

Communication tactics for days of significance to promote:

In 2021 we published many stories featuring a broad range of LGBTI+ women including: **International Women's Day** – the women behind the Victorian Pride Centre Build, women surfers and Melissa Griffiths, a transgender advocate.

Lesbian Visibility Day – featured a same sex attracted woman and parent and promoted the value of having a mentor, the Rainbow Connection, PiD's Sapphire and Out for Australia.

International Bisexuality Day – featured an LGBTI+ women from a migrant background who emphasised the importance of stopping biphobia.

Wear it Purple Day – written by a bisexual women who highlighted the importance of allies

International Lesbian Day – story about the wedding of a mature same-sex attracted woman

'A safe and inclusive space' podcast featured Renae who is a mother of a transgender child.

AWEI results news hub story – featured a transgender woman who promoted the inclusivity of our parenting policies

s22 Apr 23 • Edited • @1

Lesbian Visibility Day – 'Every story counts'

Next Monday, 26 April, is Lesbian Visibility Day.

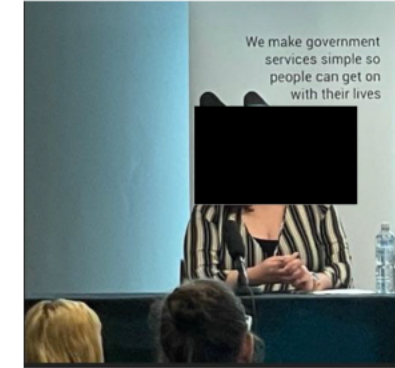
Lesbians are less likely to be out at work than other LGBTI+ people. And while being out is totally a matter of personal choice, feeling like you have to hide your identity can be harmful. A positive culture encourages people to feel safe about being themselves at work.

Thanks for sharing, Jen. Today is a great reminder of the steps everyone can take to help people feel comfortable being themselves at work. I know from experience that it can be really daunting to be out at work, which is why I do things like including my pronouns in my signature block – it's a simple action that lets others know they are supported.

s22 Mar 8

Happy International Women's Day! Lets take this opportunity to highlight the contributions of LGBTI+ women. Here are some stories about the women behind the [Victorian Pride Centre Build](#), [women surfers](#) and [Melissa Griffiths](#), a transgender authority and advocate!

All stories were posted on the Inclusion and Diversity group and shared to the All Company and Rainbow Connection (Staff LGBTI+ Network.)



Personal Branding - brought to you by Sapphire

A key theme that comes out of all the research for LGBTI+ women, and people who may be perceived as women, is that having role models of a similar identity is very important for increasing feelings of belonging. However many don't have role models in their organisations. Only 45% of LGBTI+ women see any other out women with similar or same identity in their organisation.

Oct 5 • Edited

International Lesbian Day is on 8 October.

In recognition of International Lesbian Day, Pride in Diversity's Sapphire program in partnership with the Clifford Chance's Arcus and Accelerate >>> networks are hosting a free virtual panel event.

Jun 17

PiD Sapphire Inspire Award Winner Fireside Chat with Nic Hennessy 30th June 12:30pm-1:30pm

Pride in Diversity's Sapphire program is ho... see more

s22

Sep 9

Seen by 153

Gender Equity - Beyond the Binary

Sapphire is partnering with KPMG to hold an in-person (and live stream) event in Brisbane.

World Breastfeeding Awareness Week

This week is an opportunity to spread the message about the support available to staff help us combine breastfeeding and work if we choose to. The [news hub story](#) highlights that we are an accredited Breastfeeding Friendly Workplace and provides links to useful resources. You might also be interested in the Breastfeeding the adopted child [information sheet](#).

Apr 20 - Edited
Seen by 115

Here's something for our **Perth, WA** based peeps.
On **Tuesday 11th May**, PiD's **Sapphire team** are having an 'in person' discussion on how to create inclusive spaces for all women and other nonconforming genders. Despite the worldwide shift towards greater acceptance of nontraditional gender roles, individuals perceived to have nonconforming gender expressions continue to be victimised and subjected to discrimination.

Apr 28
Seen by 109

Sapphire's Facebook group has launched!
One of the objectives of the Sapphire Initiative is to allow LGBTI+ women and non-binary people to openly express and discuss some of the unique challenges faced by LGBTI+ people who identify as or are perceived as women in the workplace.

s22
Apr 19
Seen by 187

Sapphire Lesbian Visibility Day Panel Event
In honour of Lesbian Visibility Day (26th April) Pride in Diversity's Sapphire Initiative will be hosting a zoom panel event on Friday 23rd April, 12:30pm – 1:30pm (AEST).

s22
Sep 8
Seen by 194

Out For Australia (OFA) is hosting a free **online** event for women and non-binary folk about the importance of **mentoring**.

When: 14 September at 6.30 PM.

Jun 22
Seen by 194

Join Australia's largest LGBTQIA+ Mentoring Program –Out for Australia (OFA)
There are so many benefits of having a mentor, which include broadening your organisational perspective, helping you think through career decisions, identifying developmental objectives, building your professional network, and providing tangible opportunities through sponsorship.

Don't stop reading!!

OFA are also looking for people who are passionate about playing an active role in the personal and professional development of aspiring LGBTQIA+ professionals. If this sounds like you, then why not considering volunteering at OFA. They have several opportunities available. You can read more about the different roles by visiting their [volunteer page](#)

Lesbian Visibility Day

Posted in Inclusion and Diversity - Group

S2 Apr 23 • Edited • @1

2 shares • Seen by 312

Lesbian Visibility Day – ‘Every story counts’

Next Monday, 26 April, is Lesbian Visibility Day.

