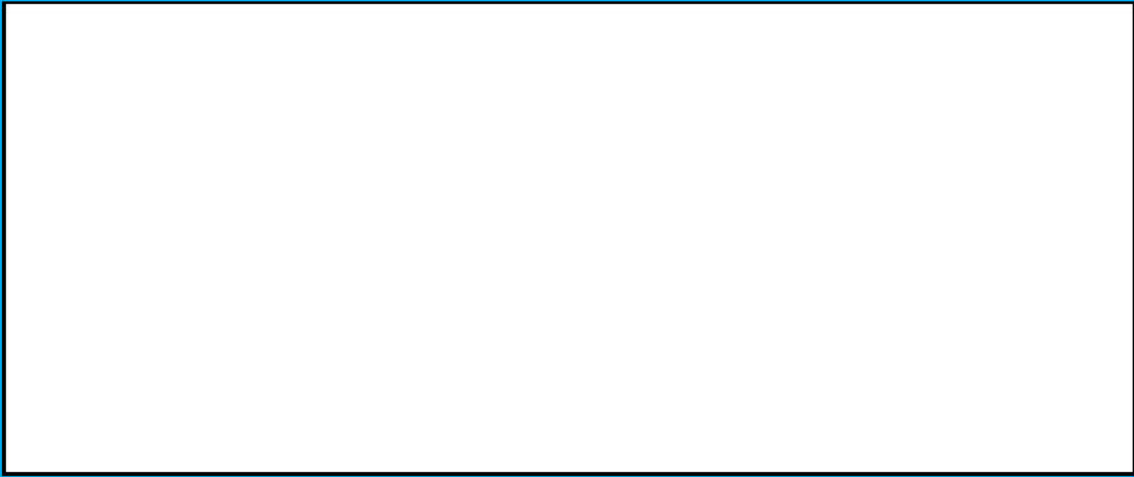
Hi s22,

Lovely speaking with you yesterday.

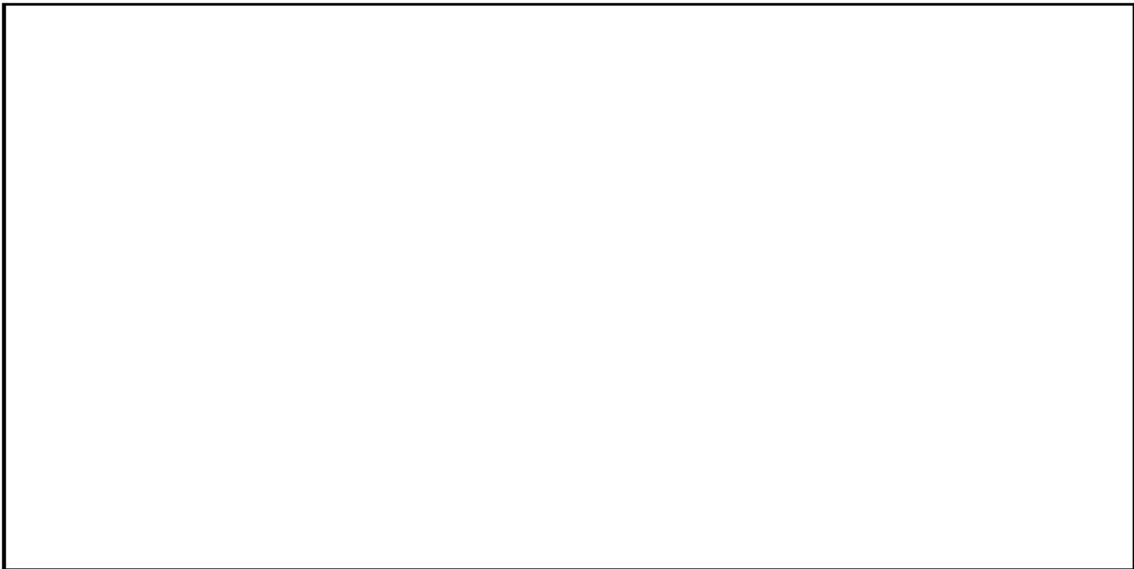
Here is the newsletters with the links to the roundtables in February.

I have also looked at your score on the policy front and I think there are some very quick wins.

Thanks s47F



Member E-News



Dear s47F [REDACTED]

As the year draws to a close it's natural to look back over the highlights and challenges, and this year in particular has certainly had its share of the latter, but we also have much to celebrate. For the team at Pride in Diversity, you, our members, have been central to making this year a huge success in the face of adversity. Thank you for your continued

dedication, innovation, and passion for LGBTQ inclusion in Australian workplaces throughout this challenging year. We have thoroughly enjoyed working with and alongside all of you, from the smallest zoom meeting or training sessions, to celebrating your achievements at the Australian LGBTQ Inclusion Awards and showcasing your amazing work at the Pride in Practice Conference.

