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**From:** s22  
**Sent:** Monday, 1 November 2021 1:01 PM  
**To:** s47F(1)  
**Subject:** COVID Vaccination Video Resource [SEC=UNOFFICIAL]

Hi s47F(1)

Thanks so much – it really might be!

Kind regards,

s22

s22 , Assistant Director s22  
s22

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People

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**From:** s 47F(1)  
**Sent:** Monday, 1 November 2021 11:56 AM  
**To:** s22  
**Subject:** FW: COVID Vaccination Video Resource

Hi s22

Funny you asked me about it this morning! This just came through – maybe it'll be useful to you?

Thanks  
s47F(1)

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**From:** s47F(1) s47F(1)  
**Sent:** Monday, 1 November 2021 12:49 PM  
**To:** ACON staff <[aconstaff@acon.org.au](mailto:aconstaff@acon.org.au)>  
**Subject:** COVID Vaccination Video Resource

Hi everyone,

I hope you're all well. This wonderful video was shared with me to help overcome vaccine hesitancy within Aboriginal and Torres Strait Islander communities. I thought I would pass on if you wanted to share with your networks as well. Enjoy.

“Here is a [link](#) to a YouTube clip featuring Model **Samantha Harris**, musician **Baker Boy**, chef **Nornie Bero**, street artist **Tori-Jay Mordey** and renowned didgeridoo player and vocalist **William Barton**. These are a group of Aboriginal

and Torres Strait Islanders who have joined together to encourage further vaccination uptake and help to overcome vaccine hesitancy.”

Have a good week.

Best wishes,

s  
47F(1)

s 47F(1) - **Community Health Promotion Officer**

**Regional Outreach, Illawarra and Southern NSW**

s47F(1)

s47F(1) | **Switch:** 1800 063 060 | **Mobile:** s47F(1) | **Fax:** 02 9206 2069

**Address:** ACON Sydney, Gadigal Country, 414 Elizabeth St, Surry Hills NSW 2010

**Email:** s47F(1) | **Website:** [acon.org.au](http://acon.org.au)

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**Facebook Profile:** [facebook.com/josefgarringtonacon](https://facebook.com/josefgarringtonacon)



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**From:** s22  
**Sent:** Thursday, 12 August 2021 8:16 AM  
**To:** s47F(1)  
**Cc:** s22  
**Subject:** GA Leave info [SEC=UNOFFICIAL]

Hi s47F(1)

Good to hear from you.

Yes, we're happy for the GA leave information to be shared.

Here's an excerpt from the information sheet.

**'Leave If you intend to affirm your gender you should inform your manager when you are comfortable to do so. You may choose to include a support person.**

**You and your manager will discuss how best to support your gender affirmation. This may include accessing paid or unpaid miscellaneous leave.**

**Leave may support you to:**

- arrange changes to your name
- adopt the presentation of your affirmed gender, or
- any other process relevant to your gender affirmation.

**You can apply to access discretionary miscellaneous leave with or without pay. As a guideline, the delegate may approve:**

- up to 5 days paid miscellaneous leave, which counts as service
- up to 12 months unpaid miscellaneous leave, which does not count as service.

**You may apply to access this leave as individual days or a longer period, as needed. You are not required to provide evidence for the purpose of this leave. The appropriate delegate may grant approval as set out in the HR Delegations. You must record miscellaneous leave with pay and without pay in ESSentials. This leave, if granted, is in addition to your accrued leave entitlements. You could also access annual leave, personal leave or long service leave, where appropriate. Refer to the Other Leave Policy for more information.'**

Warm regards,

s22

s22  
s22, Assistant Director s22

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**From:** s47F(1)  
**Sent:** Wednesday, 11 August 2021 2:42 PM  
**To:** s22 ; s22  
**Subject:** GA Leave info

Hi s22 and s22

My colleague, s47F(1) is asking on behalf of her member – they're putting together a business case for gender affirmation leave to go to their SLT.