Lesbians are less likely to be out at work than other LGBTI+ people. And while being out is totally a matter of personal choice, feeling like you have to hide your identity can be harmful. A positive culture encourages people to feel safe about being themselves at work.

For Lesbian Visibility Day, we can raise the visibility of lesbians and promote a positive, safe, supportive workplace for all staff.

s47F(1)
s47F(1)

reflects that it hasn't always been easy to be out at work.

'A lot has changed in the workforce since I started many moons ago. As a young person, at the turn of the century, I have always been out in my workplaces. This hasn't always been a positive experience. Especially, as an 18 year old, in the male dominated area of sales, I faced a lot of uncomfortable situations with my co-workers with inappropriate behaviour that was just considered par for the course and I was expected to "laugh it off and be one of the boys".'

is also very focused on improving the experiences of our LGBTI+ Customers.

'Much has changed for LGBTI+ customers. I remember the days of telling Centrelink that I was in a relationship with my same-sex partner but it not being recognised. It was always quite amusing to then receive a letter from Centrelink asking if our male roommate was in a relationship with one of us.'

'So much has changed for lesbians within the workforce and as customers. I am amazingly passionate about bringing up the other members of our LGBTI+ community, especially our trans and non-binary customers who can be confronted by issues due to system restrictions embedded in the current system. It harkens back the issues that was facing lesbians previously.'

I have been lucky enough to have mentors within the workforce to look up to and guide me how to represent myself. I now feel the responsibility to be that person for young lesbians and other LGBTI+ people in the workforce.

Just remember, you don't need to be a direct mentor to be a positive visible influence for someone else. Sometimes you just need to be there.'

is a great example of an active, passionate same sex attracted woman in our workforce!

You can request to join our vibrant LGBTI+ Community on Yammer, The LGBTI+ Hub has more information and resources. Pride in Diversity's Sapphire initiative seeks to increase the visibility of out female and non-binary role models. Out For Australia provides role models and mentors to support aspiring LGBTI+ professionals. You might also like to display the LGBTI+ Ally poster.

International Bisexuality Day

s22

Sep 23

1 share • Seen by 465

Today is International Bisexuality Day. It's a day to recognise, celebrate and to highlight the importance of stopping biphobia. Bisexual is a term that describes people who are attracted to more than one gender. [Read more about LGBTI+ terms](#)

s47F(1)

reflects on the importance of a workplace where people can be free to be themselves. 'I had a lot of time to reflect in 2020', says, 'and feel pretty comfortable in my skin nowadays. Other than being introspective, a big part of how I got to this point is because of connection and being inspired by others, like the members in the LGBTIQ+ Social Work Community of Practice who facilitated a safe workspace, while supporting the social work profession and our LGBTI+ customers.'

I think it's important to see a little bit of yourself in others and this was certainly missing for me growing up. Isolation and bisexual erasure can really impact on a person's wellbeing and mental health. That's why LGBTI+ Allies play an important role in growing a culture where people of all sexual orientations can thrive.'

explains what being an ally means. To me, being an ally means to lead with love, stand up against discrimination and be super respectful and inclusive.'

In keeping with the aim of International Bisexuality Day says, 'Raising visibility, positive representation, is needed whether that's in media, in community or in the workplace. Besides the fun factor, these are some of the reasons why I love supporting, and being involved in LGBTI+ festivals, causes and events. I feel privileged to be able to share a bit about me. I hope this helps others and ultimately our customers.'

Here's a few ideas on things you can do to be more bi inclusive:

1. **Believe.** Bi people exist and all bi identities are valid. Don't make assumptions about people's identities, based on their current or previous partners.
2. **Recognise and challenge** negative behaviours. Don't just leave it up to the person to say something, step in and support them
3. **Be a visible ally.** You can do it by putting the [Ally poster](#) up at your workstation, or using it as a background in Teams
4. **Educate yourself.** The [LGBTI+ Hub](#) has a lot of resources and information to help build your understanding on how to support our LGBTI+ colleagues.

Happy Bisexuality Day folks!

[#everystorycounts](#) [#therainbowconnection](#) [#inclusionstartswithi](#)

Wear it Purple Day

LEX 69109 - Documents - Page 86 of 650

Aug 27 • @1

1 share • Seen by 202

In honour of Wear It Purple's theme "Start the conversation, keep it going", we're sharing thoughts from a bisexual woman working for the agency, who's decided to remain anonymous even though she's found the culture here to be welcoming and accepting.

Content Warning: Some content in this post may be distressing to some. Please take care and if you need to, seek support from the Employee Assistance Program on 1300 360 362 (available 24/7) or Lifeline 24 hour support line on 13 11 14.

'We're a really diverse group of people! LGBTI+ people come in all body shapes, sizes and colours. We can be of ANY religion, may have disability and many family arrangements. This diversity is awesome, but it also leads to a LOT of disagreement within our community.

Take the acronym LGBTI+ for example- some people argue that it's too small and doesn't encompass the full spectrum of identities within the community, others may see the acronym as being distinctive and fear changing may lead to confusion. Some are in favour of reclaiming slurs, others less so. You don't have to agree with their points, but **listening and considering why someone might think that way is important.**

Rates of suicide among LGBTI+ people are depressingly high. Studies from the [Trevor Project](#) show that Lesbian, Bisexual and Gay youth (defined as age 10-24) are 5 times more likely to have attempted suicide than their heterosexual counterparts. And if you're transgender, these rates skyrocket, 92% reported having suicidal thoughts before the age of 25. Bullying, harassment and homophobia play a significant role in these statistics.