We're all looking forward to having a little break, and our office will be closed from Monday 21st December 2020 to Wednesday 6th January 2021 so that we can recharge our batteries and come back ready to launch into everything we have planned for you in 2021!

We hope you have some time to unwind over the holiday season, and that your festive celebrations are joyful and filled with all your favourite people and activities!

Stay safe and be well.

Warm regards,
The Pride in Diversity Team



ACON's Pride Inclusion Programs delivered their annual Pride in Practice Conference from 29 November - 1st December, with wonderful and heartwarming feedback across the board. As was appropriate for the unique year that was 2020, the three day conference was delivered virtually, with speakers and delegates attending from right across Australia and overseas, using a state-of-the-art conference technology platform that allowed not only dynamic Q&As but also recordings of each session to allow conference delegates to review all sessions at their leisure over the subsequent two weeks.

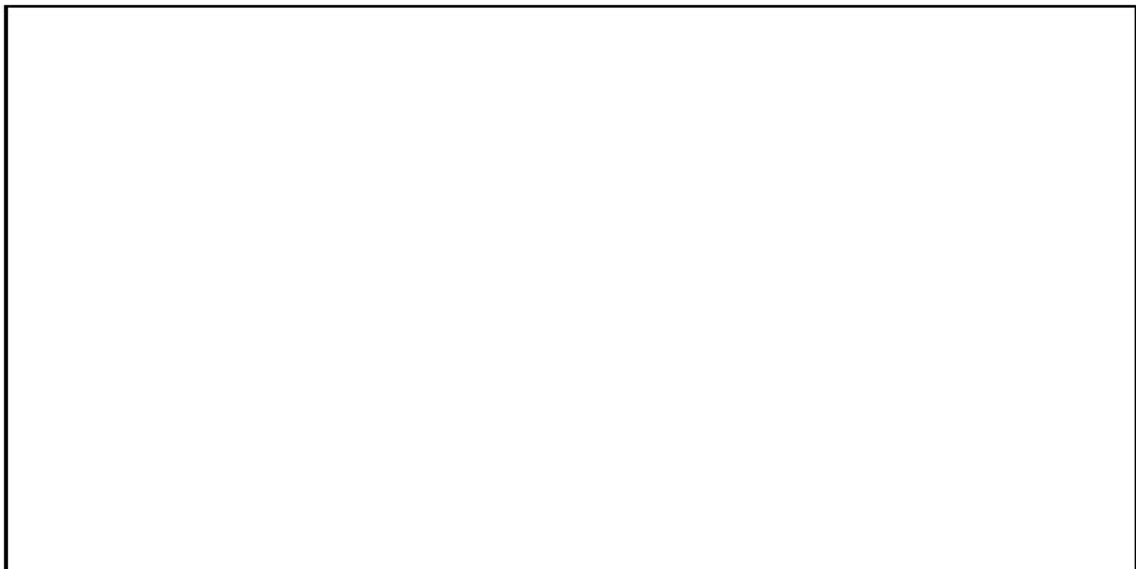
With nearly 800 delegates participating and/or speaking and a further 200 executives joining related activities, the Conference extended its reach like never before. The content

covered all three programs including Pride in Diversity, Pride in Health and Wellbeing, and Pride in Sports and covered a very broad range of topics.

The event was a celebration of the value of inclusion, a recognition of how far we have come and also a tribute to the resilience of the workforce, including employee networks and allies, during what has been a challenging and unparalleled year. Topics ranged from workforce mental health to best practices in developing allies; inclusive initiatives in regional, remote and international worksites; CEO panel, rainbow families; Aboriginal and Torres Strait Islander intersectionality, employee network sustainability and many many more. Specific discussions doubled down on the LGBTQ diversity, including LGBTQ Woman, Culturally and Linguistically Diverse LGBTQ teams as well as the Trans and Gender Diverse community.

A specific Pride in Sports stream ran through one day while Pride in Health and Wellbeing was the subject of multiple sessions. The Pride in Diversity patrons, Jennifer Westacott AO and Alan Joyce AC participated in an opening “Fireside Chat” and also chaired a well-attended CEO summit with scores of our member organisations.

Although we did not have the joy of gathering with all the speakers and delegates in person, the comradery and content ensured the 2020 Pride in Practice conference was better than ever. Plan head to attend in 2021.



As the Covid restrictions continue to ease across Australia, we are looking forward to returning to in-person member roundtables in February 2021! Registrations are now open

but numbers are strictly limited, so book early to avoid disappointment!