They would like examples of what is happening in best practice orgs. She's provided some anonymous examples of what our members are offering, but they would like to include the names of some of the gold orgs to show their SLT that it's happening in well-known and large companies around Australia and they will be left behind if it's not acted on soon.

Would Services Australia be comfortable with s47F(1) naming them and what you offer? They are not in the same industry as Services Australia so are not direct competitors.

Thanks,  
s47F(1)

s47F(1)

**Relationship Manager**  
s47F(1)

s47F(1)

**Address:** 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s47F(1)  
**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au) | [www.acontraining.org.au](http://www.acontraining.org.au)  
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**From:** s22  
**Sent:** Wednesday, 23 March 2022 9:34 AM  
**To:** s47F(1)  
**Cc:** s22  
**Subject:** AWEI Awards Luncheon tickets [SEC=UNOFFICIAL]

Hi s47F(1)

Well, it was a wild ride - but we've paid for a ticket and got a receipt so hopefully we'll be seeing you there!

Kind regards,

s22

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**From:** s 47F(1)  
**Sent:** Wednesday, 23 March 2022 8:23 AM  
**To:** s22 ; s 22  
**Subject:** AWEI Awards Luncheon tickets

Hi s 22 and s 22

I'm still trying to get my head around what happened yesterday with the tickets and the events team are sorting out the bookings and waitlists! I understand that Services Australia couldn't secure tickets yesterday and you're on the waitlist? I just wanted to assure you that the events team is trying their best to accommodate you and fit in as many members as possible.

We will provide an update as soon as possible, and please let me know if you have any questions.

Thanks  
s47F(1)

s47F(1)

**Relationship Manager**  
s47F(1)

s47F(1)

**Address:** 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s47F(1)  
**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au) | [www.acontraining.org.au](http://www.acontraining.org.au)  
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**From:** s22  
**Sent:** Thursday, 17 June 2021 9:42 AM  
**To:** s47F(1)  
**Subject:** CEO statement on PiD website [SEC=UNOFFICIAL]

Hi s47F(1)

Hope you're well?

We're very pleased to have been invited to provide a statement from our CEO on the PiD website.

I'm sorry to say that we haven't yet been able to get the statement approved.

It was due to you yesterday, but am really hoping there might be some latitude in this deadline.

Sorry for the delay.

Kind regards,

s22

s22

s22

Assistant Director

Inclusion & Diversity Team / Leadership and Diversity Branch  
People Division

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**From:** s22  
**Sent:** Tuesday, 11 January 2022 8:48 AM  
**To:** s47F(1)  
**Subject:** Happy New Year! [SEC=UNOFFICIAL]

Hi s47F(1)

Yes, sure.

We have a page on our (new) [website](#).

You can scroll down (and read all the good stuff!) to find the actual [strategy](#).

And a little bit further down to find [Employment support for LGBTI+ staff](#).

Stay safe.

Warm regards,

s22

s22, Assistant Director s22  
s22

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**From:** s47F(1)  
**Sent:** Monday, 10 January 2022 4:49 PM  
**To:** s22  
**Subject:** RE: Happy New Year! [SEC=UNOFFICIAL]

No problems! By the way, I think you were talking about your department's D&I strategy or something along those lines – do you have a copy of it so I have a read through please?

Thanks  
s47F(1)

---

**From:** s22  
**Sent:** Monday, 10 January 2022 2:13 PM  
**To:** s47F(1)  
**Subject:** Happy New Year! [SEC=UNOFFICIAL]

I know right? And thanks for the offer re submission – ww've sent it up so too late for changes!



Warm regards,

s22

s22 , Assistant Director s22  
s22

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**From:** s47F(1)  
**Sent:** Monday, 10 January 2022 12:11 PM  
**To:** s22  
**Subject:** RE: Happy New Year! [SEC=UNOFFICIAL]

Hi s22

s47F(1)

Oh nice – do you have any questions re the submission?