One way you can be an active ally is by having a chat with someone having a hard time. You'd be surprised how much one conversation can help!

LGBTI+ people can be victims of domestic violence too. FDV in any form is unacceptable. Abuse is a horrible thing that doesn't discriminate, and whether the violence comes from family, lovers or strangers, we need to support our colleagues who are affected every step of the way.

Visit the [FDV LGBTI+ intranet](#) page to read more about barriers the LGBTI+ community may face when seeking help, and for information about available support.

It's still not safe for many LGBTI+ people to come out. And that's why I'm writing this anonymously. Even in Australia, many LGBTI+ people have to hide themselves for fear of retribution, from co-workers, peer groups, family and/or friends. LGBTI+ people are minorities within the greater community, and having allies makes us feel a whole lot safer. When you fight by our sides, things get better for everyone. Being surrounded by allies and people who care gives me hope that things will get better. And that's pretty dang powerful!

Visit the [LGBTI+ Hub](#) for information about how you can be an active ally to LGBTI+ people.

[#everystorycounts](#) [#LGBTI+](#) [#WIPD2021](#) [#WIPDWFH](#)

International Lesbian Day

'A safe and inclusive space' podcast

██████████
Oct 8 1 share · Seen by 611

Celebrate everything inclusive and positive for International Lesbian Day with ██████████
██████████ heart-warming story.

s47F(1)

There are many ways to show you support your LGBTI+ colleagues, you can:

- display the [LGBTI+ Ally poster](#)
- share your [pronouns](#) in your signature block
- read more about [LGBTI+ inclusion](#).

#everystorycounts #inclusionstartswithi #therainbowconnection

Love Comment Share

You and 66 others

Episode 12: 'A safe and inclusive space'

s22 ██████████ and s22 ██████████



['A safe and inclusive space' – Everyday progress podcast \[MP3\]](#) | ['A safe and inclusive space' – Everyday progress transcript \[DOCX\]](#)

Episode length: 29 minutes

Posted on 19/5/21

s22 and s22 graciously shared their personal stories with us. We are truly grateful for their openness and candour. They talked about:

- Their roles as social workers and providing support to customers in crisis.

s47F(1)

news hub

Why we can't rest on our gold laurels

Thursday, 1 July 2021

The Australian Workplace Equality Index (AWEI) is the benchmark for LGBTI+ inclusion in Australian workplaces. Last month Services Australia was named a 'Gold Employer' at the 2021 Australian LGBTQ Inclusion Awards, stepping up from our previous Bronze Tier Employer Status.



with the 2021 AWEI Gold Employer trophy

s47F(1)

and co-chair of the Rainbow Roundtable, [redacted] has been working with the Inclusion and Diversity team and SES LGBTI+ Ally, [redacted] to make agency-wide improvements that helped us take home the gold.

s22

'Myself and a number of staff across the agency provided feedback on the recruitment process for transgender and gender diverse staff,' [redacted] said.

Their feedback led to a major update to our website to include information about how transgender and gender diverse staff are supported in the agency.

This includes clear information about staff dressing in their choice of business clothes and accessing the facilities they feel comfortable using [redacted] said it was encouraging to see peer and managerial support in the process, now backed by policies and awareness.

'Our website now also clearly outlines that same sex couples can access the same partner and child and parental leave as other staff.

'MX' has also been added as a title option in our recruitment forms, and we also highlight that leave may be available to staff who are affirming their gender,' Jane said.

[redacted], our Senior Executive LGBTI+ Ally, is proud of the work done to improve inclusion for our LGBTI+ staff.



'In addition to the web changes, we've developed the new Supporting gender diversity and affirmation guide to help our LGBTI+ staff feel safe, supported and respected in the workplace.

'We want all staff to feel safe to bring their whole selves to work. We hope the guide brings us one step closer to bridging the gap between the unknown and understanding and acceptance,' Jen said.

[redacted] s47F(1)

s47F(1)

at the awards with the 2021 AWEI Gold Employer trophy

  s22
2h ago

NAIDOC Week - s22 **story**

NAIDOC week, 4-7 July, is the opportunity for all Australians to come together to celebrate the rich history, diverse cultures and achievements of Aboriginal and Torres Strait Islander peoples, as the oldest continuing cultures on the planet. s22 joined Services Australia through the Indigenous Apprenticeship Program.

s47F(1)

AS18 Intersex Allies

Screenshot of Intersex Awareness Day Yammer post

New Conversations (0) ▾

s22 [redacted] s22
1h ago 3 shares · Seen by 25

Today is Intersex Awareness Day. This year is the 25th anniversary of the first Intersex demonstration that increased awareness of intersex people and their lives, and highlighting some of the issues intersex people may have faced including invasive non-consensual operations or hormone therapy.

Intersex is a term that refers to people who are born with variations to their physical or biological sex characteristics that differ from social and medical understandings of female or male bodies.

Sometimes intersex variations are known before birth, some become apparent at birth or later in life. An intersex person may identify as a woman, a man, or another gender identity. Intersex isn't a sexual orientation.

Intersex is more common than you might realise. It's about as common as a person with green eyes, or red hair. But because of the stigma associated with being intersex, it's not often talked about. Today is a day to change that. To raise awareness, and show we support intersex people.