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

Sydney Roundtable - Tues Feb 9th, 3:30pm - 5pm - [Click here to register](#)

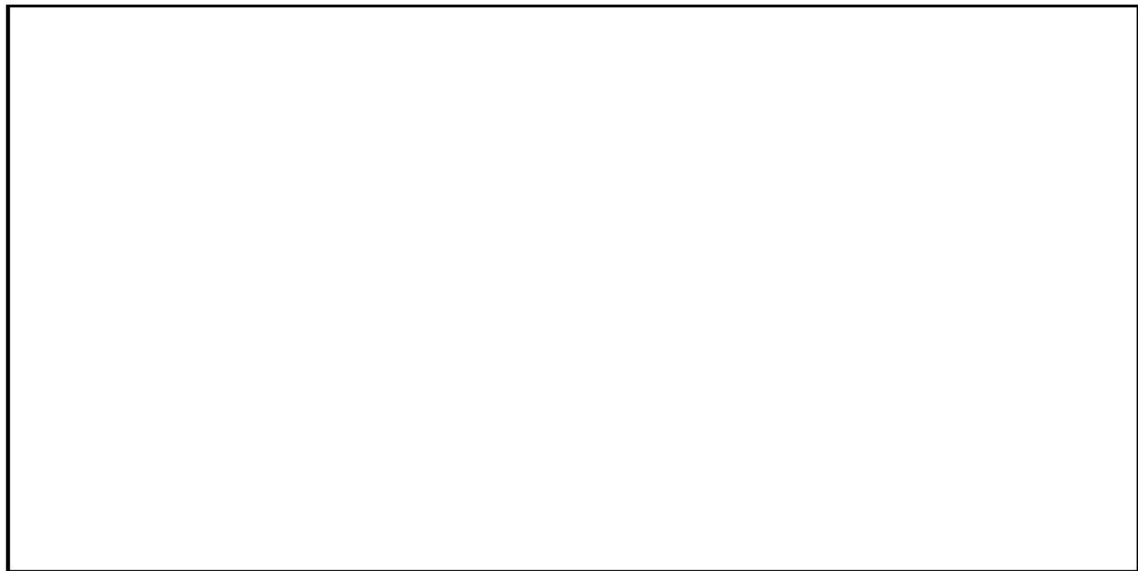
Brisbane Roundtable - Tues Feb 9th, 3:30pm - 5pm - [Click here to register](#)

Canberra Roundtable - Tues Feb 9th, 3:30pm - 5pm - [Click here to register](#)

Perth Roundtable - Thurs Feb 11th, 3:30pm - 5pm - [Click here to register](#)

Adelaide Roundtable - Thurs Feb 18th, 3:30pm - 5pm - [Click here to register](#)

Melbourne Roundtable - Wed Feb 24th, 3:30pm - 5pm - [Click here to register](#)



Did you miss our Networking events in 2020? We certainly did, so we're thrilled to be starting again in February 2021 in most states. Networking events follow on after our Roundtables, and have been designed to facilitate professional networking amongst employees of member organisations, to extend your professional networks, learn more about what others are doing in this space and of course, meet new people. These events

are open to ALL employees of member organisations, and while they are primarily a member event, guests from non-member organisations are welcome to attend with members. Once again, numbers are strictly limited so book early!

Sydney Networking - Tues Feb 9th, 5:30pm - 7pm - [Click here to register](#)

Canberra Networking - Tues Feb 9th, 5:30pm - 7pm - [Click here to register](#)

Perth Networking - Thurs Feb 11th, 5pm - 7pm - [Click here to register](#)

Adelaide Networking - Thurs Feb 18th, 5:30pm - 7pm - [Click here to register](#)

Melbourne Networking - Wed Feb 24th, 5:30pm - 7pm - [Click here to register](#)



We are excited to announce that our next program dates for the Endorsed LGBTQ Trainer Program have been confirmed and we'd love to see you there.

The course will run online from 8th - 19th February, and sessions are from 1pm - 4pm (AEDT) unless otherwise stated:

1. Module 1 - Monday 8 February
2. Module 2 - Wednesday 10 February (1pm - 4:30pm AEDT)
3. Module 3 - Friday 12 February
4. Module 4 - Monday 15 February
5. Module 5 - Wednesday 17 February

6. Module 6 - Friday 19 February

All sessions will be hosted on Zoom, so please ensure you can access this platform through either your personal or organisational device.

[Register Now](#)



Our monthly online learning sessions will be back in 2021, and the full year's program is now available in the members section of our website, but here are some dates to get you started! Click on the headings to go directly to the registration page for that session.

February 2021

[LGBTQ Awareness – Tuesday 9th, 12:30pm – 2pm](#)

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

[LGBTQ HR & Recruitment – Wednesday 10th, 12:30pm – 2pm](#)

Pride in Diversity will provide an interactive session on LGBTQ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues

faced by LGBTQ employees and prospective employees. NB: attendees for this session MUST have completed an LGBTQ Awareness session within the past 12 months.