Thanks  
s47F(1)

---

**From:** s22  
**Sent:** Monday, 10 January 2022 10:18 AM  
**To:** s47F(1)  
**Subject:** RE: Happy New Year! [SEC=UNOFFICIAL]

Hi s47F(1)

How lovely to hear from you! s47F(1)

Getting the survey going now and the submission approved!

Warm regards,

s22

s22 , Assistant Director s22  
s22

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**From:** s47F(1)  
**Sent:** Monday, 10 January 2022 9:12 AM  
**To:** s22  
**Subject:** Happy New Year!

Hi s22

Happy New Year to you! Hope you had an enjoyable and relaxing time over the Christmas and New Year break 😊

Best regards,  
s47F(1)

s47F(1)  
**Relationship Manager**  
s47F(1)

s47F(1)  
**Address:** 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s 47F(1)  
**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au) | [www.acontraining.org.au](http://www.acontraining.org.au)  
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**From:** s22  
**Sent:** Tuesday, 18 January 2022 8:32 AM  
**To:** s47F(1)  
**Subject:** PiD Member Job Board [SEC=UNOFFICIAL]

Hi s47F(1)

Yes thank you. I've logged into me phone and will be around all morning.

Warm regards,

s22

s22 , Assistant Director s22  
s22

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**From:** s47F(1)  
**Sent:** Monday, 17 January 2022 4:39 PM  
**To:** s22  
**Cc:** s22  
**Subject:** RE: PiD Member Job Board [SEC=UNOFFICIAL]

Hi s 22

So it sounds like we've removed the job board from our website. Can we chat about this tomorrow morning please?

Thanks  
s47F(1)

---

**From:** s22  
**Sent:** Friday, 14 January 2022 9:28 AM  
**To:** s47F(1)  
**Cc:** s22  
**Subject:** PiD Member Job Board [SEC=UNOFFICIAL]

Hi s 47F(1)

The link to the [Member Job Board](#) on your website doesn't seem to be working.

We use it as evidence in our submission so wondering if you know what's happening with it?

Many thanks,

s22

s22

Assistant Director s22

s22

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**From:** s22  
**Sent:** Wednesday, 23 March 2022 10:02 AM  
**To:** s47F(1)  
**Subject:** RE: AWEI Awards Luncheon tickets [SEC=UNOFFICIAL]

Hi s47F(1)

So s22 just let me know that we didn't get a ticket after all. Thanks for your message and hope we get there in the end!

Warm regards,

s22

s22 Assistant Director, Inclusion and Diversity

s22

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**From:** s47F(1)  
**Sent:** Wednesday, 23 March 2022 8:23 AM  
**To:** s22 ; s22  
**Subject:** AWEI Awards Luncheon tickets

Hi s22 and s22

I'm still trying to get my head around what happened yesterday with the tickets and the events team are sorting out the bookings and waitlists! I understand that Services Australia couldn't secure tickets yesterday and you're on the waitlist? I just wanted to assure you that the events team is trying their best to accommodate you and fit in as many members as possible.

We will provide an update as soon as possible, and please let me know if you have any questions.

Thanks  
s 47F(1)

s 47F(1)

**Relationship Manager**  
**Personal pronouns:** He/Him

s 47F(1)

**Address:** 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s 47F(1)  
**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au) | [www.acontraining.org.au](http://www.acontraining.org.au)  
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**From:** s22  
**Sent:** Tuesday, 8 June 2021 9:54 AM  
**To:** s47F(1)  
**Subject:** RE: AWEI Survey PPT [SEC=UNOFFICIAL]  
**Attachments:** AWEI2021 Key Insights to date v1.1.pptx

Hi s47F(1)

Yes sorry, I have a new phone number and have updated my signature block to include it.

I thought about sending that presentation to you – so no probs at all – it’s attached.