You can show you are an active ally of intersex people by:

- not making assumptions about people's bodies based on their appearance
- understanding the [terminology](#) and using the right words
- putting up visible signs of support, like the [LGBTI+ ally poster](#) at your workstation
- calling out inappropriate behaviour, comments or jokes in the workplace

Learn about the experiences of intersex people by:

- watching Season 4 episode 3 of the ABC's [You Can't Ask That](#), which focuses on intersex people. Watch in [ABC iView](#)
- reading [YOUth&I](#) stories, poems and art by intersex youth, edited by Steph Lum
- visiting the [LGBTI+ Hub](#) resources page to discover other resources to support intersex inclusion in the workplace.

[#everystorycounts](#) [#inclusionstartswithi](#) [#therainbowconnection](#) [#mybodymychoice](#)
see s22



Screenshot of Intersex Day of Solidarity Yammer post

s22 [redacted] s22
9m ago 2 shares

"We recognise the trauma and mental health concerns caused by the unnecessary medicalisation of intersex people, as well as stigmatisation of intersex characteristics that has resulted in a legacy of isolation, secrecy and shame."
Darlington Statement.

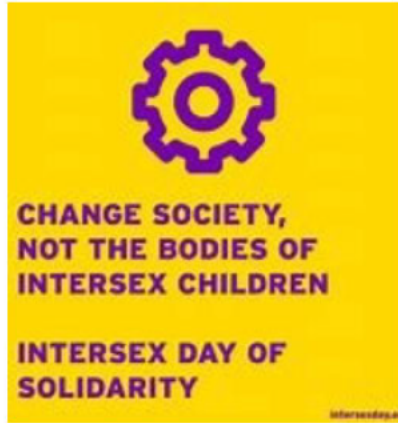
Monday 8th November is Intersex Day of Solidarity, also known as Intersex Day of Remembrance, it's a day to highlight issues faced by intersex people.

Intersex Human Rights Australia and LGBTIQ+ legal group, Equality Australia, have launched a national campaign, [My Body, My Choice](#), calling for laws in every state and territory to end medically unnecessary interventions on intersex people. Read more about and sign up to the [My Body, My Choice](#) campaign.

Keen to learn more about the issues faced by intersex people?

- visit the [Reach Out Australia](#) website for publications created by intersex people [Understanding What It Means to Be Intersex](#) (for youth) and [Supporting an intersex teenager](#) (for parents and guardians)
- watch the TEDx Talk: [A different kind of superpower: what it means to be intersex](#) by Susannah Temko
- check out our [LGBTI+ resources and support options for staff and managers on the LGBTI+ Hub intranet page](#)
- [Intersex Peer Support Australia](#) provides peer support for people with intersex variations and their families
- read about The Darlington Statement by visiting the [IHRA](#) website.

[#intersexdayofsolidarity](#) [#everystorycounts](#) [#inclusionstartswithi](#)
see less



Like Comment Share ▾ Be the first to like this

Screenshot of the LGBTI+ Hub's terminology page with the intersex definition.

Intersex	<p>Intersex people are born with physical or biological sex characteristics (such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns) that are more diverse than stereotypical definitions for male or female bodies.</p> <p>An intersex person may identify as a woman or a man, or another gender identity. Intersex isn't a sexual orientation. Sometimes intersex variations are known before birth, some become apparent at birth or later in life.</p>
----------	---

Screenshot of the LGBTI+ Hub's Resources and Products page

LGBTI+ Resources and products

On this page

- [Resources](#)
- [Product](#)
- [Videos](#)
- [Our People](#)
- [Calendar](#)
- [Corporate Memberships](#)
- [Additional links](#)

Related links

- ▶ [LGBTI+ Hub](#)

Content details

- ▶ **Business Owner**
Inclusion and Diversity
- ▶ **Date Published**
29 September 2021
- ▶ **Feedback**
Email the owner of this page

Resources

Below are some great resources that can help managers and staff understand how they can play a part in LGBTI+ inclusion.

- ▶ [Employers' guide to Intersex inclusion](#) [PDF]
- [A manager's guide to LGBTI workplace inclusion](#) [PDF]
- [Dealing with stress and anxiety during COVID-19](#) [PDF]
- [Supporting gender diversity and affirmation](#) [PDF] guide
- [Supporting gender diversity and affirmation](#) [DOCX] guide
- [Engaging allies for change: How to engage LGBTI allies for cultural change](#) [PDF]
- [Let's talk gender: a closer look at gender diversity within the workplace](#) [PDF]
- [Guide to being a straight ally](#) [↗](#)
- [Intersex Human Rights Australia](#) [↗](#)
- ▶ [Intersex for allies](#) [↗](#)
- [Employer's Guide to Intersex Inclusion](#) [PDF]
- POR00471 LGBTI+ Inclusion eLearning course.
- [Employee assistance program \(EAP\)](#)
- LGBTI+ counselling service, [QLife](#) [↗](#)
- [LGBTI+ network](#) or Yammer group
- [Family and domestic violence fact sheet](#) [PDF]
- [My pronouns](#) [↗](#)
- [How to be an ally to transgender and gender diverse staff](#) [PDF]
- [LGBTI+ Training Plan](#) [PPTX]
- [Words at Work](#) [PDF]
- [Welcome from the Rainbow Connection](#) email.

Additional links

- ▶ [Pride in Diversity](#) [↗](#)
- ▶ [Intersex Human Rights Australia \(IHRA\)](#) [↗](#)
- [ACON](#) [↗](#)
- [Stonewall](#) [↗](#)
- [LGBTI National Health Alliance](#) [↗](#)
- [The Gender Centre](#) [↗](#)
- [Switchboard](#) [↗](#)
- [Rainbow Families](#) [↗](#)

Screenshot of LGBTI+ Staff and manager support intranet page, where we share information about how to support intersex staff.