March 2021

[LGBTQ Awareness – Tuesday 9th, 12:30pm – 2pm](#)

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

April 2021

[LGBTQ Awareness – Tuesday 6th, 12:30pm – 2pm](#)

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



Many health, human and wellbeing organisations claim they “welcome everyone” or “treat everyone the same” regardless of who they are, how they identify, their culture, religion, gender and sexuality. But the reality is they haven’t actively checked that their services are inclusive, safe or even welcoming to many communities, including LGBT people.

Pride in Health + Wellbeing’s *Health + Wellbeing Equality Index (HWEI)* not only lets you measure your organisation’s inclusion, but it also helps you to ask your staff and service users about their experiences, behaviours and comfort levels at your organisation.

Free National LGBT-Inclusion Benchmarking Index

ACON's Pride in Health + Wellbeing program will help you do a FREE annual health check on your organisation's inclusivity of sexuality and gender diverse people. The Health + Wellbeing Equality Index (HWEI) is a free national benchmarking tool that any clinician, service provider, government agency or peak body can participate in. This benchmark reviews your work in the previous calendar year; providing you with your organisational results, and provides you with a comparison across the sector.

[Find Out More](#)

WELCOME TO NEW MEMBERS

Pride in Diversity was thrilled to welcome four new member organisations in November:

- Thiess
- Challenger
- EIS Health
- Dentsu Aegis Network

Pride in Diversity and ACON acknowledges and pays respect to the Traditional Owners and Custodians of all the lands on which we work, and pay our respect to elders past, present and emerging.



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S47F



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From: s22
Sent: Monday, 8 February 2021 8:33 AM
To: s47G
Subject: Canberra Round Table - 9 February [SEC=UNOFFICIAL]
Attachments: 132194377943-1590007079-ticket.pdf

UNOFFICIAL

Hi Pride in Diversity team

Thank you for arranging the Canberra Roundtable tomorrow. Unfortunately I am no longer able to attend and the website will not allow me to withdraw.

My colleague s22 has registered to attend in my place.

Many thanks,

s22
Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
1 National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Tuesday, 9 February 2021 3:46 PM
To: s47F
Subject: RE: Canberra Roundtable 9th Feb - draft agenda [SEC=OFFICIAL]

OFFICIAL

Thanks

From: s47F
Sent: Tuesday, 9 February 2021 3:35 PM
To: s22
Subject: RE: Canberra Roundtable 9th Feb - draft agenda [SEC=OFFICIAL]

Hi s22

s47G

Thanks
s47F

From: s22
Sent: Tuesday, 9 February 2021 3:29 PM
To: s47F
Subject: RE: Canberra Roundtable 9th Feb - draft agenda [SEC=OFFICIAL]

OFFICIAL

Hi s47F – I'm registered for the WebEx but have not received a link.

Are you able to provide it to me?

Thanks,

s22

s22 | Adviser
Parliamentary and Government Branch
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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My organisation supports me to work remotely and under a flexible working arrangement from approximately 4:00pm AEDT daily.

From: s47F
Sent: Tuesday, 9 February 2021 12:27 PM
To: s47F
Subject: RE: Canberra Roundtable 9th Feb - draft agenda

Hi all,

Updated agenda for this afternoon's roundtable attached. Looking forward to speaking with you all.

Best regards,

s47F

From: s47F
Sent: Monday, 8 February 2021 3:35 PM
Subject: Canberra Roundtable 9th Feb - draft agenda

Hello all,

Thank you for registering for the Canberra roundtable which will be held tomorrow 9th Feb via WebEx.

Attached is a draft agenda, however I would like to include any issues that you would like to raise. If you could email the items you want to discuss to me by the end of today and I'll add them to the agenda.

Please do not hesitate to contact me if you have any questions.

Thanks,

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awe.com.au | www.acontraining.org.au
Facebook: facebook.com/prideindiversity



Make your
**LGBTQ INCLUSION
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5PM – 12 MARCH 2021**

For more information and submission documents please **click here**

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From: s22
Sent: Wednesday, 17 February 2021 9:09 AM
To: s47F
Cc: Inclusion and Diversity
Subject: RE: Pride in Diversity [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Yes 4pm works. Please note, we have still not filled s22's position. I am optimistic we will have someone in the role by this meeting that you will be able to meet.

Assuming the meeting will be at our building, will you be needing parking?

s22

From: s47F
Sent: Wednesday, 17 February 2021 9:05 AM
To: s22
Cc: Inclusion and Diversity
Subject: RE: Pride in Diversity [SEC=OFFICIAL]

Hi s22

Could we make it for 4.00pm? I am out at Belconnen till 3.30.