Cheers,

s22

s22  
Assistant Director

s22  
Inclusion & Diversity Team / Leadership and Diversity Branch  
People Division

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**From:** s47F(1)  
**Sent:** Tuesday, 8 June 2021 9:46 AM  
**To:** s22  
**Subject:** AWEI Survey PPT

Hi s22

I tried calling your office number but I received a message saying it’s incorrect!

I have a weird request – do you mind sending me the AWEI survey analysis which Dawn presented to the exec allies please? I don’t know where Dawn has saved it and not sure what she has presented as well.

Thank you!

s47F(1)

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**From:** s22  
**Sent:** Monday, 24 May 2021 8:01 AM  
**To:** s47F(1)  
**Subject:** RE: Training [SEC=UNOFFICIAL]

Hi s47F(1)

Yes this time is perfect so please lock us in!

Cheers,

s22

---

**From:** s47F(1)  
**Sent:** Thursday, 20 May 2021 2:46 PM  
**To:** s22  
**Cc:** s22  
**Subject:** RE: Training [SEC=UNOFFICIAL]

Hi s22

Looking forward to seeing you next week too!

Re training yes how about Thursday 8<sup>th</sup> July but can we do 10am instead please?

Thanks  
s47F(1)

---

**From:** s22  
**Sent:** Thursday, 20 May 2021 8:26 AM  
**To:** s47F(1)  
**Cc:** s22  
**Subject:** Training [SEC=UNOFFICIAL]

Hello s47F(1)

Glad you're back from the marking lock down!

We're hoping to organise delivery of a 90 minute LGBTI+ Awareness Session in the week of 5 July.

It will be delivered via Teams.

Perhaps on Tuesday 6 July or Thursday 8 July in the morning, perhaps around 9.30 am?

Do you have some availability to do this?

Look forward to meeting you next week. 😊

Warm regards,

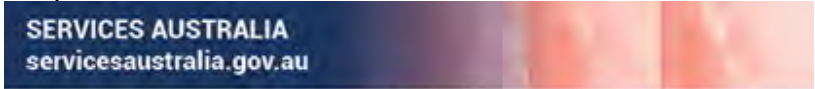
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s22

Assistant Director

s22

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**From:** s22  
**Sent:** Monday, 24 May 2021 3:18 PM  
**To:** s47F(1)  
**Subject:** Recording awareness session [SEC=UNOFFICIAL]

Hi s47F(1)

We're wondering if it would be OK for us to record the session you're delivering for us on 8 July?

Warm regards,

s22

s22

Assistant Director

s 22

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People Division

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**From:** s22  
**Sent:** Friday, 24 September 2021 9:00 AM  
**To:** s47F(1)  
**Subject:** Reproducing resources [SEC=UNOFFICIAL]

Hi s 47F(1)

Thank you so much.

This is great news.

Warm regards,

s22

s22  
Assistant Director s22  
s22

Inclusion and Diversity/Leadership and Diversity  
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**From:** s47F(1)  
**Sent:** Friday, 24 September 2021 8:58 AM  
**To:** s22  
**Cc:** s 22  
**Subject:** Re: Reproducing resources [SEC=UNOFFICIAL]

Hi s22

I've checked and this is ok with us.

Thanks  
s47F(1)

---

**From:** s22  
**Sent:** Tuesday, September 21, 2021 9:28:00 AM  
**To:** s 47F(1)  
**Cc:** s 22  
**Subject:** Reproducing resources [SEC=UNOFFICIAL]

Hello s47F(1)

We're updating our intranet.

The Intranet Webmaster has noticed that I've published a number of your resources on the intranet rather than providing a link to them.

I've done this to make it easier for staff to access the documents. Otherwise staff would have to logon and download the publications.

