

2021 EMPLOYER PARTICIPATION DETAILS

EMPLOYER DETAILS: ALL ORGANISATIONS/EMPLOYERS MUST COMPLETE THIS PART OF THE SUBMISSION
 EMPLOYER DETAILS: PLEASE CHECK THAT YOU HAVE COMPLETED ALL DETAILS WITHIN EACH ROW OF THIS TABLE

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	Commonwealth Treasury
Sector:	Public/Government: Federal
Employer Size (within Australia):	Number of employees within Australia: 501 -1999 employees
Regional Employers	Is your head office Regional? <i>No</i>
Global Employers	Do you have international offices: <i>Treasury has International Posts (2-3 staff) in various locations.</i> Is your head office in Australia: <i>Yes</i>
Contact Person for the Index:	Name: s22 Position Title: Manager, Organisational Capability Postal address (including postcode): The Treasury, 1 Langton Crescent, Parkes, ACT 2600 Phone number: s22 Email: s22 .or Diversity@treasury.gov.au

INTERNATIONAL WORKPLACE INDEX PARTICIPATION	
Do you participate in any other workplace equality indices globally?	No

INDUSTRY BENCHMARKS	
Participating employers will by default be benchmarked according to: <ul style="list-style-type: none"> • Sector: Public / Private / NFP / Higher Education • Government: Federal, State, Local • Employer Size • Awarded Tier Recognition • Global Employers <p><i>All benchmarking tables will be provided for comparison, but only those that reflect your dominant industry/business should be selected here.</i></p>	Banking & Financial Services Federal Government

DISCLOSURE RECOGNITION	
Please select participation identification level at which we can identify you (Name and Employer Tier only, no scores)	<input type="checkbox"/> Only identify us if we reach Bronze Tier or higher

ADDITIONAL AWARD SUBMISSIONS	
Have you considered nominating someone for an LGBTQ Inclusion Award?	Award Nomination Categories: N/A

NEGATIVE PRESS / COMPLAINTS DISCLOSURE

- We have received negative press that has impacted our reputation as an LGBTQ inclusive employer
- Formal complaints were lodged against us for LGBTQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)
- We understand that up to 25 points *may be* deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ incident where our organisation was responsible and insufficient action was taken to rectify this.

In relation to the above (maintaining required confidentiality), please broadly outline your course of action or response/outcomes of any complaints lodged:

The Treasury hasn't received any negative press as a LGBTQI+ inclusive employer or formal complaints in relations to any LGBTQI+ matters.

ACCURACY STATEMENT

We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly.

Name of person signing off accuracy:	s22
Position within organisation:	Manager, Organisational Capability
Contact Email:	s22
Contact Phone:	s22

2021 STANDARD EMPLOYER AWEI

SECTION 1: STANDING SUBMISSION

This section pertains to LGBTQ inclusion within organisational policies and practice.

The Standing Submission includes:	
HR Policy & Diversity Practice:	Standard practices within HR Policies and explicit LGBTQ inclusion within them; including third party policies
LGBTQ Bullying / Harassment & Support:	Tracking and handling of potential incidents and support for LGBTQ employees, should this occur
Trans & Gender Diverse Inclusion:	Explicit policy inclusion for trans and gender diverse employees; including leave, forms, titles and dress codes
Strategic Focus:	Accountabilities and role responsibilities for HR and Executive staff; external / customer facing inclusion promotions

IMPORTANT NOTE:

If you have submitted an AWEI last year, **you may choose to carry over your point allocations within Section 1: Standing Submission only.**

- **If you wish to carry over your entire Standing Submission scores from last year, please leave Section 1: Standing Submission blank.**
(Recommended if you are satisfied with your previous scores and/or no further work has been done in this section.)
- **If you leave any questions blank within this section, we will not change the score from last year.**

OR:

- **If you wish to submit (or re-submit) for any question/s within Section 1: Standing Submission, please submit evidence for the individual question/s applicable.**
- **If you submit evidence for any question, the evidence and score will be re-evaluated based only on the evidence supplied within this Submission** (last year's evidence will not be referenced, so you must re-submit all evidence requested).

Please provide the name and contact details of your Senior HR person:

Senior HR Person:	s22
Contact Details (email / phone):	s22

Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual. If this contact is not supplied, it may result in a loss of points for questions within this section.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	FOUNDATION
1. Removal of the terms: 'Sexual Preference' or 'Lifestyle Choice(s)'	Max. 2 points
<p>We have conducted a review to ensure that any reference to 'sexual preference' or 'lifestyle choice' within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words 'sexual orientation.'</p> <p><i>Treasury regularly reviews all employment policies and does not use the term 'sexual preference' or 'lifestyle choice' in its policies - references refer to 'sexual orientation'. For example, in our policy for preventing and managing bullying, harassment and discrimination in the workplace.</i></p> <p><i>No review has been conducted on the external facing websites. However Treasury's website doesn't refer to either 'sexual preference' or 'lifestyle choices'.</i></p>	



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[Banking and finance \(1\)](#)

[Business and industry \(1\)](#)

[Economy \(1\)](#)

Posted Date

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[2015 \(2\)](#)

[2013 \(2\)](#)

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STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

**FOUNDATION
Max. 2 points**

2. LGBTQ Inclusivity within Policies and Benefits

On our policy intranet pages (or upfront within our policy documentation), we have made it *explicitly clear* that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits).

Treasury’s policies do not explicitly state that all policies are inclusive of ‘LGBTQI+’ employees (and their families). Instead of identifying particular diversity groups, the policies clearly state that they apply to ‘all Treasury employees’ (this includes Treasury’s Enterprise Agreement). Treasury’s parental leave policy explicitly states that primary carers leave may be taken by either parent ‘regardless of gender.’

Screenshot from Treasury’s Enterprise Agreement Part 1 Scope clause.

Part 1 — Scope

1.1 Title

- a) This Agreement shall be known as the Treasury Enterprise Agreement 2018-2021.

1.2 Parties

- a) In accordance with section 172(2) of the *Fair Work Act 2009*, this Agreement covers the Secretary of the Treasury (on behalf of the Commonwealth) and all Treasury employees employed under the *Public Service Act 1999*, except for:
 - i. Senior Executive Service (SES) employees;
 - ii. employees employed in the Commonwealth Grants Commission;
 - iii. employees employed in the Australian Office of Financial Management; and
 - iv. employees employed in the Royal Australian Mint.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

**FOUNDATION
Max. 3 points**

3. New Parent Leave Inclusive of LGBTQ Families

On our policy pages (or upfront within our family policy documentation), we explicitly communicate that our New Parent Leave (or equivalent) includes those who have children via surrogacy, adoption and foster arrangements regardless of employee gender.

Treasury provides parental leave including adoption and permanent and short term foster care leave. The policy is applicable to all eligible Treasury employees regardless of gender.


Screenshot from Treasury's Enterprise Agreement 3.8 Parental Leave clause.

3.8 Parental leave

- a) An employee is entitled to maternity leave in accordance with the *Maternity Leave (Commonwealth Employees) Act 1973*.
- b) An employee may elect to spread the payment for the leave granted under clause 3.8(a) over a maximum period of 24 weeks at a rate of no less than half pay. Any such period of leave in excess of 12 weeks will not count as service for any purpose.
- c) An employee, other than a casual, who has at least 12 continuous months of APS service and who is the primary carer of a child may take four weeks' paid leave within 12 months of the birth of that child, which:
 - i. must be taken as a continuous block;
 - ii. is only available to employees who are the primary carer of their own child or their partner's child;
 - iii. for primary carers who are the birth mother, is in addition to the entitlement under clause 3.8(a).

- d) An employee may elect to spread the payment for the leave granted under clause 3.8(c) over a maximum period of eight weeks at a rate of no less than half pay. Any such period of leave in excess of four weeks will not count as service for any purpose.
- e) An employee who accesses leave under clause 3.8 is not also entitled to access leave under clause 3.9 in circumstances where both forms of leave would be available to that employee, in respect of that child.
- f) No employee may access more than 16 weeks' paid leave under clause 3.8.
- g) An employee who is not the primary carer is entitled to 10 days' paid leave at or close to the time of the birth of the child.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
4. Travel Advice for Employees	2 points
<p>We have travel advice and support available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g. cultural context, safety, LGBTQ matters in other jurisdictions).</p>	
<p><i>Treasury's internal travel team do not provide any specific advice or assistance to any travellers that are from the LGBTQ+ community. However on our intranet site under international travel security, we do refer to smartraveller which has a link to advice for LGBTQ+ travellers (screenshot below).</i></p>	
<p><i>Treasury staff are consulted with the Treasury's Security team about their international destination, the associated security and personal safety considerations.</i></p>	
<p><i>For Treasury's long term postings and deployments, the Department of Foreign Affairs and Trade (DFAT) provide guidance in their Post Reports for each city in which an Embassy operates. For example, in the Jakarta Post Report, the following is listed (although this language may have been updated since):</i></p>	
<p><i>Advice is to be sought from DFAT on a country-by-country basis as there is a variety of positions taken by international countries (example below).</i></p>	
<p><i>Advice from the smartraveller website link: https://www.smartraveller.gov.au/before-you-go/who-you-are/LGBT/</i></p>	
<p><i>Screenshot from smartraveller advice for LGBTQ+ travellers.</i></p>	


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Advice for LGBTI travellers

All travellers face risks overseas. Risks can be higher for lesbian, gay, bisexual, transgender and intersex (LGBTI) people in some countries. This information aims to help minimise these risks.

This page provides general advice about:

- [laws and customs of other countries](#)
- [violence and discrimination](#)
- [how to be safe in social situations](#)
- [tips before you go](#)

Every country is unique in its approach to LGBTI people. It's your responsibility to get the facts first, and take steps to reduce your risks. Before you go, read our travel advisories. Contact the embassy or consulate for each of your destinations.

This page is for LGBTI Australians planning to travel overseas. If you're overseas and need [help](#), see our advice on what to do [when things go wrong](#).

Be aware of the law

You're subject to all local laws and penalties in your destination. Some may appear harsh by Australian standards. Behaviour that's legal in Australia could be illegal in more conservative countries.

Be aware that authorities may apply local laws inconsistently. Authorities may actively or passively discriminate against LGBTI people.

Same-sex relationships

- Same-sex relationships and activities might be legal in certain destinations, but illegal in others.
- Same-sex relationships and activities may be legal, but considered socially unacceptable.
- Some countries prohibit same-sex relationships and activities between males, but stay silent on females.

Transgender or intersex

Local laws are often silent on relationships involving transgender or intersex people. Laws regarding same-sex relationships may generally cover these relationships.

Advice sought from DFAT before an upcoming posting:

2018 Post Report for Jakarta

Recognition of de facto/same sex partners (p38)

The Government of Indonesia does not recognise same-sex relationships for the purposes of diplomatic accreditation.

Officers in same-sex relationships contemplating a posting to Jakarta should consult post management at an early stage.

There has been recent discrimination from some groups toward the LGBTQI+ community.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

ADVANCED

5. Third Party Policies

Max. 2 points

We have audited third party service providers to ensure they align with our non-discriminatory policies/procedures, inclusive of LGBTQ people and their families.

Please select **all** that have been audited, evidence only required for **one**:

- Superannuation
- Death & TDP Benefits / Life Insurance
- Travel Insurance
- Healthcare (excluding EAP – Employee Assistance Programs – covered elsewhere)

No third party audits are performed within the Treasury.

As a government entity, we don't have a choice about which insurer we use ([Comcare](#)). Comcare scheme provides a system for work health and safety, rehabilitation and compensation under Commonwealth legislation. Comcare scheme and legislations is complaint to the following Acts:

- *Safety, Rehabilitation and Compensation Act 1988; and*
- *Work Health and Safety Act 2011;*

The Safety, Rehabilitation and Compensation Act 1988 and Work Health and Safety Act 2011 is not inclusive of LGBTQI+ people, however the act covers "A person who is employed by the Commonwealth or by a Commonwealth authority". These Acts do not discriminate against people who identify as LGBTQI+ or other diverse backgrounds.