Thank you for the APSC email address.

From: s22
Sent: Wednesday, 17 February 2021 8:26 AM
To: s47F
Cc: Inclusion and Diversity s47E(d)
Subject: RE: Pride in Diversity [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Lovely to hear for from you. Can we please schedule to meet up at 3pm on Thursday 4 March? Please let me know if you would like to come into our offices or meet somewhere else. I can arrange parking should you need it at our offices.

I am unsure who is leading the LGBTIQ+ portfolio at the APSC. I would recommend reaching out to their group mailbox s47E(d) and they will be able to direct you to the best point of contact.

Kind regards,

s22

Inclusion, Diversity and Workforce Strategy | People Branch

s22



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From: s47F
Sent: Tuesday, 16 February 2021 1:01 PM
To: s22 Inclusion and Diversity
s47E(d)
Subject: Pride in Diversity

Hi s22 ,

I hope you are keeping well and enjoying the new year.

I will be in Canberra in March and would love to be able to catch up with you and your team if you were free.

I have availability in the afternoon of 4th March and all day Friday 5th March.

Also, I wonder if you could help me. Both my contacts at APSC seem to have left as I am getting email bounce backs. Would you be able to point me in the right direction around who to contact?

Thanks s47F

s47F

Pride in Diversity

s47E(d)

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: Friday, 5 March 2021 7:14 AM
To: s47F
Cc: s22
Subject: RE: Leading Not Lagging - A Trans Day of Visibility Event [SEC=OFFICIAL]

OFFICIAL

Thanks for sharing s47F and it was fantastic meeting with you yesterday.

As mentioned, s22 and s22 (cc'd) will be your points of contact in the Department. I will continue to work closely alongside s22 and s22 to coordinate delivery of our Ally training. Looking forward to seeing you in Canberra on 17 May from 10-11am and 18 May from 2-3pm for the Empowered Allies workshops.

Travel safe and enjoy your weekend.

s22

From: s47F
Sent: Thursday, 4 March 2021 5:27 PM
To: s47F
Subject: FW: Leading Not Lagging - A Trans Day of Visibility Event

Hello Canberra Contacts,

I thought I would forward on a Sapphire online event that you and your colleagues might like to attend of TGD Recruitment and Career Advancement.

If you can capture who attended, it could count for points in the AWEI.

Thanks s47F

The logo for 'sapphire' is displayed in a white, lowercase, sans-serif font against a black background. The letter 'a' is white, while the 'pp' is a vibrant blue. The 'h' is white, and the 'ire' is also white. Below the 'p's and 'h', there are three stylized blue starburst or sparkle graphics of varying sizes, adding a decorative touch to the text.

Sapphire Online Event



Dear s47F,

Pride in Diversity's Sapphire Initiative is pleased to be handing the stage over to trans and gender diverse leaders and allies on Trans Day of Visibility with this free online event on **Wednesday 31st March, 5:30pm – 7pm:**

Leading Not Lagging

Recruitment and Career Advancement for Trans and Gender Diverse People

Research shows that diversity provides for more successful organisations, greater creativity and innovation, and higher profitability. Organisations that lead the way with diversity will reap the rewards, those that lag will not.

Very little research has been conducted into the experiences of Trans and Gender Diverse (TGD) people with respect to recruiting and career advancement, but what research there is shows the following

- TGD applicants are one fifth as likely to be hired for the same position as cisgender applicants even when they are more qualified and better experienced*.
- TGD applicants and people of diverse sexuality and gender, are more often highly qualified than their cisgender peers, despite significant challenges around supporting themselves through education, often without family or other support*.
- 30 percent of respondents in one survey reported being fired, denied a promotion or experiencing some form of mistreatment at work due to their gender identity or expression*. In another survey, an overwhelming 90% of respondents reported experiencing harassment or mistreatment in the workplace*.

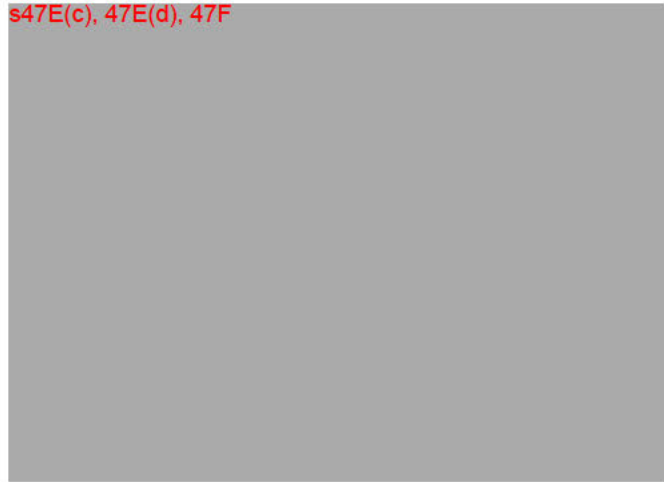
This panel discussion will provide you with the opportunity to learn about the experiences of trans and gender diverse job seekers, hear from recruitment experts on why the current system is broken and how it disadvantages TGD folks.