How to support intersex staff

Creating intersex inclusive work environments

We can all create an intersex inclusive workplace by:

- recognising intersex as a form of bodily diversity
- acknowledging that intersex status is different from sexual orientation and gender identity
- using the acronym LGBTI+ to include intersex people
- using inclusive gender neutral language
- using intersex inclusive language, for example, using phrases such as 'all genders', rather than 'both' genders
- accepting intersex people and not asking intersex people invasive personal questions
- ensuring intersex staff are not subject to harassment or discrimination.

You can read more about intersex inclusion on the [Resources and products](#) page.

LGBTI+ inclusion in the regions

August 2021



Workplace Inclusion and Diversity Strategy 2019-23

(Strategy) and Inclusion Action Plans guide our work. LGBTI+ inclusion is a critical focus of the Strategy. The Strategy supports the Services Australia master plan 2021-22 principle to provide respectful workplaces and services to customers.

OVERVIEW

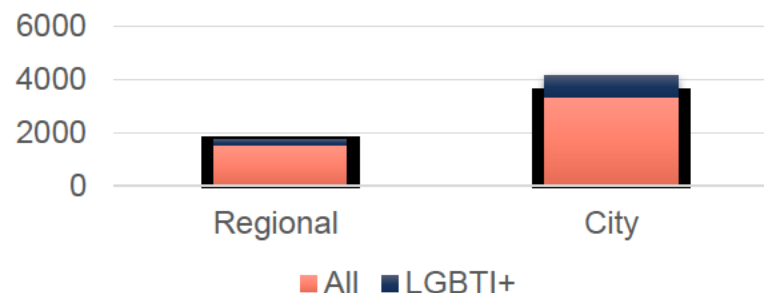
- ✧ In the marriage equality ballot, most regional electorates were in favour of marriage equality.
- ✧ These results suggest that regional Australia is not less tolerant of LGBTI+ people than people in the cities.
- ✧ LGBTI+ people in smaller communities don't have the same level of anonymity as people in the cities.
- ✧ In the cities, people can be out in some spheres of their life and not in others.
- ✧ In regional Australia, being out at work is likely to mean being out to everyone.
- ✧ An inclusive workplace can make being out a safer experience for LGBTI+ people.
- ✧ Inclusive workplaces contribute to maintaining and attracting talent.
- ✧ Local leaders play an important role in creating an inclusive work culture.
- ✧ LGBTI+ days of significance are an opportunity to send clear messaging that the workplace is safe and inclusive.
- ✧ The Rainbow Connection is a way for staff to connect with and support each other and get involved in agency initiatives.
- ✧ Digital resources are a rich source of information for staff, regardless of their location.
- ✧ Local events are a great way for people to learn more and connect with others.

Sources: Regional Inclusion: A How to Guide (Pride in Diversity:2019), Queer out Here Report, (Minus18:2020)

2021 LGBTI+ SURVEY DATA

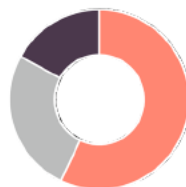
- ✧ We have about 35,000 staff in more than 400 locations all over Australia.
- ✧ Almost 5,000 staff completed the PiD LGBTI+ survey in February 2021.
- ✧ About a third (31%) of them were in regional, rural and remote locations (regional).
- ✧ A fifth (22%) were LGBTI+ people
- ✧ Just over half of all those in the regions(57%) agreed that LGBTI+ inclusion initiatives had been adequately communicated.
- ✧ Slightly more than a third (38%) agreed it was easy to connect with national LGBTI+ activities.
- ✧ About one quarter of them are members of the LGBTI+ staff network, the Rainbow Connection