It's also a government entity in its own right, therefore Treasury assurance is to abide by and reports on the same legislation, government policies and procedures on diversity we do.

[\(AWEI 1.5\) Safety, Rehabilitation and Compensation Act 1988.pdf](#)

[\(AWEI 1.5\) Work Health and Safety Act 201.pdf](#)

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

ADVANCED
Max. 5 points

6. LGBTQ Inclusive Domestic & Family Violence Policy

We have a Domestic & Family Violence Policy (DFV) that covers the following:

- (a) specific challenges and unique types of violence faced by LGBTQ communities**
- (b) stated LGBTQ avenues of support**
- (c) a statement that the policy explicitly covers LGBTQ people, partners and their families**

- a) The Treasury’s Family and Domestic Violence Policy covers all employees who may be impacted by domestic or family violence regardless of their gender or the type of relationship in which violence occurs. The policy provides support to suit the individual circumstances of affected employees and their families. Assistance is provided by professional wellbeing case management professionals in Treasury, as well as access to specialised counselling services with a domestic and family violence clinician through the department’s Employee Assistance Program.*
- b) Treasury’s FDV information sheet provides staff a list of varied National counselling services, included on this list is: Gay and Lesbian Health Victoria, Kara House Lesbian Domestic Violence Outreach Service, Another Closet and EveryMan Australia. Evidence below.*
- c) Treasury does not explicitly refer to LGBTQI+, however Treasury’s FDV Guidelines and FDV Policy exclusively refers to “All employees”. The FDV Guidelines states that support services for all employees regardless of gender and sexual orientation.*

In addition, the FDV Policy refers to “supporting all employees who are impacted by domestic or family violence; regardless of their gender or the type of relationship in which violence occurs”.

Once more, the FDV Guidelines also mentions that support is available to “all employee’s and, where relevant, to their families”.

Screenshot from Family and Domestic Violence Guidelines avenues of support for LGBTQI+ staff.
Screenshot from Family and Domestic Violence Policy statement that supports LGBTQI+ staff.

VIC Services

- **VIC Domestic Violence Response Line** – 24 Hour Response Line - 1800 015 188
- **VIC Jobwatch** – Information, advice and referral on work-related issues – 03 9662 1933 (metro), 1800 331 617 (rural/remote), 9am – 5pm, Mon-Fri, closed between 12pm – 2pm on Tuesdays.
- **VIC Safe Steps** – 24 Hour Hotline - 1800 015 188
- **VIC Wire** – Information for support, referrals on any issue, such as family relationships and legal issues – 1300 134 130, 9am – 5pm, Mon-Fri
- **Domestic Violence Resource Centre Victoria** – Initial telephone support, information and referral to services to assist people who have experienced family violence - 03 9486 9866 9:00am – 5:00pm Monday – Friday
- **Gay and Lesbian Health Victoria** -

- **Mensline Australia** - professional telephone and online support and information and referral services for men with family and relationship concerns – 1300 789 978
- **Men's Referral Service** - a referral service for men dealing with family and domestic violence matters – 1300 766 491
- **Another Closet** - LBGTIQ+ Specialised services for people experiencing family and domestic violence

Other services within Australia

- **QLD Domestic Violence Crisis Support Service** –24 Hour Hotline 1800 811 811 QLD Domestic Violence Sexual Assault Line – offers support and counselling to anyone (women, men and young people) – 24 Hour hotline, 7 days, 1800 010 120
- **SA Women's Safety Services** – Support and assistance for Women and children. Domestic Violence Crisis Line - 1800 800 098
- **TAS Family Violence Counselling and Support Service** – information and referral for people affected - 1800 608 122, 9am – midnight, Mon-Fri & 4pm – midnight, weekends/public holidays
- **NT Dawn House, Domestic Family Violence Counsellor** – (08) 8945 1388
- **Australian Indigenous HealthInfoNet** - An Indigenous family violence web resource
- **Kids Help Line** - counsellors are available to talk to children confidentially about any issue that is affecting or worrying them. The fastest way to speak to a counsellor is to call the Kids Help Line phone number on 1800 55 1800. Email or web counselling is also available from the Kids Help Line website.

Page 2 of :

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- **Child Protection 24 Hour Helpline** – 132 111
 - **Lifeline** – Access to 24 hour crisis support and suicide prevention services - 131 114
 - **Suicide Call Back Service** – 1300 659 467
 - **Kara House Lesbian Domestic Violence Outreach Service** – Mon-Fri, 9am – 5pm, T: 1800 900 520, E: karahouse@infoexchange.net.us
 - **EveryMan Australia** - EveryMan Australia is providing a phone support service for anyone who thinks that they're at risk of using violence with a partner. This service is available not only to men at risk of using violence with women, but to members of Canberra's Lesbian Gay Bisexual Transgender Intersex Queer community and to women at risk of using violence to male partners. Call Connect24 on 1800 261 610 to speak to a Violence Prevention worker.

OVERVIEW

The Treasury's Family and Domestic Violence Policy (Policy) sets out Treasury's commitment to supporting all employees who may be impacted by Family and Domestic Violence (FDV).

Providing a central online repository of tools, resources and referral services

- A range of resources will be made available via the Treasury intranet so that all employees can access information on FDV and support services available. This will include links to relevant policies and guidelines, training and information.
- The guide to FDV support services included services for all employees regardless of gender and sexual orientation, and includes specialised services for perpetrators seeking assistance or advice.

Gender Equality

Treasury is committed to supporting all employees who may be impacted by domestic or family violence; regardless of their gender or the type of relationship in which violence occurs.

ASSISTANCE FOR EMPLOYEES IMPACTED BY FDV

FDV is a complex issue with many elements that need be taken into account when dealing with individuals who are impacted by it. The Treasury understands these complexities and provides a range of internal and external support services to all employees and, where relevant, their families.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

7. Communications on LGBTQ Inclusive and Offensive Language

ADVANCED
max. 4 points

We have developed targeted communications or public relations guides that outline how to reference LGBTQ communities in communications, articles, media, and/or advertising that:

- provide examples of both inclusive language AND language that is exclusive/offensive to LGBTQ people
 - are available to all employees within the organisation
- The Treasury Editorial Guidelines has a section on inclusive language on page 10 and 11 (screen shot below). The guidelines doesn't provide explicit language and/or examples for LGBTQ+ people, however the guidelines provide Gender explicit language and examples.*
 - The Treasury Communication Branch are currently in the process of updating Treasury's new Style Manual, which will abide by the Australian Government writing and editing standards. Treasury new Style Manual will include Gender and sexual diversity and will look similar to Australian Government writing and*

editing, inclusion language page. Treasury Editorial Guidelines are accessible to all staff on Treasury's internal intranet as part of the Writing Toolkit, as shown below.

In addition, there will be communications campaign to staff, promoting the Style Manual on various internal communications channels.

Screenshot from Treasury Editorial Guidelines on inclusive language.

Gender

Avoid the use of 'his/her', or 'his or her'. If possible, use plurals, first person or second person to avoid this.

The candidate should send copies of the application to his/her referee. ❌

Candidates should send copies of the application to their referees. ✔️

You must provide copies of your application to your referee. ✔️

TSY/AU Intranet

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Writing toolkit

Treasury's challenge is to make our advice as persuasive as possible. This means our written material must be clear, compelling and consistent.

- Writing quick tips
- Editorial guidelines
- Writing for different formats
- Drafting Media Releases
- Drafting speeches

[Coronavirus \(COVID-19\) advice for staff](#)

Writing toolkit

Treasury's challenge is to make our advice as persuasive as possible. This means our written material must be clear, compelling and consistent.

Writing quick tips

Editorial guidelines

There are a number of tools to help you ensure you are writing clearly, avoid common mistakes and adhering to the preferred style. From how to format dates and time to when to avoid an oxford comma these guidelines have all the answers

- The Treasury Quick Reference Style Guide is being updated. Please refer to the Treasury Editorial Guidelines.
- [Treasury Editorial Guidelines](#) – a guide for Treasury's writing and editorial styles and preferences, based on the Australian Government Style Manual. The preferences in this guide override those in the Style Manual where they differ.
- [Australian Government Style Manual](#) – published in 2002, the sixth edition of the Style Manual provides guidance for preparing material for publication managers and authors through to designers, editors, screen-based publishers, indexers and printers.

Writing for different formats

Drafting Media Releases

Drafting speeches

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT 8. LGBTQ Training HR / Grievance Officers	FOUNDATION Max. 3 points
<p>We have an internal formal HR/Grievance process whereby LGBTQ people can request or engage with:</p> <ul style="list-style-type: none"> a) someone specifically trained in LGBTQ Inclusion; OR b) an ally who has a good understanding of LGBTQ sensitivities and potential areas of concern <ul style="list-style-type: none"> a) <i>Treasury does not have a specific LGBTQI+ trained Case Officers for LGBTQI+ internal formal HR and/or Grievance related matters. However, Treasury offers Department wide LGBTQI+ awareness training but no specific LGBTQI+ grievance training.</i> b) <i>Our Wellbeing and Performance team provide inclusive support to all employees. Equally Treasury’s case officers know the importance of safe spaces for the LGBTQI+ individuals and where they can receive social support for their identities and have the opportunity to learn adaptive coping skills in facing minority stress.</i> 	
<p><i>Screenshot from Treasury’s Intranet Page advertising LGBTQI+ awareness training.</i></p>	

LGBTQI+ awareness

This training will provide you with greater awareness of why LGBTQI+ workplace inclusion is important, increased comfort around terminology and an understanding of challenges often faced by LGBTQI+ employees. It will help you understand the role you can play in creating a more inclusive culture.

The training is an important part of the Treasury's efforts under the *Inclusion and Diversity Strategy 2019-2021* and the Pride Network to:

- create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status;
- foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and
- attract and retain the best talent, including LGBTQI+ staff.

Target Audience: All staff

Dates and times:

- Friday 4 December 10.00am – 11.00am
- Monday 7 December 10.30am – 11.30am
- Thursday 17 December 11.00am – 12.00pm

Location: via Webex

Empowering LGBTQI+ allies

This training will give you a practical understanding of the role of allies, actions allies can take, importance of being a visible ally and how to call out problematic behaviours.

The training is an important part of the Treasury's efforts under the *Inclusion and Diversity Strategy 2019-2021* and the Pride Network to:

- create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status;
- foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and
- attract and retain the best talent, including LGBTQI+ staff.

Dates and times:

- Friday 11 December 10.00am – 11.00am (all staff)
- Monday 14 December 10.30am – 11.30am (SES)
- Wednesday 16 December 10.30am – 11.30am (all staff)

Location: via Webex

- To register for any of these events, visit the calendar in [Treasury Learning](#) (Chrome only).

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

INTERMEDIATE

9. Behavioural Examples of What Constitutes Bullying / Harassment

Max. 4 points

Documentation within our bullying and harassment policy/guidelines provide clear behavioural examples of what constitutes bullying/harassment in terms of sexual orientation, gender identity/expression AND examples of behaviour that constitutes bullying/harassment of intersex people.

Treasury’s policy on preventing and managing, bullying, harassment and discrimination in the workplace mentions harassment against a particular personal characteristic including that of ‘sexual orientation’.

Characteristics of trans or intersex status are not explicitly mentioned in the policy.

Screenshot from Treasury’s policy on preventing and managing, bullying, harassment and discrimination in the workplace.

About Managing Bullying and Harassment

Workplace bullying is repeated and unreasonable behaviour directed towards a worker or group of workers that creates a risk to physical and mental health and safety.

Harassment involves unwelcome behaviour that intimidates, offends or humiliates a person possessing a particular personal characteristic such as race, age, gender, disability, religion or **sexual orientation**.

Complaint process: Staff are able to access informal or formal processes for dealing with complaints of bullying and harassment. These processes are outlined in the Preventing and Managing Bullying, Harassment and Discrimination in the Workplace policy.