Learn what you can do to make a real difference.


**References can be supplied on request*

[**Register Here Now**](#)

s47E(c), 47E(d), 47F



Don't miss out - Register now!

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s47F



Make sure you stay up to date with all the Sapphire news by [registering for our newsletter](#)

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This email was sent to s47F

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s47F

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From: s22
Sent: Wednesday, 5 May 2021 11:10 AM
To: s47F
Subject: RE: PMC Training week commencing 17 May [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Following on from the below, I'm currently updating our online registration portal and wanted to confirm if the below details for the Empowered Ally Training is the same as the October training we ran. Noting that October was face-to-screen, grateful if you can please let me know if there is a maximum for the attendance of each session (room capacity below).

IDAHOBIT Empowered Ally Training

Session Type	Face to Face
Facilitators	s47F
Session Dates	17 May 2021 10am-11am 18 May 2pm-3pm
Capacity	Is there a limit on how many can attend? 17 May Room Capacity – 44 18 May Room Capacity - 32
Details	<p>This training will provide you with an opportunity to expand your understanding of LGBTQ+ issues in the workplace and build inclusive leadership skills.</p> <p>By the end of the session, participants will be able to:</p> <ul style="list-style-type: none"> • Explain the role that allies play • Outline key characteristics of an ally • Respond to some of the common views questioning the need for LGBTQ+ inclusion <p>Take action in calling out problematic behaviours</p>

Kind regards

s22

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

From: s22
Sent: Tuesday, 4 May 2021 3:35 PM
To: s47F
Subject: RE: PMC Training week commencing 17 May [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Great, we're hoping for the Ally training for both days please. We're also hoping we can catch up with you in person and our Pride Network whilst you're in town. Would you be free on the 17 May at 11am (following the first training session)?

Many thanks

s22

s22 | Adviser

Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Tuesday, 4 May 2021 10:37 AM
To: s22
Subject: RE: PMC Training week commencing 17 May [SEC=OFFICIAL]

Hi s22

There is nothing I need prior really, other than what I was that I was training, LGBTQ Awareness or Empowering Allies or both.

Thanks s47F

From: s22
Sent: Monday, 3 May 2021 5:10 PM
To: s47F
Subject: FW: PMC Training week commencing 17 May [SEC=OFFICIAL]

OFFICIAL

Hi s47F

s22 has forwarded the below – confirming we do still want to two allocated time slots. Actually great timing as I was going to touch base with you in regards to the training, if you need anything from us or we can help you in any way.

Happy to chat on the phone s22 is easiest or via email.

Many thanks

s22

s22 | Adviser

Inclusion, Diversity and Workforce Strategy | People Branch

From: s22
Sent: Monday, 3 May 2021 2:59 PM
To: s22
Subject: FW: PMC Training week commencing 17 May [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s22 – see the email from s47F below for you to action.

Cheers, s2

From: s47F
Sent: Monday, 3 May 2021 2:57 PM
To: s22
Subject: PMC Training week commencing 17 May

Hi s22 ,

I have two placeholders in my calendar for some training at PM&C when I am physically in Canberra.

They are at 10.00am on Monday and 2.00pm on Tuesday both for an hour.

Just checking in that you still want them.

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

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From: s22
Sent: Wednesday, 5 May 2021 12:54 PM
To: s47F
Cc: s22
Subject: RE: Financial Abuse workshop: potential ACON involvement [SEC=OFFICIAL]

OFFICIAL

H s47F

I just tried to call but got your voicemail suggesting I email. So here I am 😊 I just wanted to touch base with you around the financial abuse workshop.

We are still going ahead with the workshop and would love to have a further chat with you around being on a panel discussing how financial abuse prevention initiatives can be better informed with intersectional perspectives. I'm just trying to secure sign-off on the proposed agenda but things are a little busy around here with the Federal Budget on next Tuesday. So please hang tight, I will get back to you.

Cheers

s
2

s22 Adviser
Safety and Wellbeing Team | Office for Women
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: s47F
Sent: Thursday, 29 April 2021 9:46 AM
To: s22
Cc: s22
Subject: RE: Financial Abuse workshop: potential ACON involvement [SEC=OFFICIAL]

Hi s22,

Apologies for the delay in my reply. I hope that everything is going well with your work around the prevention of financial abuse. If there is anything you need from me just let me know.