Location of Survey Responders



Adequate Communication

Agree Disagree Neither



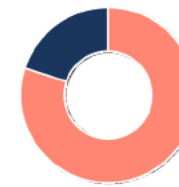
Connect to National Office

Agree Disagree Neither



Network members

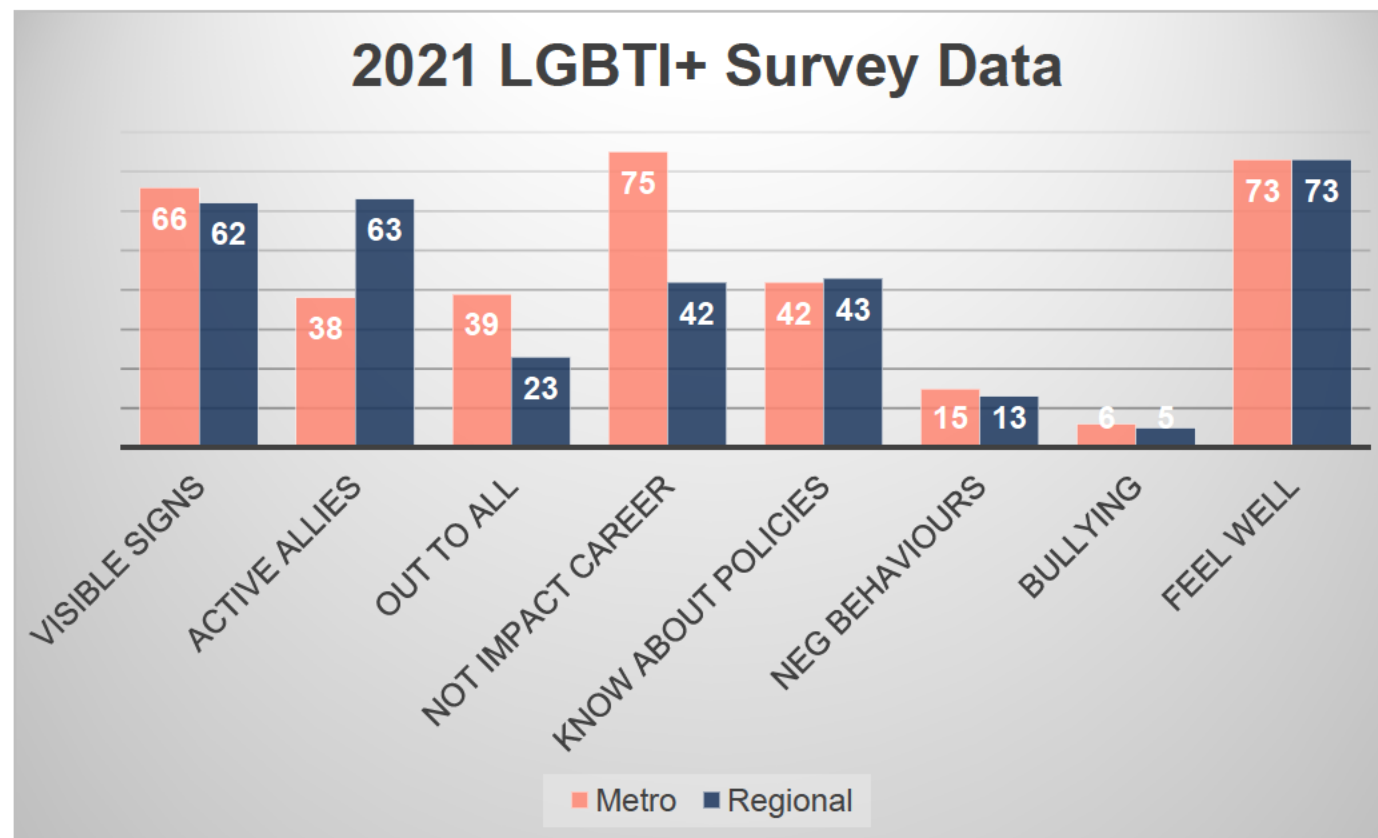
No Yes



IN THE REGIONS

- ✿ more visibility of active LGBTI+ Allies
- ✿ only slightly less visible signs of inclusion
- ✿ many less staff out to everyone
- ✿ more concern that being out might impact careers
- ✿ similar low level of knowledge of gender affirmation policies among LGBTI+ staff
- ✿ similar awareness of negative behaviours and bullying targeting sexual and gender diversity
- ✿ Similar levels of feelings of wellness

Note: LGBTI+ staff are more aware of negative behaviours and bullying and feel less well than others regardless of where they live. Twice as many LGBTI+ staff have witnessed bullying than all staff. About 65% of LGBTI+ staff feel well at work compared to 73% of all staff)



WHERE TO FROM HERE?

In Services Australia, active LGBTI+ allies are more visible in the regions than in the cities.

Visible signs of inclusion are about the same in both locations. LGBTI+ inclusion initiatives are moderately well communicated.

The number of staff who are out to everyone is markedly less in the regions. There is a lot more concern that being out might negatively impact career progression. There is a low level of awareness about relevant policies and of feeling connected with national initiatives.

Local leaders play a key role in modelling inclusive behaviours and driving a safe and inclusive culture. They can be supported with targeted information. Days of LGBTI+ significance are the opportunity to show visible support for LGBTI+ inclusion. Digital resources and channels work well for everyone.

Aim	Action	Responsibility
Support local leaders	Develop information sheet for National Coming out Day	Inclusion and Diversity Team 11 October 2021
Demonstrate Senior Leadership support	Promote information sheet	Senior Executive LGBTI+ Ally 11 October 2021
Promote national initiatives	Use multiple channels to communicate days of significance Monitor participation in regional locations	Inclusion and Diversity Team Ongoing
Encourage membership of the Rainbow Connection	Monitor the number of new members from the regions	Inclusion and Diversity Team 27 August and ongoing
Encourage connection through involvement in community events	Promote Pride in Diversity and other local events	Inclusion and Diversity Team Rainbow Connection Ongoing
Raise awareness and knowledge	Promote digital resources	Inclusion and Diversity Team Ongoing
Encourage visibility	Promote the display of the LGBTI+ Ally poster and other visible signs of inclusion	Inclusion and Diversity Team Ongoing
Promote a safe work space	Encourage staff to be LGBTI+ Allies Support staff who are working from home	Inclusion and Diversity Team Rainbow Connection Ongoing

Report on LGBTI+ Inclusion in the Regions

December 2021

In 2021, the Rainbow Roundtable conducted research to understand the experience of LGBTI+ staff in the regions. An action plan was developed to address the key findings.