The following are some examples of workplace bullying:

- abusive, insulting or offensive language
- unjustified criticism or complaints
- humiliating others through sarcasm, belittling someone’s opinions, or practical jokes
- excessive scrutiny at work
- deliberately excluding someone from workplace activities.

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT 10. EAP Provider	INTERMEDIATE Max. 3 points
<p>We have either:</p> <ul style="list-style-type: none"> a) identified individuals within our EAP provider who have received specific training in, or have considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees b) received documentation that we believe demonstrates both the knowledge and expertise of our EAP provider to support LGBTQ people <p>and we have:</p> <ul style="list-style-type: none"> c) <i>clearly communicated</i> this on our EAP Provider page and/or our LGBTQ intranet page <ul style="list-style-type: none"> a) <i>Treasury EAP provider Benestar, acknowledge the needs of LGBTQI+ people. They have specialised in LGBTQI+ specific support by engaging with over 160 LGBTQI+ trained clinicians. In addition, the clinicians are searchable within their database, which enables Benestar’s contact centre team to locate the right clinician depending on the type of support required.</i> b) <i>The statement below is Benestar’s commitment to LBGTQI+ people. This statement was provided to Treasury’s Wellbeing and Performance team for validation. Noting, Benestar’s memberships and involvements with leading LGBTQI+ institute, Pride and Diversity and Diversity Council Australia. The Treasury endorses that Benestar is qualified to support LGBTQI+ people.</i> c) <i>Treasury does not explicitly name any diversity groups on the EAP internal intranet page, instead referring to “All Treasury staff”.</i> 	
<p><i>(AWEI 1.10) Benestar LGBTQI+ advice.pdf</i></p>	

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT 11. Tracking of Incidents	ADVANCED Max. 4 points
<p>We can provide evidence that shows:</p> <ul style="list-style-type: none"> a) how we extract LGBTQ related instances from collected bullying/harassment data b) the development of a process that is sensitive to LGBTQ disclosure enabling us to mediate and/or action incidents <ul style="list-style-type: none"> a) <i>In Compliance to the Privacy Act 1988 - Part III Information privacy, Treasury does not extract any data from Bullying and Harassment reports.</i> b) <i>Treasury’s ‘Preventing and Managing Bullying, Harassment and Discriminations in the Workplace’ policy, does not segregate the process depending on the sensitivity around the incident. The policy framework adheres to the Australia Public Services legislations, which includes the Sex Discrimination Act 1984, Fair Work Act 2009 and Work Health and Safety Act 2011.</i> 	
<p><i>N/A</i></p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 12. Gender Affirmation Policy and Process Documentation	INTERMEDIATE Max. 5 points
<p>We have a documented gender affirmation policy/process and documentation to support both; the employee(s) wishing to affirm their gender in the workplace AND their manager(s), peers and colleagues.</p> <p>Note: ‘Gender affirmation’ (above) is the ideal term for what has commonly been referred to as ‘transitioning.’</p> <p><i>Treasury does not have a documented gender affirmation policy/process. However it is currently being considered as part of planned future policy discussions and is outlined in the Pride@TSY Action Plan.</i></p>	
<p><i>(AWEI 1.12 and 1.15 and 2.2 and 3.11) Action Plan.docx</i></p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 13. Dress Codes and Uniforms	ADVANCED Max. 4 points
<p>We have removed gendered language within organisational wide dress code policies and/or guidelines to empower all employees, including trans, gender diverse and non-binary employees to dress in a manner (or select uniforms) that best reflects who they are.</p> <p>Further contact details and information has also been provided for support, if required.</p> <p><i>Treasury does not have a dress code policy. However, all APS employees are required to observe the APS Values and Code of Conduct.</i></p>	
<p><i>Statement from the APS code of conduct:</i></p> <p>“APS employees are obliged to behave in a way that upholds the good reputation of the agency and the APS, and that the way we dress demonstrates the respect that we have for our clients and other stakeholders. The APS Values and Code of Conduct does not explicitly use gender-specific language in setting out the standard of behaviour expected of APS employees.”</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 14. Gender Affirmation Leave	ADVANCED Max. 4 points
<p>We have an internal policy that ensures <i>additional</i> paid leave is available for employees who require time away to undertake or physically manage their gender affirmation.</p> <p>Note: For full points, this leave must be in addition to the need to utilise annual leave, sick or generic personal leave.</p> <p><i>The Treasury does not have a specific policy that provides additional paid leave for employees who require time away to undertake or physically manage their gender affirmation.</i></p>	
<p>N/A</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 15. Gender Neutral Bathrooms and Facilities	ADVANCED Max. 4 points
<p>We have (or are working towards) having ‘Gender Neutral’ or ‘All Gender’ bathrooms and/or facilities <i>with clear and visible signage</i> available to employees.</p> <p>Note: “Unisex” signage will not be given points for this question. We are seeking more inclusive language for inclusive signage.</p> <p><i>The Treasury recognises the importance of ensuring an inclusive and safe environment neutral or all gender bathrooms and/or facilities for Treasury’s LGBTQI+ community.</i></p> <p><i>Treasury identifies that this is a working progress, with the near completion of our first ever Action Plan. The Action Plan addresses the need to build capability by developing a Gender Affirmation guideline.</i></p>	
<p><i>(AWEI 1.12 and 1.15 and 2.2 and 3.11) Action Plan.docx</i></p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 16. (Forms) Non-Binary Gender Options for Employees	ADVANCED Max. 2 points
<p>We have audited and amended (or are in the process of auditing/amending) all internal documents and forms that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p><i>Treasury is compliant with Australian Government Guidelines on the Recognition of Sex and Gender, which requires the inclusion of a non-binary option for internal documents and forms that collect gender information.</i></p> <p><i>Treasury previously undertook an audit to identify and make necessary amendments in accordance with the Government guidelines. However, we're unable to provide evidence to this statement.</i></p>	
<p>N/A</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 17. (IT Systems) Non-Binary Gender Options for Employees	ADVANCED Max. 2 points
<p>We have audited and amended (or are in the process of amending) all relevant IT systems that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p><i>The Treasury collects data about the diversity of its employee's to meet the department's reporting requirements to the Australian Public Service Commission and to guide the development of workforce strategies to improve equality, diversity and organisational performance at Treasury. Employees do not have to provide this information but are encouraged to do so. All personal information submitted is treated in line with the Privacy Act 1988.</i></p> <p><i>Treasury previously undertook an audit to identify and make necessary amendments in accordance with the Australian Government Guidelines on the Recognition of Sex and Gender, which requires the inclusion of a non-binary option for relevant IT systems that collect gender information Government guidelines. Treasury has been found compliant in accordance with the Government's guidelines.</i></p>	
<p>N/A</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE
ADVANCED
18. Trans and Gender Diverse Applicants
Max. 6 points

For trans and gender diverse applicants, we have:

- a) **Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse people who are applying for jobs**
 - b) ***clearly communicated* a point of contact available for trans and gender diverse applicants throughout the recruitment process on relevant web pages or within application documentation**
 - c) **provided documentation addressing concerns specific to trans and gender diverse applicants and made these available throughout the recruitment process**
-
- a) *Some roadblocks experienced by trans and gender diverse people such as limited options in selecting gender have been removed. Candidates have the option to update their recruitment/job application profile at any stage by logging into the e-recruitment system PageUp. However, candidates can only select non-binary titles. Position descriptions outline Treasury's initiatives and networks available to trans and gender diverse people.*
 - b) *While there is a contact point for candidates that have queries or require support included within all the position descriptions, web pages do not include a contact point. Position descriptions are available to be accessed by candidates throughout the recruitment process by logging into the e-recruitment system.*
 - c) *No documentation specifically addressing the concerns of trans and gender diverse applicants is made available besides the position description (answered in part a).*

[\(AWEI 1.18\) Treasury Position Description.pdf](#)

We aim to create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status. This is achieved by developing an inclusive workplace, where employees are supportive and accepting of their colleagues and diversity is celebrated.

We aim to foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work without the need to edit behaviour and without fear of bias or intimidation.

RecruitAbility

RecruitAbility is a scheme that aims to attract applicants with disability. Applicants who opt in to the scheme and meet the minimum requirements of the role are advanced to a further stage in the selection process. Merit remains the basis for engagement and promotion.

If you identify as a person with a disability, you can 'opt in' for RecruitAbility on the application form.

Further information on RecruitAbility is available on the [Australian Public Service Commission's website](#).

Reasonable adjustments

We can provide equipment or support to help you attend an interview or complete an assessment task.

To assist you, we may provide:

- additional time to complete assessments
- an interpreter
- accessible computer hardware and software

Please contact the Recruitment and Secondments Team to discuss what options may be available to best suit you.

STANDING SUBMISSION: STRATEGIC FOCUS

STANDING SUBMISSION: STRATEGIC FOCUS 19. External Website LGBTQ Workplace Inclusion Promotion	FOUNDATION Max. 2 points
<p>We have promoted our focus and work on LGBTQ workplace inclusion on our <u>external</u> facing webpage (URL).</p> <p><i>The Treasury recognise all diversity backgrounds, therefore we don't explicitly promote one diversity function.</i></p> <p><i>The Treasury promotes its Inclusion and Diversity Strategy 2019-21. The strategy is located on the Treasury Careers page, hyperlink below. However, noting the importance of having a standalone Inclusion and Diversity internet page on the Treasury internet.</i></p> <p><i>Within Treasury's Inclusion and Diversity Strategy 2019 -21, one of our focuses is ensuring that Treasury's LGBTQI+ community is visible. This is being actioned by enhancing Treasury's LGBTQI+ social media presence on Facebook and LinkedIn.</i></p> <p><i>Screenshots of social media posts from the Treasury are below.</i></p>	
<p><i>Diversity and Inclusion Strategy Attachment is available on the Treasury recruitment website, screenshot below.</i></p>	

Inclusion and Diversity Strategy

We are focused on maintaining and further building the diversity of our workforce through a range of inclusion and diversity initiatives. Diversity is important because a diverse and inclusive workforce capitalises on the skills and talents of all members of the community. It harnesses and values people for their diverse range of skills and capabilities, leading to a more engaged, motivated and productive workforce.

[Treasury's Inclusion and Diversity Strategy 2019-2021](#) clearly articulates our vision, priorities and plan for the next two years. There are a number of employee networks and diversity committees within the Treasury that drive inclusion and diversity. Networks provide direct support to employees through their events and advice. They also act as a key consultation point and contribute to work that increases diversity awareness and capability.



AUSTRALIAN
NETWORK
ON DISABILITY



pridein
diversity

Social media posts:



Jobs ▾

Commonwealth Treasury

Russell, CT



Commonwealth Treasury

6,025 followers
8mo



We couldn't get together to celebrate the International Day Against Homophobia, Biphobia, Interphobia and Transphobia this year, so we celebrated with our WFH colleagues. Treasury and our Pride@Treasury Network are committed to fostering an inclusive workplace, where the LGBTQI+ community is visible and all employees can bring their whole self to work. #IDAHOBIT



👍👎❤️ 54

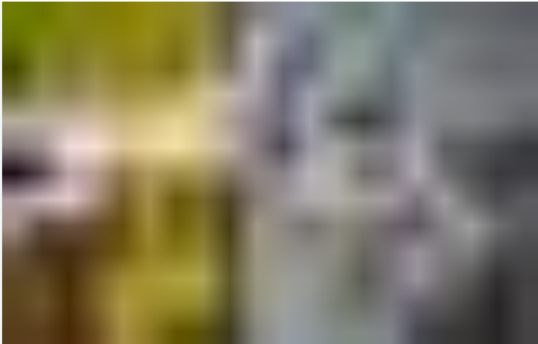
👍 Like 💬 Comment ➦ Share

To view or add a comment, [sign in](#)

LinkedIn Jobs Commonwealth Treasury Russell, CT

Commonwealth Treasury
6,025 followers
1y

Last week, **Commonwealth Treasury** celebrated the two year anniversary of Australia voting 'Yes' to marriage equality. The anniversary carries a great deal of meaning for many Treasury staff, and we mark it to reflect on the progress Australia has made. Marking milestones like this is just one of the ways we show our commitment to ensuring Treasury is an inclusive workplace, where everyone feels safe to bring their whole self to work.