Kind regards,

s47F

s47F

s47F

s47F

s47F

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From: s22
 Sent: Friday, 16 April 2021 12:15 PM
 To: s47F
 Cc: s22
 Subject: RE: Financial Abuse workshop: potential ACON involvement [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thank you for getting in contact via s47F I've worked with s47F over a couple of roles and s47F always been such a supportive relationship manager for ACON. I think I owe s47F a coffee one day!

I am in the process of developing and rolling out a suite of initiatives around the prevention of financial abuse. One of these initiatives is the workshop, which is tracking at the moment for mid-May in Melbourne. I'm just working with management here to confirm the agenda and would like to have a chat with you once I have the details confirmed.

I'll check in with you by the end of next week.

Thanks
s22

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

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From: s47F
Sent: Tuesday, 13 April 2021 4:57 PM
To: s22
Subject: Financial Abuse workshop: potential ACON involvement

Hi s22,

I hope you're well. I'm getting in touch as s47F (Pride in Diversity) has gotten in touch with me about a workshop you're planning in May about financial abuse. s47F let me know that you are looking at planning a panel focusing on how to inform financial abuse prevention initiatives from an intersectional perspective. s47F thought that this panel might be something that it would be helpful for me to be involved with.

I work at ACON as the program coordinator, sexual domestic and family violence. My role involves working with community, researchers, and other domestic and family violence organisations to increase community knowledge and awareness of sexual, domestic and family violence. I work closely with the ACON counsellors and care coordinators who provide direct support to clients. I deliver training, programs and campaigns in the space and also co-convene the NSW LGBTIQ DFV Interagency.

I have recently also completed some specific work around financial abuse in the LGBTQ community, so am thinking I may be able to assist with your current work. If it would be helpful, I'd be really happy to have a further chat about the workshop you're working on, and any way that I may be able to assist.

Thank you,
s47F

s47F

s47F | Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: [facebook](https://facebook.com/aconhealth)
s47F

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From: Inclusion and Diversity
Sent: Friday, 7 May 2021 10:39 AM
To: s47F
Cc: Inclusion and Diversity
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Grateful if you could please add the s47E(d) email to this mailing list ☺

Kind regards

s22

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

From: s22
Sent: Friday, 7 May 2021 10:16 AM
To: s22
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

From: s47F
Sent: Friday, 7 May 2021 10:14 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking

Hello again,

It would help if I used the correct links to register. They are:

<https://www.eventbrite.com.au/e/pride-in-diversity-canberra-roundtable-may-2021-tickets-150871090493>

[Pride in Diversity Networking Event Canberra May 2021 Tickets, Tue 18/05/2021 at 5:00 pm | Eventbrite](#)

Please ignore the spelling mistake in the networking link too.

Thanks s47F

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: Inclusion and Diversity
Sent: Wednesday, 12 May 2021 9:50 AM
To: s47F
Cc: Inclusion and Diversity
Subject: RE: PiD + PM&C catch up [SEC=OFFICIAL]

OFFICIAL

Hi s47F – apologies I had this in my calendar not the group one so missed it.

I'll let the team know about the networking drinks – thanks for that!

s
2

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



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

From: s47F
Sent: Wednesday, 12 May 2021 9:41 AM
To: Inclusion and Diversity
Subject: New Time Proposed: PiD + PM&C catch up [SEC=OFFICIAL]
When: Tuesday, 18 May 2021 3:00 PM-4:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.
Where: 1 National Circuit, Barton, 2600 - John Starling Room

Hi s22

Could we move this to the Monday at 3.30pm?

Otherwise I could do the hour just prior to the training, 1.00 – 2.00pm on Tuesday.

You are all welcome to come to the networking drinks on the Tuesday. The roundtable is full now.

Thanks s47F

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From: s22
Sent: Monday, 17 May 2021 8:38 AM
To: s47F s22
Cc: s22
Subject: RE: Empowering Allies session at 10.00am [SEC=OFFICIAL]

OFFICIAL

Beauty, thanks s47F 945 at the security desk is great. My mobile number is s22 if you get stuck. See you then, s22

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



From: s47F
Sent: Monday, 17 May 2021 8:33 AM
To: s22
Cc: s22
Subject: Empowering Allies session at 10.00am

Hi s22,

Attached is the slide deck for this morning's Empowering Allies.

Will I meet you at reception at about 9.45?

Thanks s47F

s47F

Pride in Diversity

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: Monday, 17 May 2021 1:45 PM
To: s47F
Cc: s22
Subject: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]
Attachments: Financial Abuse Workshop - draft agenda.docx

OFFICIAL

Hi s47F

Thanks for your patience. I am happy to report I am now able to move ahead with organising the logistics of the Prevention of Financial Abuse Workshop on June 9 in Melbourne (see proposed agenda attached).