Key Findings

- **LGBTI+ Allies are more visible in the regions than in the cities.**
- **Less staff in the regions are out to everyone at work.**
- **More staff in the regions are concerned that being out might negatively impact career progression.**
- **Lower levels of awareness of relevant policies in regional offices.**
- **Regional offices feel less connected with national initiatives.**
- **Local leaders play a key role in modelling inclusive behaviours and driving a safe and inclusive culture.**
- **Days of significance are the opportunity to show visible support for LGBTI+ inclusion.**
- **Digital resources and channels work well for everyone.**

Actions to address key findings

- **Support local leaders to create LGBTI+ inclusion by providing practical guidance.**
- **Demonstrate Senior Leadership support for inclusion in the regions.**
- **Promote national initiatives.**
- **Encourage staff in the regions to join the Rainbow Connection.**
- **Encourage connection through involvement in community events.**
- **Raise awareness and knowledge.**
- **Encourage visibility.**



Actions delivered

On National Coming Out Day, the Senior LGBTI+ Ally emailed a digital resource to all managers, including those in regional offices, to support them in creating a safe, inclusive culture. The resource provided easy access to key statistics, relevant policies and tools. A Yammer post, shared to the All Company group, encouraged staff to join the Rainbow Connection and be active LGBTI+ Allies. An out senior manager supported the post.

Communications about the significance, and how to participate, in days of LGBTI+ significance have been widely promoted to encourage connection and uptake in regional areas. Many regional offices showed their support for Wear it Purple Day and IDAHOBIT. 'A safe and inclusive space' podcast featuring Social Workers discussing LGBTI+ inclusion for staff and customers was published and promoted on IDAHOBIT.

Community events promoted:

- The 'Doing Mackay Proud' LGBTQ events delivered by Pride in Diversity in May 2021
- ACON's 'A Leadership Conversation' on 25 August which aimed to understand the experience of LGBTI+ people in the regions.
- Out for Australia: Out For Your Brand in Shepparton 26 June

Since July 2021, 45% of new Rainbow Connection members are in regional locations,

Evidence: National Coming Out Day Senior Ally email to all managers and Senior manager support

s22
Sent: Thursday, 7 October 2021 2:15 PM
To: ORG.AllGeneralManagers
Subject: National Coming Out Day - 11 October [SEC=OFFICIAL]

National Coming Out Day – 11 October

A message from Jen Rufati, Senior Executive LGBTI+ Ally

Colleagues,

We know that not all of our LGBTI+ staff feel comfortable being out in the workplace. Knowing managers and colleagues are supportive, and focused on making their office a safe workplace, is a great step in the right direction.

Making a difference in this area starts with awareness. It would be appreciated if you show you are an active ally, who supports LGBTI+ inclusion, by cascading the information below to your SES and EL2's. Research shows that supportive managers are a catalyst in driving LGBTI+ inclusion.



Thanks,
Jen

Why is this important?

National Coming Out Day is an opportunity to think about creating workplaces where people can be open about their sexual orientation, gender identity and intersex status, if they wish. People feel better and are more productive when they feel safe to be themselves. The benefits flow on to the whole organisation. Staff in highly LGBTI+ inclusive workplaces are at least twice as likely to achieve, innovate and deliver excellent customer service as those in non-inclusive workplaces.

An inclusive culture with strong leadership support for LGBTI+ inclusion are the most important factors in enabling people to feel safe to be themselves. Read the [DCA Out at Work infographic](#).

Being out in Services Australia?

Because culture makes people feel safe, the percentage of staff who are out to everyone is a strong indicator of how inclusive our culture is. Each year the agency takes part in an LGBTI+ Survey. Our results in the 2021 survey showed that the percentage of staff who are out to everyone went down from 43% last year to 39% this year. LGBTI+ women (39%) and LGBTI+ people in the regions (23%) are less likely to be out.



How do you create a more LGBTI+ inclusive workplace?

Let people know you support an LGBTI+ inclusive culture by:

- displaying the [LGBTI+ Ally poster](#)
- sharing your [pronouns](#) in your signature block
- supporting [IDAHOBIT](#), [Wear it Purple Day](#) and local events
- learning the [language](#) and using it [inclusively](#)
- knowing the unique ways LGBTI+ people may experience [workplace bullying](#) and [responding swiftly](#) to any negative behaviours
- learn about [LGBTI+ inclusion](#)
- learning about [HR policy provisions](#) for those [affirming their gender](#)
- supporting LGBTI+ staff who are working from home.

Useful resources

- [LGBTI+ Hub](#)
- [A manager's guide to LGBTI workplace inclusion](#)
- [Intersex for allies](#)
- [How to be an ally to transgender and gender diverse staff](#)



Being out in the regions

The *Pride in Diversity Regional Inclusion: A How to Guide* (2019) observes that in the marriage equality ballot, most regional electorates were in favour of marriage equality. They concluded that regional Australia wasn't less accepting of LGBTI+ equality. The report suggests that smaller communities are less anonymous than the cities. People who are out work are more likely to be out in the community. This may discourage some people from coming out.

For more information contact INCLUSION.AND.DIVERSITY@servicesaustralia.gov.au

Collapse

5

Nicky Oct 11

Thanks for sharing, Jen. Today is a great reminder of the steps everyone can take to help people feel comfortable being themselves at work. **s47F(1)**

s47F(1)

s47F(1)

it's a simple action that lets others know they are

supported.



Posted in Inclusion and Diversity - Group

 s22
Oct 11

2 shares • Seen by 373

National Coming Out Day

Today is National Coming Out Day. This day aims to celebrate the LGBTI+ community and create a positive space where people can feel free to be themselves if they wish.

This is a good time for us to think about how comfortable people feel in our workplaces. In the Pride in Diversity survey conducted in February, only 39% of our LGBTI+ respondents said they were completely out at work.