28 · 2 Comments

Like Comment Share

s 47F

To view or add a comment, [sign in](#)

STANDING SUBMISSION: STRATEGIC FOCUS 20. HR / Diversity Professional Accountabilities	INTERMEDIATE 2 points
<p>We have at least one Diversity / HR professional whose job description, performance appraisal or work plan includes <u>specific and detailed</u> LGBTQ inclusion objectives/targets.</p> <p>Note: This is beyond a general reference to LGBTQ inclusion as an area of diversity.</p> <p><i>Treasury's Inclusion and Diversity (I&D) function sits within our Organisational Capability Team. The team provides support and advice to all Treasury's Diversity Groups, senior executive and our diversity champions. Treasury's I&D function focuses solely on driving inclusion and diversity initiatives across the department.</i></p> <p><i>Pride@TSY are in the final stages of completing their action plan. The action plan is a working document that underpins our Inclusion and Diversity Strategy further supporting our inclusion and diversity agenda. The plan outlines LGBTQI+ initiatives within Treasury across identified areas of focus.</i></p>	
<p><i>N/A</i></p>	

STANDING SUBMISSION: STRATEGIC FOCUS 21. Executive Sponsor or LGBTQ Champion	ADVANCED Max. 4 points
<p>We have an Executive Sponsor located <u>within our Australian offices</u> with documented role expectations/accountabilities related to LGBTQ inclusion work and advocacy within the organisation.</p> <p>a) <i>Attached is the Inclusive Workplace Committee Charter. Outlined in the charter, is the committee's objectives and responsibilities.</i></p> <p>b) <i>The Inclusive Workplace Committee (IWC) is the key decision-making body for advancing inclusion and diversity within Treasury. This is Chaired by the Treasury's Secretary.</i></p> <p><i>The IWC supports the Executive Board to set and implement the department's strategic direction for inclusion and diversity activities relating to all diversity matters.</i></p> <p><i>The committee is supported and represented by a Diversity Champion, which whom are Deputy Secretaries.</i></p> <p><i>The Pride Champion is an advocate at a senior level for LGBTQI+ community. In partnership with the Pride Network, the Pride Champion aligns all LGBTQI+ matters between the Executive Board and the needs of the Department.</i></p>	
<p><i>(AWEI1.21) IWC - Charter.docx</i></p>	

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
22. Senior Management Diversity Accountability	Max. 4 points
<p>We include specific diversity and inclusion accountabilities, job goals or expected outcomes within senior management appraisals beyond generic company values addressing diversity/inclusion (this may or may not include LGBTQ specific accountabilities).</p> <p>Note: This is outside of network leadership and executive sponsor accountabilities - applies to all executive/senior leaders.</p> <p><i>(a) Treasury’s Senior Executive Service (SES) Talent, Performance and Development Framework does not outline specific LGBTQI+ inclusion and diversity accountabilities within senior management appraisals beyond a behavioural requirement to create and reward an inclusive culture generally, and a mandatory requirement to complete general online diversity training modules.</i></p> <p><i>In addition, Treasury provides training for SES officers on LGBTQI+ inclusion. The LGBTQI+ awareness training provides SES with an awareness of why LGBTQI+ workplace inclusion is important, increases comfort around terminology and gives an understanding of challenges often faced by LGBTQI+ employees.</i></p> <p><i>(b) Not applicable.</i></p>	
N/A	

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
23. Customer-facing LGBTQ Inclusion	Max. 3 points
<p>We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.</p> <p><i>a) No evaluation has been conducted on LGBTQI+ customer facing or services user processes.</i></p>	
N/A	

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
24. Customers Information: Changing Gender Markers	3 points

We provide customers / service users with easily accessible information on how they can change their title (Mr, Ms, Mx), name and gender within our systems.

Treasury Recruitment System

- a) Yes, candidates can log in at anytime to Treasury’s recruitment system (PageUp) and update their title name and gender but clicking on ‘update your profile’.
- b) No, provided screenshots below of the options available to candidates when selecting gender and title. There is an option to choose indeterminate / Intersex / Unspecified gender, however the titles are all binary.

Treasury’s internal Payroll & HR system (Aurion ESS)

- a) Treasury employees can log into their personal profile within the Aurion ESS and change their salutation or gender. There are constrains for employees to update directly within ESS, due to both the system functionality and compliance regulations. For example, employees can’t update their legal names without proof of identification.
- b) The Aurion ESS does allow another option under the gender category to indeterminate, intersex or unspecified.

Example from PageUp



Note: Aurion personal details information section states:

Personal Details

For more information about updating your gender please refer to [Australian Government Guidelines on the Recognition of Sex and Gender](#).

If you would like to update your gender in ESS please contact the Pay and Conditions Team via [Treasury Assist](#) or call extension 2222 option 1.

If you would like to have a confidential conversation about updating your gender please email diversity@treasury.gov.au or call extension 2222 and select option 6.

Business Rule Detail

Save Cancel

Record Id 01612

Description Allow people to indentify themselves as Gender X - Intersex/Indeterminate/Unspecified.

Alpha

Number

Date

Time

Decimal

Checkbox

Allow Gender X

Gender	Male
Date Of Birth	
DOB Document	Male
External Employee Number	Female
	Indeterminate/Intersex/Unspecified

**** END OF SECTION 1: STANDING SUBMISSION ****

ANNUAL SUBMISSION

This part of the Submission (Sections 2 – 10) is only applicable to work carried out in the 2020 calendar year. Points will not be allocated for work carried out in 2021.

All questions within the Annual Submission must be answered in order to obtain point allocation. No points are carried over within these sections.

A reminder to read each question carefully and the specific evidence required, respectively.

- Each question asks for specific LGBTQ-explicit evidence. If inadequate or incomplete evidence is provided for any question, full points may not be obtained.
- If attaching evidence, please indicate the question number / title on the file name

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

****Due to the Covid-19 pandemic and national/state-wide restrictions, social distancing and other related factors, we will be accepting any virtual or digital evidence for the questions within the Annual Submission.****

SECTION 2: STRATEGY & ACCOUNTABILITY

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	FOUNDATION
1. External LGBTQ Expertise	Max. 2 points
<p>We have access to external LGBTQI+ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID).</p> <p><i>Treasury is a Pride in Diversity member within the assessed year.</i></p> <p><i>We have had multiple network sessions with our reps22</i></p>	

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	FOUNDATION
2. Documented LGBTQ Strategy	Max. 3 points
<p>We have a documented LGBTQI+ inclusion strategy (or pillar within an overarching diversity strategy) in place for the assessed year that includes <u>clearly defined</u> LGBTQI+ targets and/or action plans.</p> <p><i>Treasury has an Inclusion and Diversity plan with a specific LGBTQI+ pillar.</i></p> <p><i>Please provide a copy of the LGBTQI+ component of your strategy and clearly defined targets. If your strategy does not contain clearly defined LGBTQI+ targets, please provide any accompanying/supporting action plans that will show specific goals in this area</i></p>	

[\(AWEI 1.19 and 2.2 and 3.11\) 190301 – Diversity and Inclusion Plan.pdf](#)

[\(AWEI 1.12 and 1.15 and 2.2 and 3.11\) Action Plan.docx](#)

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

INTERMEDIATE

3. LGBTQ Advisory Group

Max. 4 points

We have ***established and promoted*** an internal LGBTQ advisory group which has:

- a) met specifically to identify areas requiring change or to work on projects requiring their expertise and guidance
- b) engaged with ***the organisation*** in efforts to implement change or complete allocated projects

Note: This group may be the leadership or a subset of your Employee Network, or a group within your organisation with distinct expertise in LGBTQ inclusion.

Treasury has an ***established and promoted*** Pride network that plays a role as an advisory group, *Pride@TSY* (also known as *P@TSY* or *Pride@Treasury*).

The advisory group is comprised of network members on the PrideCommittee@treasury.gov.au mailing list. The purpose of the network within the organisation is set out in its terms of reference, and includes “Liaise with POSB about workplace policy changes” (see attached [terms of reference](#))

The group meets on a regular basis to discuss projects and goals. (See attached [minutes](#))

The group reports to the Inclusive Workplace Committee to recommend changes and policy to further LGBTQI+ inclusion at Treasury. The group also advises other diversity networks on LGBTQI+ matters, and engages with divisions and groups on relevant projects. For example, Treasury’s Pride Network advised the Women’s network on inclusive language for their survey (see [attached email](#)) and members provide updates and advice to divisions and are encouraging guidance on inclusive language in signature blocks (refer to minutes linked above).

See attached terms of reference: [\(AWEI 2.3 3.9\) 180222 - Network terms of reference.docx](#)

See attached minutes: [\(AWEI 2.3\) 201015 - Network meeting minutes.docx](#)

see attached email: [\(AWEI 2.3\) 201023 - Advice to PWI on inclusive language.msg](#)

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	4. LGBTQ Inclusion Reporting	INTERMEDIATE 2 points
<p>Within the assessed calendar year, we have published a report on our LGBTQ inclusion work. This may be within annual reports, CSR documentation or equivalent public facing documentation.</p> <p>Note: This report may include work prior to the assessed year, however the report must be published within 2020.</p> <p><i>Treasury does not publish any reports which reference Pride@TSY.</i></p>		
N/A		

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	5. Media Coverage	INTERMEDIATE 2 points
<p>Our work in LGBTQ inclusion has been covered by an independent source (not internally written or published) within the assessed calendar year.</p> <p>Note: This has to cover your LGBTQ inclusion work in detail and cannot be a brief mention of your organisation, recognised employee/individual or an award won.</p> <p><i>We are unaware of any being referenced by an independent source.</i></p>		
N/A		

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	6. Strategic Work in Recruitment, Supplier Policy or Service Provision	ADVANCED Max. 3 points
<p>We have completed, updated or are making progress towards work within <u>one</u> of the following areas over the assessed calendar year:</p> <ul style="list-style-type: none"> • LGBTQ targeted recruitment (targeting LGBTQ job seekers) • LGBTQ supplier policy / promotion / resourcing / procurement policy (either seeking LGBTQ suppliers; or having a policy requiring suppliers to reflect your values around LGBTQ inclusion or attend training) • LGBTQ marketing campaigns or service provision brochures/collateral specifically targeting LGBTQ populations or answering questions specific to this population <p><i>Treasury specifically promotes its commitment to LGBTQI+ inclusion as part of its materials for graduate recruitment (see screenshots of website below)</i></p>		

Diversity

Diversity

Our employees come from all walks of life, and all corners of the Australian community. They bring their perspectives, experiences and skills from many professions and backgrounds, representing diversity in all its forms.

Treasury is committed to growing and maintaining a safe, inclusive and welcoming work environment for all staff, irrespective of gender, ethnicity, linguistic background, age, sexuality, or disability.

We recognise that teams with diverse members are more able to contribute to our organisation's goals and what we do through enhanced creativity, innovation and improved problem solving. Treasury can serve Australia and its people best when our workforce represents the community which we serve.

Our diversity and inclusion champions drive our inclusion agenda. There are also a number of self managed employee networks that provide support to employees through their networking events, activities and advice. They also act as a key consultation point and contribute to work that increases diversity awareness and capability across the department.

The networks include:

- Reconciliation Action Plan Committee
- Pride@Treasury Network
- Culturally and Linguistically Diverse Network
- Progressing Women initiative
- Access and Inclusion Network

Treasury also partners with external agencies to support our inclusion agenda, and has memberships with the Australian Network on Disability, Diversity Council of Australia, Reconciliation Australia and Pride in Diversity.