One of the panels will be on how financial abuse prevention initiatives can be better informed with intersectional perspectives. Another session will inform the development of Safety by Design Principles.

Given your work as Program Coordinator Sexual, Domestic and Family Violence at ACON Health, we would welcome you to join the Intersectional Panel as a speaker and to attend the rest of the workshop to contribute your insights.

The Office will provide a speaker's fee of \$500 to compensate for your time and cover transportation costs to the venue upon receipt.

If you would like to confirm your availability or discuss, then please do reach out. I will be looking to finalise the panel by mid next week.

Thanks

s22 | Adviser
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

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From: s22
Sent: Thursday, 20 May 2021 4:51 PM
To: s22 s47F s22
Cc: s22
Subject: Hold off on booking travel [SEC=OFFICIAL]

OFFICIAL

Hi all

Apologies for the change in message on this – I’ve just got to check with our accounts payable team here on the preferred way to book travel. **Please hold off on booking travel at this stage.**

I will get back to you with advice as soon as I receive it.

Thanks

s22

s22 | Adviser

Office for Women | Women’s Safety and Wellbeing Team

Department of the Prime Minister and Cabinet

s22

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From: s22
Sent: Thursday, 20 May 2021 5:29 PM
To: s47F
Cc: s22
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

Thanks so much, s47F. Hopefully you saw my email asking to hold off on booking travel for now, as I just need to double check with our accounts payable the preferred way forward. Some agencies book on behalf of external guests while others reimburse, will see how PM&C does it and let you know shortly.

Thanks for sending the bio and pic through, we'll add that info to the program for the day. We're really excited to be able to hold in-person discussions again and to include a broad cross-section of the community. It's going to be a good day!

Talk soon

s
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s22 | Adviser
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

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From: s47F
Sent: Thursday, 20 May 2021 3:35 PM
To: s22
Cc: s22
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

Hi s22,

As we discussed on the phone, thanks so much for the opportunity to participate in the panel. It sounds like it will be a fantastic day, and it's wonderful to see the needs of LGBTQ communities being actively included. I am available on the 9th so would like to very happily accept this invitation.

I'll organise an ACON tax invoice for the speaker fee, as these funds will go towards our programs, and will separately book flights and send you these receipts ahead of the day.

Over the phone, you also requested a bio and photo. Please see attached for a photo. My bio is:

s47F

s47F

If there's any further information you need from me at this stage, just let me know.

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, 17 May 2021 1:45 PM

To: s47F

Cc: s22

Subject: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

H s47F

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s22 | Adviser

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From: s22
Sent: Monday, 24 May 2021 1:32 PM
To: s47F
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

Thanks for sending this through, s47F Do you have any dietary requirements we should note for the caterers?

Cheers

s
2
2

| Adviser
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

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From: s47F
Sent: Thursday, 20 May 2021 3:35 PM
To: s22
Cc: s22
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

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Over the phone, you also requested a bio and photo. Please see attached for a photo. My bio is:

s47F



s47F

If there's any further information you need from me at this stage, just let me know.

Thank you,

s47F

s47F

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

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From: s22

Sent: Monday, 17 May 2021 1:45 PM

To: s47F

Cc: s22

Subject: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

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If you would like to confirm your availability or discuss, then please do reach out. I will be looking to finalise the panel by mid next week.

Thanks

s22 [REDACTED] | Adviser

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

s22 [REDACTED]

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

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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

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: s22
Sent: Thursday, 27 May 2021 4:07 PM
To: s47F
Cc: s22
Subject: RE: POSTPONEMENT: Prevention of Financial Abuse Workshop [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks so much for the quick reply and your flexibility.

We will be in touch.

Regards,

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: Thursday, 27 May 2021 4:05 PM
To: s22
Subject: RE: POSTPONEMENT: Prevention of Financial Abuse Workshop [SEC=OFFICIAL]

Hi s22

Thank you for your email, I am still available on the 7th of July so happy to attend then.

Thank you,

s47F

s47F

s47F
Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: [facebook](https://www.facebook.com/aconhealth)

s47F

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From: s22
Sent: Thursday, 27 May 2021 3:38 PM
Subject: POSTPONEMENT: Prevention of Financial Abuse Workshop [SEC=OFFICIAL]

OFFICIAL

Good afternoon,

Due to recent emerging COVID-19 cases in Melbourne, the enforcing of various restrictions and a 7 day lockdown, we have decided to **postpone** the Prevention of Financial Abuse Workshop to **Wednesday 7 July 2021**.

We would still value your involvement as a panellist at the workshop, so can you **please confirm your availability** and willingness to attend on **Wednesday 7 July**.

Thank you for your understanding and for those in Melbourne, we are thinking of you.

Thanks,

s22
Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet

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