The Intranet Webmaster has asked me to obtain written permission from you to reproduce publications. The publications I've published are:

- Employers' guide to intersex inclusion
- A manager's guide to LGBTI workplace inclusion
- Engaging allies for change: How to engage LGBTI allies for cultural change
- Let's talk gender: a closer look at gender diversity within the workplace
- Employer's Guide intersex inclusion.

I look forward to your advice.

Kind regards,

s22

s22 Assistant Director s22

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**From:** s22  
**Sent:** Tuesday, 21 September 2021 9:28 AM  
**To:** s47F(1)  
**Cc:** s22  
**Subject:** Reproducing resources [SEC=UNOFFICIAL]

Hello s47F(1)

We're updating our intranet.

The Intranet Webmaster has noticed that I've published a number of your resources on the intranet rather than providing a link to them.

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- Let's talk gender: a closer look at gender diversity within the workplace
- Employer's Guide intersex inclusion.

I look forward to your advice.

Kind regards,

s22

s22, Assistant Director s22  
s22

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**From:** s22  
**Sent:** Tuesday, 1 February 2022 10:04 AM  
**To:** s47F(1)  
**Cc:** s22  
**Subject:** Services Australia - survey [SEC=UNOFFICIAL]

Hi s47F(1)

Hope you're well?

We've launched the survey this week. We're taking a slightly more low key approach this year because the agency is focused on making payments to customers affected by COVID.

So we're really keen to know how we're going and how many responses we have.

Are you able to let us know?

Many thanks,

s22

s22  
Assistant Director, Inclusion and Diversity

Inclusion and Diversity Team/Leadership and Diversity  
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**From:** s22  
**Sent:** Wednesday, 5 May 2021 11:06 AM  
**To:** s47F(1)  
**Subject:** Survey responses [SEC=UNOFFICIAL]

Thanks for asking, s47F(1)

Cheers,

s22

s22  
Assistant Director

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**From:** s47F(1)  
**Sent:** Wednesday, 5 May 2021 9:40 AM  
**To:** s22  
**Subject:** RE: Survey responses [SEC=UNOFFICIAL]

Sorry s22 just confirmed that the survey results will be sent out the week of the 22<sup>nd</sup> May prior to the Awards Luncheon (slight correction from my previous email).

s47F(1)

---

**From:** s47F(1)  
**Sent:** Wednesday, 5 May 2021 9:29 AM  
**To:** s22  
**Subject:** RE: Survey responses [SEC=UNOFFICIAL]

Morning s22

The survey results will be sent out together with the AWEI submission results on the 28<sup>th</sup> May – let me check if it can be sent earlier but that's what I've been told!

Thanks  
s 47F(1)

---

**From:** s22  
**Sent:** Wednesday, 5 May 2021 9:20 AM  
**To:** s47F(1)  
**Subject:** Survey responses [SEC=UNOFFICIAL]



Hi s47F(1)

Hope you are well and glad to be out of lockdown?

Just wondering if you're able to send us our survey results?

Warm regards,

s22

Assistant Director

s22

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From s

Sent: Friday, 26 February 2021 10:44 AM

To: s22

Subject: Survey responses

Hi s22 and s22

Just letting you know as of this morning, we have received 3,387 survey responses from Services Australia. That's such an amazing response rate – I nearly fell off my chair when I saw that ☺ Keep up the great work!

Have a great weekend both!

Thanks,  
s47F(1)

s47F(1)

Relationship Manager

s47F(1)

Address: 414 Elizabeth St Surry Hills NSW 2010 | Email: s47F(1)

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au) | [www.acontraining.org.au](http://www.acontraining.org.au)

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**From:** s22  
**Sent:** Wednesday, 15 September 2021 9:20 AM  
**To:** s47F(1)  
**Subject:** The Pride in Practice conference CEO Panel on Monday, 22nd November [SEC=UNOFFICIAL]

Hi s47F(1) 😊.

I'll raise it with my Director but not sure if it will help.

The agency is still very much in the grips of responding to the COVID situation. We still have a large surge workforce to making the Disaster Payments.