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY 7. Executive Leadership Representation	ADVANCED 2 points
<p>We currently have openly LGBTQ identifying people within our internal Diversity Council and/or within our Executive Leadership Team.</p> <p><i>Not that we are aware.</i></p>	
<p><i>N/A</i></p>	

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY 8. LGBTQ Inclusion Promotion	ADVANCED Max. 4 points
<p>We can show evidence of promoting our commitment to LGBTQ inclusion in <u>up to two</u> of the following areas:</p> <ul style="list-style-type: none"> • pitching for business or contracts • engaging with potential clients/customers • applying for funding • engaging with strategic partners or key external stakeholders <p><i>Treasury promotes our commitment to LGBTQI+ inclusion by liaising with other departments on best practice, and including attendees at our events. (See email attached)</i></p> <p><i>Our speaker for our Yes Day event was Luci Ellis, Deputy Governor of the Reserve Bank of Australia, and a key stakeholder in the economic policy space Treasury operates in. The event began with an introduction by our champion on the promoting the work of the network (See event invite attached)</i></p>	
<p><i>See email attached: (AWEI 2.8) 200220- Email reaching out to other networks on newsletter.msg</i></p> <p><i>See event invite attached: (AWEI 2.8 and 3.16) 201116- Yes Day 2020- with Dr Luci Ellis Assistant Governor (Economic) at the RBA SEC OFFICIAL.msg</i></p>	

SECTION 3: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

Please note: Different terms are used for internal networks (including Ally/Champion Networks, Resource Groups, Employee Network Groups, Employee Action Groups, etc.). For the purpose of consistency within this submission, when referring to such networks or equivalent, the terminology used within this section will be *Employee Network*.

If you have an outstanding Network Leader who has performed above and beyond the expectations of their role and significantly impacted LGBTQ inclusion within your workplace, please consider nominating them for the [Network Leader of the Year Award](#). (This nomination is open to anyone who has a formal role within the employee network leadership group.)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 9. LGBTQ Employee Network	FOUNDATION Max. 2 points
<p>Within the assessed calendar year, we have <i>either</i>:</p> <ul style="list-style-type: none"> a) made progress towards the launch or establishment of an LGBTQ employee network b) an established LGBTQ employee network with a clearly documented charter/purpose or remit <p><i>TSY has an established employee network, the PRIDE@TSY network.</i></p>	
<p>(AWEI 2.3 3.9) 180222 - Network terms of reference.docx</p>	

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 10. Network Leadership Structure	FOUNDATION Max. 3 points
<p>Our employee network has a clearly articulated leadership structure with:</p> <ul style="list-style-type: none"> a) clear roles and/or responsibilities for those involved b) an HR or Diversity representative as part of the leadership structure <p><i>The Pride@TSY network has a loosely defined Committee with no clearly defined chair roles and ad-hoc responsibilities. A HR rep is assigned to the Employee Network but no HR rep is part of the formal leadership structure nor regularly attends meetings.</i></p>	
<p>(AWEI 3.10) 2020 Network structure.docx</p>	

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 11. Network Strategy / Work Plan	FOUNDATION Max. 3 points
<p>Our network has in place its <u>own strategy</u> (or a work plan contributing to the organisation’s LGBTQ inclusion strategy) and has reported progress against clearly defined action plans, timelines and/or deliverables within the assessed year.</p> <p><i>The Pride@Tsy network has an action plan, setting out key goals and timelines. Treasury also has an inclusion and diversity strategy which sets out clear end states for LGBTQI+ inclusion at Treasury.</i></p> <p>(AWEI 1.12 and 1.15 and 2.2 and 3.11) Action Plan.docx</p> <p>(AWEI 1.19 and 2.2 and 3.11) Diversity and Inclusion Plan.pdf</p>	

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 12. Orientation / On-boarding	INTERMEDIATE Max. 2 points
<p>Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.</p> <p><i>Treasury held a Diversity Fair for incoming 2020 graduates, on Tuesday 4 February. This operated as a ‘market day’ where new graduates could chat to Pride@Tsy (and other diversity networks, including the Culturally and Linguistically Diverse Network, the Progressing Women Initiative, the Reconciliation Action Plan Committee and the Access and Inclusion Network) and learn about what we do. It was also an opportunity for Pride@Tsy to share merchandise, like rainbow postcards and pins, to increase the visibility of Pride at Treasury. Of the 33 graduates in the 2020 cohort, 8 signed up to the Pride@Treasury mailing list following the market day event.</i></p> <p><i>Treasury’s compliance onboarding includes SBS’s Diversity Works. Although does not highlight the LGBTQI+ specifically, the training provides definition and understanding around culture, diversity and inclusion and is a mandatory training for all staff.</i></p> <p>(AWEI 3.12) 190726 Tsy News - Launch of Tsy Inclusion and Diversity strategy.pdf</p> <p>(AWEI 3.12) 200114 EM from Diversity - Evidence of Diversity fair for grads.msg</p>	

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 13. Strategy and Goals	INTERMEDIATE 2 points
<p>Our network leads have objectives that are assessed annually within performance discussions, relating specifically to performance within that role (as opposed to generic cultural, diversity or value statements).</p>	

Treasury performance appraisals are assessed against the APS' Integrated Leadership System. One criteria is "values individual differences and diversity". Under this system, SES B2 and SES B3 staff (network Champions) are assessed on whether they "Capitalise on the positive benefits that can be gained from diversity" and "Communicates the value of harnessing diversity for the organisation."

[\(AWEI 3.13\) the-integrated-leadership-system.docx](#)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

INTERMEDIATE

14. Sustainability Plan

Max. 2 points

Our network has a documented sustainability plan (over and above a leadership structure and/or a succession plan) that will help ensure the longevity and continuity of the network.

We do not currently have a sustainability plan.

N/A

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

ADVANCED

15. Allies of Trans and Gender Diverse People

Max. 3 points

The network has undertaken one of the following within the assessed year:

- a) **actively distributed, promoted or developed information on how to be an ally to trans and gender diverse employees**
- b) **worked with trans and gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models**

Note: This is over and above speaking events or LGBTQ calendar Days of Significance.

[P@TSY](#) distributed a newsletter on Transgender Day of Remembrance, which included links to language guides. It also included a link to ACON's transhub. Language guides are also included on the network's internal wiki (see attached [newsletter](#) and screenshot below).

[\(AWEI 3.15\) 201120 - Pride news - Transgender Day of Remembrance \[SEC=OFFICIAL\].msg](#)

Resources

Signature Blocks

Gender pronouns in email signatures to better support transgender colleagues who often get referred to with incorrect pronouns.

Visibly demonstrate agreement with LGBTIQ+ principles and create a more inclusive workforce.

An example is below. This also includes an acknowledgement to the traditional land owners, as per Treasury's [Reconciliation Action Plan](#).

Name | Role | Division

Pronouns: His/him, they/them

The Treasury, Langton Crescent, Parkes ACT 2600

Ph: +61 2 6263 XXXX

www.treasury.gov.au

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Terminology and Inclusive Language

We prefer to use LGBTIQ+ as an umbrella term for the lesbian, gay, bisexual, transgender, intersex, queer or questioning community, in line with the Commonwealth [style manual](#).

For those interested in a broader discussion of LGBTIQ+ terminology and inclusive language, the Victorian Public Service has also produced [the following guide](#). ACON (the AIDS Council of NSW) also has a [handy lanquide guide](#) for addressing trans and gender diverse individuals.

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 16. Visibility of LGBTQ Women	ADVANCED Max. 3 points
<p>Throughout the assessed year, our network has <i>either</i>:</p> <ul style="list-style-type: none"> a) developed and made progress against an active strategy with targets in place to increase the visibility of LGBTQ women; or b) undertaken and documented significant activity throughout the year to increase visibility of LGBTQ women and out role models <p><i>Pride@Treasury has increased visibility of LGBTQI+ and out role models through our Yes Day event – which featured a presentation from a prominent LGBTQ women, Luci Ellis (see attached event invite)</i></p> <p><i>(AWEI 2.8 and 3.16) 201116 - Yes Day 2020 - with Dr Luci Ellis Assistant Governor (Economic) at the RBA SEC OFFICIAL.msg</i></p>	

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 17. LGBTQ Intersectionality	ADVANCED 3 points
<p>Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:</p> <p>Please provide evidence for one of the following:</p> <ul style="list-style-type: none"> • LGBTQ and Aboriginal, Torres Strait Islander or Indigenous • LGBTQ and a person of faith • LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.) <p><i>CALD network members are visible on Pride@TSY wiki.</i></p>	

s22

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After opening my eyes, I sought out a range of queer [/ LGBTQI] perspectives and realised how even accidental language could cause strife. As a young, awkward grad I can't imagine having to be on guard for potential hurtful reactions and discrimination just in response to talking about my partner.

I think it's important to have a loud, positive, counter-message of inclusion, so I'm an ally with [P@Tsy](#).


ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 18. Intersex Allies	ADVANCED Max. 4 points
<p>As Intersex Allies:</p> <p>a) The network has completed one of the following within the assessed calendar year:</p> <ul style="list-style-type: none"> • communicated what the organisation has been or is currently doing to be more inclusive of Intersex people while acknowledging that Intersex status is about variations of sex characteristics, not gender identity or sexual orientation • held organisation-wide educational events where Intersex people have spoken • distributed current and accurate information on Intersex inclusion or awareness raising across the organisation • shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives • sought and gained permission from intersex organisations such as IHRA to share relevant content on social media or LGBTQ network / diversity page • developed a network initiative or working group with Intersex representation to help determine how the organisation or network can be more inclusive of Intersex people (over and above including Intersex awareness within LGBTQ inclusivity training). <p>b) Our organisation has signed up to The Darlington Statement</p> <p><i>Pride@Tsy has not yet focused on this area.</i></p> <p style="color: #00AEEF;"><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 19. Broader Inclusion	ADVANCED Max. 3 points
<p>Within the assessed calendar year, the network has <u>planned, targeted and tracked both activity and progress</u> within <u>one</u> of the following areas:</p> <p>a) work to extend and increase network engagement and inclusion within regional offices</p> <p>b) increasing LGBTQ presence or leadership within other internal diversity networks or working groups (i.e. women, parents, cross-cultural)</p> <p>a) <i>Pride@Tsy has discussed the importance of regional inclusion and now has a committee member from the Melbourne office].</i></p> <p>b) <i>Pride@Tsy is working to set up a diversity and inclusion wiki hub, to better share information across all of the diversity networks and amplify our voice at Treasury.</i></p>	

✓ Accept ? Tentative ✗ Decline 🕒 Propose New Time 📅 Calendar...


Fri 13/03/2020 4:29 PM
s22
Workshop Pride Action Plan [SEC=OFFICIAL]

Required s22

Attached  Draft Pride Action Plan [SEC=OFFICIAL] Outlook item

When *Wednesday, 18 March 2020 11:30 AM-12:30 PM, (Friday, 13 March 2020 11:30 AM-12:30 PM)* | **Location** Room 2C.007, (Room 2A.014; Room - Melbourne TSV VC2)

11 AM	Workshop Pride Action Plan [SEC=OFFICIAL] Room 2C.007 Lim, Rithy
12 PM	
1	Budget timetabling meeting [SEC=PROTECTED, CAVEAT=SH-CABINET]; Conference Room A5.28; Conference Scheduling; Elliott, Jack

OFFICIAL

Hi all,

As per my previous email, just rescheduling the time we had booked in tomorrow to workshop the Pride Action Plan. Note that I will be dialling in from the **Melbourne** Office for this one.

Thanks,
s22

Hi all,

Setting up a time to work through the Pride Action Plan. Pushed back to allow staff from POSD to attend. I will send through the updated plan shortly and any key points the network wish to discuss, noting that discussion is open to anything POSD would like to work through.

Kind regards,
s22

OFFICIAL

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

20. Network Reporting

**ADVANCED
Max. 4 points**

Within the assessed calendar year, we produced:

- a) a network specific report on progress against network targets, in addition to**
- b) one of the following areas of performance:**
 - additional advice provided to the organisation throughout the year
 - areas of significant contribution
 - areas of future focus
 - annual progress tracking against the AWEI

Pride@Tsy is still working to finalise our action plan so does not yet have a report against that progress.