But, I'll try!

Cheers,

s22

s22 , Assistant Director s22  
s22

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**From:** s47F(1)  
**Sent:** Tuesday, 14 September 2021 6:07 PM  
**To:** s22  
**Subject:** FW: The Pride in Practice conference CEO Panel on Monday, 22nd November

Hi s22 and s22

I was wondering if you could help us with something please? Mark sent this email to Jennifer requesting Rebecca's participation in a panel, but he hasn't heard back from either of them. Please would it be something which you could chase up for us?

Thanks,  
s47F(1)

---

**From:** Mark Latchford  
**Sent:** Monday, 6 September 2021 11:47 AM  
**To:** [jennifer.rufati@servicesaustralia.gov.au](mailto:jennifer.rufati@servicesaustralia.gov.au)  
**Subject:** The Pride in Practice conference CEO Panel on Monday, 22nd November

Dear Jen,

I hope this finds you and the family well, safe and sane.

I just wanted to run something past you as I help curate our annual Pride in Practice conference and in particular the CEO Panel within, which is often cited as the highlight of the event.

Considering Services Australia is an AWEI gold employer, I was keen to invite Rebecca Skinner to participate in the panel, which will be held virtually on **Monday, 22<sup>nd</sup> November from 2:10 to 3:00 pm, Australian Eastern Summer Time**. At this stage, she is the only public sector leader I have in mind, but you would know better her interest/capacity to join a conversation about diversity and inclusion (especially through the LGBTQ lens). I know she has spoken openly and supportively to her team internally.

The ABC's Jeremy Fernandez has kindly agreed to facilitate the discussion between the 4 CEOs. Of course, detailed briefs would be prepared in the weeks before.

Let me know if you would support/encourage us approaching her office (and also let me know the right way to do that).

(By the way, this is a different event to the CEO Summit hosted by our patrons (on 29<sup>th</sup> November) that Rebecca has been invited too already.

Thanks again for your counsel and assistance. Much appreciated.

Best wishes,

**Mark Latchford**

Associate Director,

Pride in Diversity

*(an ACON Pride Inclusion Program)*



Direct: [s47F\(1\)](tel:0295954771)

Address: 414 Elizabeth St., Surry Hills. NSW 2010

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

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**From:** s22  
**Sent:** Thursday, 20 May 2021 2:48 PM  
**To:** s47F(1)  
**Subject:** Training [SEC=UNOFFICIAL]

Hi s47F(1)

Thanks I'll go back to them and see if this works.

Kind regards,

s22

s22  
Assistant Director

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**From:** s47F(1)  
**Sent:** Thursday, 20 May 2021 2:46 PM  
**To:** s22  
**Cc:** s22  
**Subject:** RE: Training [SEC=UNOFFICIAL]

Hi s22 ,

Looking forward to seeing you next week too!

Re training yes how about Thursday 8<sup>th</sup> July but can we do 10am instead please?

Thanks  
s47F(1)

---

**From:** s22  
**Sent:** Thursday, 20 May 2021 8:26 AM  
**To:** s47F(1)  
**Cc:** s22  
**Subject:** Training [SEC=UNOFFICIAL]

Hello s47F(1)

Glad you're back from the marking lock down!

We're hoping to organise delivery of a 90 minute LGBTI+ Awareness Session in the week of 5 July.

It will be delivered via Teams.

Perhaps on Tuesday 6 July or Thursday 8 July in the morning, perhaps around 9.30 am?

Do you have some availability to do this?

Look forward to meeting you next week. ☺

Warm regards,

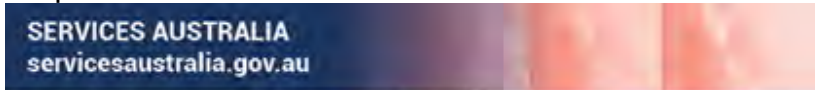
s22

s22

s22

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