N/A

SECTION 4: VISIBILITY OF INCLUSION

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION 21. Days of Significance	FOUNDATION Max. 2 points
<p>Within the assessed calendar year, we have celebrated and promoted LGBTQ Days of Significance across the organisation while <i>providing and/or educating employees with an understanding of why these dates are important.</i></p> <p><i>Due to the difficulties that COVID-19 has presented for gatherings, the Pride@Treasury network has worked to adapt out celebrations to suit current flexible work arrangements. In doing so, we have continued to promote the significance of the events we celebrate and encourage all Treasury employees to live and work with pride.</i></p> <p>IDAHOBIT DAY <i>On 18 May 2020 Pride@Treasury celebrated IDA HOBIT Day. This year, we celebrated by circulating a newsletter to members of the Pride Network which included an editorial and background about the day, information about charities that support at risk LGBTQI+ people and a colourful playlist to accompany the day. The newsletter was shared on the Treasury website and the communications team shared photos of some rainbow WFH pets.</i></p> <p>Wear it Purple Day <i>On 28 August Treasury celebrated Wear it Purple Day, and again the Pride Committee had to think creatively about how to celebrate in a socially distanced way. We published a newsletter which told the story of Wear it Purple Day, included a purple-themed playlist, and gave the Treasury an update on the Pride Committee’s activities. For those in the office, a small coffee-catch up was organised complete with cupcakes with purple icing. Simultaneously, a “coffee-catch up” was held virtually for those working from home. The IT team turned the Treasury Intranet page purple and published the newsletter, and a special purple edition of WFH pets.</i></p> <p>YES Day <i>On Monday 16 November, Pride@Tsy celebrated its final event for 2020 – Yes Day. We hosted a video conference featuring Luci Ellis, Assistant Governor at the RBA and LGBTQI+ leader. Luci shared her reflections on the history of the struggle for right for same-sex attracted people and spoke candidly about how she thinks we can keep pursuing progress. Luci was introduced by Deputy Secretary Luke Yeaman, who made his first address as Pride Champion. The final 15 minutes of the presentation was an interactive Q&A with the audience – which totalled over 220 people from across the department (see attached record of attendees).</i></p>	
<p>(AWEI 4.21) 201116 - Yes Day report.xlsx</p>	

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

22. Visibility in the Workplace

FOUNDATION

Max. 3 points

We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, virtual backgrounds, etc.

Treasury allies show their support in numerous ways at Treasury. They can subscribe to the Pride@Treasury mailing list, which will keep them in the loop with all of the Committee's activities. They can also pick up a pride lapel badge, which Pride Champions and the Pride Network have made available, or a pride rainbow postcard to pin up on work stations. Some Staff may also chose to include their pronouns or a pride logo on email signature blocks for internal and external correspondence.

s22



ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

23. Ally / Champion Reference Guides

INTERMEDIATE

Max. 3 points

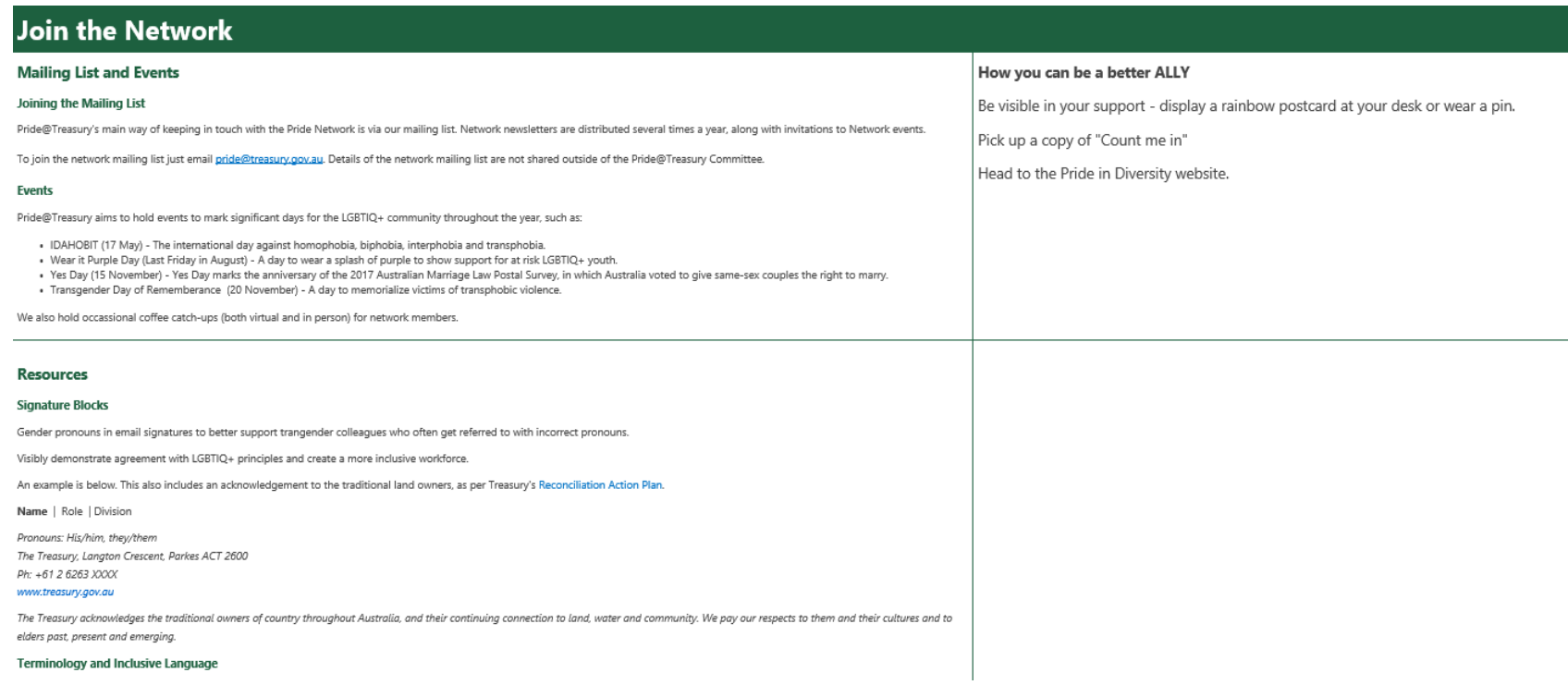
We provide Ally/LGBTQ Champion Reference Guides or materials on how to be an effective ally and/or an active champion for LGBTQ inclusion within the workplace.

The network has a Pride Background document which is provided to new executive Champions (see [attached](#)). This document outlines the history of the Pride@Treasury network, its activities, and its expectation of champions. This document is shared directly with incoming Champions when they commence in their role.

Our wiki includes guidance on how to be a good ally, including directing people to PiD resources.

[\(AWEI 3.23 7.37\) 200820- Pride Background for Group Champion and Survey Results.docx](#)

Screenshot from our wiki:



Join the Network

Mailing List and Events

Joining the Mailing List

Pride@Treasury's main way of keeping in touch with the Pride Network is via our mailing list. Network newsletters are distributed several times a year, along with invitations to Network events.

To join the network mailing list just email pride@treasury.gov.au. Details of the network mailing list are not shared outside of the Pride@Treasury Committee.

Events

Pride@Treasury aims to hold events to mark significant days for the LGBTQ+ community throughout the year, such as:

- IDAHOBIT (17 May) - The international day against homophobia, biphobia, interphobia and transphobia.
- Wear it Purple Day (Last Friday in August) - A day to wear a splash of purple to show support for at risk LGBTQ+ youth.
- Yes Day (15 November) - Yes Day marks the anniversary of the 2017 Australian Marriage Law Postal Survey, in which Australia voted to give same-sex couples the right to marry.
- Transgender Day of Remembrance (20 November) - A day to memorialize victims of transphobic violence.

We also hold occasional coffee catch-ups (both virtual and in person) for network members.

Resources

Signature Blocks

Gender pronouns in email signatures to better support transgender colleagues who often get referred to with incorrect pronouns.

Visibly demonstrate agreement with LGBTQ+ principles and create a more inclusive workforce.

An example is below. This also includes an acknowledgement to the traditional land owners, as per Treasury's [Reconciliation Action Plan](#).

Name | Role | Division

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The Treasury acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, water and community; We pay our respects to them and their cultures and to elders past, present and emerging.

Terminology and Inclusive Language

How you can be a better ALLY

- Be visible in your support - display a rainbow postcard at your desk or wear a pin.
- Pick up a copy of "Count me in"
- Head to the Pride in Diversity website.

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION 24. Individual LGBTQ Inclusion Work Recognition	INTERMEDIATE 2 points
<p>Leadership has formally recognised and communicated the work of employee/s across the organisation, regarding their <i>internal</i> contribution in LGBTQ inclusion within the workplace.</p> <p>Note: This excludes PiD communications around AWEI Awards – but can include your leadership’s formal <i>internal</i> recognition of the contribution made by employees.</p> <p><i>Treasury’s Reward and recognition framework includes a category for Inclusion. This recognises an individual or team that makes a contribution to greater inclusion at Treasury – “The focus of this category is to recognise individuals or team who, through their example, innovation or business model contributed to greater inclusion in the workplace.” Awards are presented in late January or early February – see attached framework.</i></p> <p><i>(AWEI 3.24) 201218 - RewardsandRecognitionFramework.docx</i></p>	

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION 25. Confidential Contacts	INTERMEDIATE 2 points
<p>We have an LGBTQ intranet page that clearly identifies LGBTQ people or allies who can be contacted for a <u>confidential</u> and informal discussion regarding being an LGBTQ employee within the organisation. This is over and above any HR or grievance contacts and <u>confidentiality must be assured</u>.</p> <p><i>Testimonials identify committee members as contactable for confidential discussions.</i></p>	

s22

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After opening my eyes, I sought out a range of queer [/ LGBTQI] perspectives and realised how even accidental language could cause strife. As a young, awkward grad I can't imagine having to be on guard for potential hurtful reactions and discrimination just in response to talking about my partner.

I think it's important to have a loud, positive, counter-message of inclusion, so I'm an ally with [P@Tsy](#).

26. Communication of LGBTQ Support Information

Max. 2 points

As the initial source of information for LGBTQ employees, our LGBTQ intranet page clearly articulates:

- a) the process for formally reporting workplace LGBTQ bullying/harassment
- b) available LGBTQ friendly support (should this occur)

The Pride Network has an Intranet page, and includes contact details for committee members and information about the departmental policy on bullying and workplace harassment.



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For those interested in a broader discussion of LGBTIQ+ terminology and inclusive language, the Victorian Public Service has also produced [the following guide](#). ACON (the AIDS Council of NSW) also has a [handy language guide](#) for addressing trans and gender diverse individuals.

Treasury Policy on Workplace Harassment

The [Treasury Policy on Preventing Workplace Harassment and Discrimination](#) provides the following definitions of workplace harassment and discrimination:

- Discrimination generally occurs when someone is treated less favourably than others because they have a particular characteristic or belong to a particular group of people such as race or gender.
- Harassment generally involves unwelcome behaviour that intimidates, offends or humiliates a person possessing a particular personal characteristic such as race, age, gender, disability, religion or sexual orientation.

This policy also provides guidance for employees who wish to make a complaint, either formally or informally, about discrimination or harassment they have experienced in the workplace. Employees are able to report cases of discrimination which have occurred in the workplace to the Performance and Wellbeing Team on x2222 (Option 4). Treasury also has a number of [Workplace Harassment Contact Officers](#) - these are Treasury employees who can provide information on workplace harassment and bullying, and on options available to resolve cases of harassment.

Join the Committee

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

27. LGBTQ Social Media Streams

**ADVANCED
2 points**

We have internal LGBTQ social media streams or any other means by which we can engage staff in conversations and post items of interest in regard to our inclusion work (may include but is not limited to Yammer, Twitter, Facebook, SharePoint).

Employees can share conversations and post items of interest on the Pride@Tsy Intranet page, which is linked to the SharePoint system. For example, a blog post was shared to acknowledge transgender day of remembrance (See below).



Pride @ Treasury

Pride @ Treasury

Treasury Knowledge Base » Knowledge Exchange » Pride @ Treasury » Blogs » Pride @ Treasury

- Categories
- Events
- IDAHOBIT
- Newsletters
- ADD CATEGORY
- Archives
- November
- October
- September
- August
- OLDER POSTS

Transgender Day of Remembrance

Friday, 20 November 2020

The Transgender Day of Remembrance

The Transgender Day of Remembrance is observed annually on 20 November as a day to memorialise and highlight the losses suffered in the trans community due to transphobic violence.

More broadly, the day draws attention to the continued violence endured by transgender people. The day falls within Trans Awareness Week.

For more information, check out www.transhub.org.au ACON's digital information and resource platform for all trans and gender diverse (TGD) people, allies and health providers. They also have a handy [language guide](#).

P@TSY is currently putting together a policy on gender affirmation and would love to hear from any staff interested in being involved! Please email pride@treasury.gov.au.

New Pride Champion

We'd also like to introduce Luke Yeaman, our new Pride Champion. Luke recently expressed his interest in being the Pride Champion, after the departure of Diane Brown. And of course, we said yes! We caught up with Luke when we were planning our YES Day event, and he was very helpful in securing our eminent speaker Luci Ellis.

As Luke has mentioned to all, the Australian Workplace Equality Index (AWEI) [Survey](#) is now open. We encourage everyone to participate in it, as it will provide us with valuable feedback regarding LGBTIQ+ inclusion across our workplace. Individual respondents remain anonymous and are not identified. The survey will be open until **12 March 2021**.

YES Day

Thank you to everyone who joined us on Monday to hear from Luci Ellis and celebrate YES Day. We were very happy to see around 200 people join the call – although we weren't surprised given her academic credentials in a place like Treasury. A speech from an RBA Assistant Governor wouldn't be complete without a few statistics Luci highlighted that LGBTIQ+ people represent a small but diverse part of the whole population. The most effective way of progressing change is simply knowing someone who identifies as LGBTIQ+.

AWEI submission

The P@TSY team are working with POSD on the [Australian Workplace Equality Index \(AWEI\)](#) submission – this is different to the survey, and involves undertaking a self-assessment of workplace policies. This is the first time Treasury is making a submission, which is due in March next year.

Treasury will receive a score, and the plan is to try and improve it each year. We are assessed on things such as whether inclusive language is used in our departmental policies, whether we recognise days of significance, and whether we offer relevant training.

Speaking of training, we are locking in dates for two more training sessions, to be rolled out by the end of the year. Exact timing is TBC, but it will start by the end of November. We'll be offering two different sessions:

- LGBTIQ+ Awareness training – knowledge is power. A great session to familiarise yourself with some LGBTIQ+ concepts.
- Empowering Allies – lots of you have asked 'how can I help?'

by **s22** at 9:34 AM
@ 2 Unlike Comment ...

1 comment

s22

thanks for sharing.
Thursday, 26 November 2020 Edit

Add a comment

SECTION 5: TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

Please do not include compliance training covering anti-discrimination policies or training within events. Both of these are covered elsewhere.

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT		FOUNDATION
28. Face-to-Face Training		2 points
<p>We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).</p>		
Name of Trainer or Provider:	S 47F, <i>Pride in Diversity</i>	<input checked="" type="checkbox"/> Our trainer is accredited by or from Pride in Diversity
Length of training:	6 x 1-hour sessions	
Date/s:	4/12/2020, 7/12/2020, 11/12/2020, 14/12/2020, 16/12/2020, 17/12/2020	
Number of attendees approx that will have gone through this training:	35 staff attended LGBTQ+ Awareness Training 47 staff attended Empowering Allies Training 5 Senior Executive Service Officers (SES) attended Empowering Allies Training	

<p>Evidence of training undertaken (one piece required):</p>	<p>Home > TSY News > This week's top picks: Diversity</p> <h2>This week's top picks: Diversity</h2> <p>Published date: Wednesday, 25 November 2020</p> <p>At Treasury, we are keen to develop the capability of our workforce across a range of disciplines – and are using the performance approach to L&D to highlight relevant internal and external development opportunities that will directly impact capability on the job and add value to Treasury.</p> <p>This week the Organisational Capability Team is highlighting Diversity events. Click on the links to register.</p> <h3>LGBTQI+ awareness</h3> <p>This training will provide you with greater awareness of why LGBTQI+ workplace inclusion is important, increased comfort around terminology and an understanding of challenges often faced by LGBTQI+ employees. It will help you understand the role you can play in creating a more inclusive culture.</p> <p>The training is an important part of the Treasury's efforts under the <i>Inclusion and Diversity Strategy 2019-2021</i> and the Pride Network to:</p> <ul style="list-style-type: none"> • create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status; • foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and • attract and retain the best talent, including LGBTQI+ staff. <p>Target Audience: All staff Dates and times:</p> <ul style="list-style-type: none"> • Friday 4 December 10.00am – 11.00am • Monday 7 December 10.30am – 11.30am • Thursday 17 December 11.00am – 12.00pm <p>Location: via Webex</p> <h3>Empowering LGBTQI+ allies</h3> <p>This training will give you a practical understanding of the role of allies, actions allies can take, importance of being a visible ally and how to call out problematic behaviours.</p> <p>The training is an important part of the Treasury's efforts under the <i>Inclusion and Diversity Strategy 2019-2021</i> and the Pride Network to:</p> <ul style="list-style-type: none"> • create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status; • foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and • attract and retain the best talent, including LGBTQI+ staff. <p>Dates and times:</p> <ul style="list-style-type: none"> • Friday 11 December 10.00am – 11.00am (all staff) • Monday 14 December 10.30am – 11.30am (SES) • Wednesday 16 December 10.30am – 11.30am (all staff) <p>Location: via Webex</p> <ul style="list-style-type: none"> • To register for any of these events, visit the calendar in Treasury Learning (Chrome only).
<p>Copy of presentation or outline of training covered:</p>	<p><i>Delivered by Pride in Diversity</i></p>

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	29. Online Training	FOUNDATION 2 points
<p>We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year. <i>Treasury does not have any online training modules.</i></p>		

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	30. Professional Development for LGBTQ Employees	ADVANCED Max. 2 points
<p>Outside of the Pride in Practice Conference within the assessed calendar year, we have <i>either</i>:</p> <ul style="list-style-type: none"> (a) provided LGBTQ people with LGBTQ specific leadership training, internally or externally (excludes conferences unless specifically dedicated to LGBTQ leadership development) (b) put processes in place to ensure that there is LGBTQ representation within talent development programs. <p><i>Treasury does not currently provide any LGBTQI+ focussed professional development training.</i></p>		
<i>N/A</i>		

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	31. LGBTQ Inclusion Training Plan	ADVANCED Max. 4 points
<p>We have a strategy or training plan in place to specifically address LGBTQ inclusion and/or awareness training for all employees. <i>Treasury does not currently have an LGBTQI+ specific diversity and inclusion training plan.</i></p>		
<i>N/A]</i>		

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	32. LGBTQ Conferences, Seminars and Events	ADVANCED 2 points
<p>Within the assessed calendar year, we have provided opportunities for employees to attended <u>external</u> dedicated LGBTQ <u>conferences, seminars or events</u>.</p> <p>Note: This may include but is not limited to the Pride in Practice Conference, Regional Reach or Sapphire Events, or external LGBTQ panel events. This does not include roundtables or social networking events. <i>Treasury’s HR team encouraged and passed on details to attend the August “Out at Work: inclusion at work for LGBTQI+ talent” webinar.</i></p>		
<i>(AWEI 5.32) 200812 - Out at Work Seminar.msg</i>		

SECTION 6: EXECUTIVE LEADERSHIP & ENGAGEMENT

Please note: Different titles are used when referring to the most senior executive. For the purpose of consistency within submission, in defining CEO or Equivalent, we are referring to the most senior executive in your organisation within Australia.

If you have a CEO or equivalent, or Senior Leader/Executive highly active in promoting and supporting LGBTQ inclusion (as an LGBTQ individual or an ally), please consider nominating them for the following Awards (where applicable):

- [Executive Leadership Award](#)
- [CEO of the Year Award](#)

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	INTERMEDIATE
33. Executive Sponsor or Champion	Max. 2 points
<p>We have a visible and active Executive Sponsor or Senior Champion for LGBTQ inclusion who has both:</p> <ul style="list-style-type: none"> a) contributed to the LGBTQ strategy b) is engaged in tracking performance progress against the strategy throughout the year <p>a) <i>At the Treasury, Band 2s or 3s typically serve as a Champion for a diversity pillar. The Deputy Secretary of the macroeconomic group is the current Pride Champion – and he commenced in this role in October. The Pride@Tsy Committee is working to strengthen and clarify the roles and responsibilities of the Pride Champion.</i></p> <p>b) <i>On 30 October, the Pride@Tsy Committee met with new Pride Champion Luke Yeaman (Deputy Secretary). The Committee discussed progress to date and goals going forward, and Luke committed to supporting the Network as Champion and shared his views on how to make positive cultural change. Please see attached agenda and minutes from the introductory meeting with Luke Yeaman.</i></p>	
<p><i>(AWEI 6.33) 201030 Luke Yeaman meeting - agenda and minutes.docx</i></p>	

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	ADVANCED
34. Executive Advocacy	2 points
<p>Within the assessed calendar year, Senior Executive(s) within our organisation have:</p> <ul style="list-style-type: none"> a) advocated for LGBTQ inclusion at an executive level <i>externally</i> amongst peers b) advocated for LGBTQ inclusion at an executive level <i>internally</i> amongst peers; or c) attended at least two of the Pride in Diversity Executive Allies Forums within the assessed year <p><i>Luke Yeaman (Deputy Secretary and Pride Champion) has advocated for LGBTQI+ inclusion externally - please see email with RBA Assistant Governor ^{47F}.</i></p>	
<p><i>(AWEI 6.34) 201118 - Thanks for the flowers SEC UNOFFICIAL.msg</i></p>	

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	ADVANCED
35. CEO or Equivalent Communications	2 points
<p>Within the assessed calendar year, our CEO or equivalent has sent formal communications to all employees comprehensively discussing progress made in LGBTQ inclusion work and its importance to the organisation. This may be CEO communications prioritised on intranet pages or within a CEO newsletter (beyond social media, award announcements only).</p>	
<p><i>On 16 November, a Treasury-wide email was sent out acknowledging the appointment of Deputy Secretary Luke Yeaman as Pride Champion. This alert was also used to encourage staff to participate in the AWEI survey and join in on the Yes Day celebration. Luke invited LGBTQI+ staff that would like to reach out and discuss their experiences of working in Treasury and share any suggestions.</i></p>	
<p><i>On 20 November, the Secretary sent out an address which acknowledged Transgender Day of Remembrance, and provided a link to the Pride@Treasury Network's newsletter which marked the day.</i></p>	
<p><i>See attachments for this question – (a) Secretary acknowledging Transgender Day of Remembrance and (b) executive update –Pride Champion. This news alert also provided a link the IPAA's presentation by ^{S 47F}</i></p>	
<p><i>(AWEI 6.35) 201116 - Executive update - Pride Champion SEC OFFICIAL.msg</i></p>	
<p><i>(AWEI 6.35) 201120 - This week @ Treasury - Friday 20 November SEC OFFICIAL.msg</i></p>	

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	ADVANCED
36. CEO or Equivalent Speaking at Events	2 points
<p>Our CEO or equivalent has spoken at LGBTQ events held by our organisation, either internally or externally.</p>	
<p><i>On 16 November, Luke Yeaman (Deputy Secretary and Pride Champion) made opening remarks for the Yes Day event (talking points and run sheet saved as attachment). Luke spoke for 10 minutes to a crowd of approximately 180 participants.</i></p>	
<p><i>(AWEI 6.36) 201116 - Yes Day Run sheet.docx</i></p>	
<p><i>(AWEI 6.36) 201116 Yes Day Event Champion Talking Points.docx</i></p>	

SECTION 7: DATA COLLECTION & REPORTING

ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING

37. Employee Data Analysis

INTERMEDIATE

Max. 3 points

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

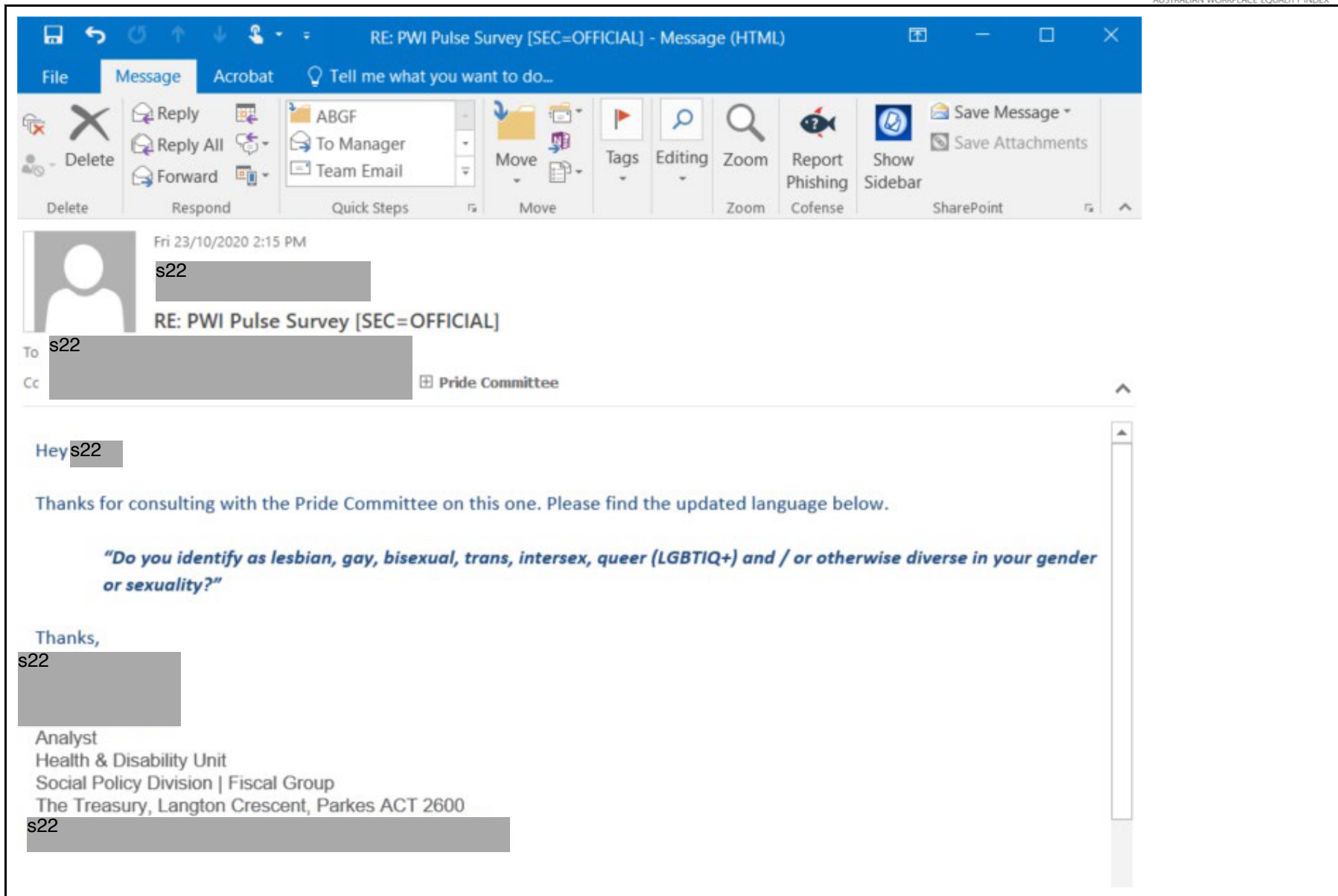
- a) included questions in regard to one’s sexual orientation, gender identity or whether or not someone is intersex, AND**
- b) analysed and reported on LGBTQ engagement data alongside other diversity demographics or overall population statistics**

Treasury included a question relating to sexual orientation and gender identity as part of our September 2020 pulse survey. The question asked was, “Do you identify as LGBTQI+? Yes/No/Prefer not to say”. Out of a total of 428 respondents to the survey, 23 identified as LGBTQI+.

Treasury’s overall engagement results come from the APSC Census, which includes the question “Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTQI+)”.

Data last collected in November 2020 is not yet available for analysis. The same question was asked in the 2019 APSC Census, and Pride@Treasury analysed the results to inform our advocacy and forward planning. An overview of the results is included in the background briefing for the incoming champion (see attached).

Pride@Treasury also circulated its own survey to inform priorities for the Pride@Treasury Action Plan in 2019. An overview of the results is included in the background briefing for the incoming champion (see attached)



RE: PWI Pulse Survey [SEC=OFFICIAL] - Message (HTML)

File Message Acrobat Tell me what you want to do...

Delete Reply Reply All Forward ABGF To Manager Team Email Move Tags Editing Zoom Report Phishing Show Sidebar Save Message Save Attachments SharePoint

Fri 23/10/2020 2:15 PM

s22

RE: PWI Pulse Survey [SEC=OFFICIAL]

To s22

Cc Pride Committee

Hey s22

Thanks for consulting with the Pride Committee on this one. Please find the updated language below.

“Do you identify as lesbian, gay, bisexual, trans, intersex, queer (LGBTIQ+) and / or otherwise diverse in your gender or sexuality?”

Thanks,
s22

Analyst
Health & Disability Unit
Social Policy Division | Fiscal Group
The Treasury, Langton Crescent, Parkes ACT 2600
s22

ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING 38. LGBTQ Analysis	ADVANCED 3 points
<p>Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed <u>one</u> of the following:</p> <ul style="list-style-type: none"> • if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process • if LGBTQ employees are directly or indirectly disadvantaged in talent management processes or career progression • if there are discrepancies in attrition rates between LGBTQ and non-LGBTQ employees • if within gender aggregated data, we include non-binary employees and if not a proposed plan of action • if internal engagement or AWEI Survey data show any “most in need” areas to focus on, resulting in a plan of action <p><i>Treasury has not undertaken this analysis.</i></p>	
<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	

SECTION 8: COMMUNITY ENGAGEMENT

Please note: For this Submission, we will be accepting evidence only regarding one such event/instance for each question within this section, respectively (as opposed to two). If you have more than one example to evidence for the questions within this section, please *please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.*

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT 39. Employer Branded Participation at Community Events	INTERMEDIATE 2 points
<p>Within the assessed calendar year, we held stalls at LGBTQ community events or participated in pride parades under our employer/company branding. (This may include online community events with <i>prominent</i> employer branding.)</p>	
<p>Note: This must be a targeted branding exercise, over and above employees wearing corporate t-shirts but not contributing formally to the event.</p>	
<p><i>Treasury did not hold any stalls at community events, or participate in an events under company branding.</i></p>	
<p>N/A</p>	

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT 40. Pro-Bono or Financial Support: LGBTQ Charities/Organisations	INTERMEDIATE 2 points
<p>Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)</p>	
<p>N/A</p>	
<p>N/A</p>	

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT 41. Fundraising	INTERMEDIATE 2 points
<p>Throughout the assessed calendar year, we have engaged in fundraising for LGBTQ charities / communities / groups. (This may include the support of any LGBTQ charity groups within workplace giving programs.)</p>	
<p><i>Our Wear it Purple Day 2020 newsletter encouraged staff donate to the Wear it Purple Day organisation (see attached newsletter)</i></p>	
<p><i>(AWEI 8.41) 200828 - Wear it Purple Day Newsletter [SEC=UNOFFICIAL].msg</i></p>	

SECTION 9: SURVEY

ANNUAL SUBMISSION: OPTIONAL SURVEY PARTICIPATION	OPTIONAL
42. Survey Participation	2 points
<p><input checked="" type="checkbox"/> We are participating in the 2021 AWEI Survey. <i>Please note:</i></p> <ul style="list-style-type: none"> • Partial points will not be given. Full points will only be obtained for the following: <ul style="list-style-type: none"> ○ Medium Employers (501 – 2000 employees): if 50 or more survey responses are collected ○ Large Employers (2001 – 8000 employees): if 100 or more survey responses are collected ○ Significant Employers (8001 or more employees): if 200 or more survey responses are collected <p><i>Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Survey is to provide you with significant information on the impact of your inclusion initiatives and allow you to benchmark against the national dataset.</i></p>	

SECTION 10: ADDITIONAL WORK

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year:

- (a) *that has not already been included within this index submission*
- (b) *that you believe is significantly over and above what a particular question or index topic is looking for*
- **IMPORTANT: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW.** For example, if you wish to claim for significant training, list all LGBTQ training within one row under the Item Name of “Training.” Only 1 point is available for all work pertaining to a particular topic/area – PLEASE do not split similar areas of index activity over multiple rows.
- Please add additional rows regarding different areas of work, as necessary. **Note: A maximum of 15 points (15 items) may be obtained in this section. Should you submit more than this, you will still only be eligible for the same Maximum points.**

ANNUAL SUBMISSION: ADDITIONAL WORK	ADDITIONAL
43. ADDITIONAL WORK	Max. 15 points
<p>Item Name: <i>[Question No. or Item Name Here]</i></p> <p><i>If referencing significant work over and above in relation to one of the questions or topics within the index, please state question number or index topic here and then provide evidence to the right.</i></p> <p><i>If you have new work, the topic of which is not covered within the index, please add an appropriate heading here and then provide evidence to the right.</i></p>	<p><i>Further to Question 33, our former Pride Champion Diane Brown advocated LGBTQI+ inclusion internally to executive, encouraging visible allyship through pins – see attached email.</i></p> <p><i>(AWEI 10.43) 200817- [SEC=OFFICIAL]Pride Pins Available to be collected - Room A2 59.msg</i></p>

AWEI 2021 SUBMISSION DATES

We can accept AWEI submissions **between Monday 4th January – 5pm Friday 12th March 2021** (or midnight Saturday 13th March 2021 for large file transfer URL).

- No later than 5pm, Friday 12th March 2021 for hand-delivered, couriered or mailed submissions (hard copies, USB, etc).
- Deadline for large file transfer program URL (including but not limited to Dropbox, Google Docs, Parcel Post, SharePoint or any other internally approved large file transfer system) midnight Saturday 13th March 2021
- **Important: File attachments within emails will not be accepted. Pride in Diversity will take no responsibility for attachments sent via email.**
- All file transfers and access to various systems must be sent to AWEI@prideindiversity.com.au; with a copy to dhough@acon.org.au

IMPORTANT INFORMATION FOR SUBMITTERS

Please ensure that you have signed up to the following newsletter – this will ensure that you receive all relevant information and updates in terms of the upcoming and coming AWEI period. Click here to sign up or go to: <http://eepurl.com/tT7vf>

OPTIONAL AWEI EMPLOYEE SURVEY

Participating in the AWEI optional Survey? You will be able to [request your unique survey URL](#) as of 1st December 2020. You will receive this link when the survey goes live on Monday 4th January 2021 and will remain open until the close of submissions on Friday 12th March 2021.

Participation in the survey allows you to balance the results of your AWEI with the views and lived experiences of your employees. While survey data is linked to your organisation enabling us to provide you with a comprehensive high-level analysis of responses, individual respondent data is not collected

INDIVIDUAL AWARD NOMINATIONS

Please consider nominating your colleagues, networks, etc. for an LGBTQ Inclusion Award. Award categories can be found within the Participation Details of this Submission or on the AWEI website: <http://www.pid-awei.com.au/submission-documents/>