We know that having an inclusive culture helps people to feel safe at work. As your Senior Executive LGBTI+ Ally, I invite you to join me in showing your support for workplaces where everyone is respected and can thrive. You can:

- display the [LGBTI+ Ally poster](#)
- share your [pronouns](#) in your signature block
- join our [LGBTI+ staff network](#), the Rainbow Connection
- learn more about [LGBTI+ inclusion](#).

[#inclusionstartswithi](#) [#therainbowconnection](#)

see less [This conversation has been shared 2 times](#)

 s22
- Group

An inclusive culture helps people feel safe to be out at work. Read the post below to see how you can show your support.

s22

Seen by 155

A Leadership Conversation

Pride in Diversity is hosting a panel event with leaders about the importance of leadership, senior visibility and how they've impacted LGBTI+ inclusion in their sector. The panel features:

- Cr Nuatli Nelmes - Lord Mayor, City of Newcastle
- Cr Declan Clausen - Deputy Lord Mayor, City of Newcastle
- Ian Roberts - Rugby Legend, Co-Patron Pride in Sport
- Brenda Ryan - CEO, Hunter Primary Care.

Date and time

Wed, August 25, 2021
12.00 - 1.30 PM AEST

Use this [link](#) to register for this free event. As this event will be hosted on Zoom you will have to use your own device.

Posted in The Rainbow Connection - Group

 s22
Apr 30

Seen by 168

Who works in/near Mackay, QLD?

On 10th May, Pride in Diversity is convening a cross-organisational program to help drive LGBTI+ awareness and inclusion in regional Queensland.

The series of events will focus on enablement, networking and best practices, with the intent of progressing real change in regional workplaces.

There's no cost to attending event/s, but bookings are essential. Please click on the below links for more information about each session and to register.

9:30am – 11:30am [Welcome and LGBTQ awareness workshop](#)

12:00pm – 1:30pm [Roundtable luncheon](#)

2:00pm – 3:30pm [Empowering Allies workshop](#)

4:00pm – 5:00pm [Regional Panel discussion](#)

5:15pm – 7:00pm [Networking event](#)



s22

Seen by 183

Advanced warning for folks near Bendigo and Shepparton!! Out For Australia is thrilled to announce that they're going regional VIC!

Generously supported by a grant from the Victorian government, Out For Australia is delivering a series of career-focused workshops for LGBTQIA+ people based in regional Victoria. Each workshop is delivered in partnership with local LGBTQIA+ community groups, combining local connections and lived experience with OFA's career and mentoring expertise.



Some of the staff from Regional QLD Smart Centre wearing purple today and showing their support for Wear it Purple Day.

#WIPD2021, #WIPDWFH and #LGBTI+

WEAR IT PURPLE

s22

Remote Smart Centre North Cairns showing our support for the LGBTI+ community, and to let young rainbow people know they are valued and supported to be who they are.

#WIPD2021 #WIPDWFH #LGBTIQ+

s22

s22

 s22

Seen by 141

Ross River Road SC celebrating WIPD 2021 !!! This year's theme was "Start the Conversation ... Keep it Going" remembering that conversations we have with our children, family and friends around sexual orientation and gender identity are so important and make such a difference. #WIPD #WIPD2021

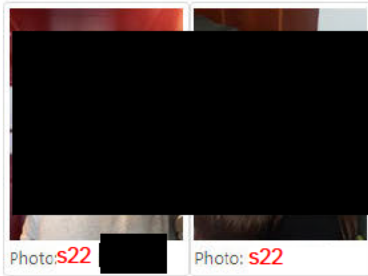
s22

Episode 12: 'A safe and inclusive space'

s22

and

s22



['A safe and inclusive space' – Everyday progress podcast \[MP3\]](#) | ['A safe and inclusive space' – Everyday progress transcript \[DOCX\]](#)

Episode length: 29 minutes

Posted on 19/5/21

s22 graciously shared their personal stories with us. We are truly grateful for their openness and candour. They talked about:

- Their roles as social workers and providing support to customers in crisis. s47F(1)
- Their commitment to make Services Australia an inclusive environment for members of the LGBTIQ community.
- The importance of lending your power to those who can't advocate for themselves.
- The significance of linking customers in with community services and groups.
- The LGBTIQ+ social work community of practice.
- How the master plan has given a solid framework for communicating the importance of their work.
- Why allies are important and ways they can help make an inclusive culture.
- What progress means to them.

Posted in Coffs Harbour SMART - Group

s22
S May 21 • 14

3 shares • Seen by 150

Monday was IDAHOBIT - International Day Against Homophobia, Biphobia, Interphobia & Transphobia and in true COFFS HARBOUR form we embraced the rainbow to support our family, our friends, our colleagues.

Special thanks to our Inclusion + Diversity Team Members; s22 s22 for your creative and photographic skills!

#IDAHOBIT

s 22

LGBTI+ Rainbow Roundtable Action Plan 2021

July 2021



Australian Government



Services
Australia

servicesaustralia.gov.au

Rainbow Roundtable Action Plan and Report

The table below details the 2021 Rainbow Roundtable Action plan, with a report against each action item.

AWEI No	Criteria	Actions	Responsibility	Report
AS3	Identify and address areas of LGBTI+ inclusion that need improvement.	Consult members of the LGBTI+ Rainbow Roundtable (RR) on LGBTI+ initiatives including customer IT systems. Conduct an Innovation Challenge Promote the Rainbow Connection and Roundtable on Yammer	LGBTI+ Rainbow Roundtable Inclusion and Diversity Team <i>October 2021</i>	The RR raised a number of concerns about the experiences of our LGBTI+ customers. It was agreed to conduct an Innovation Challenge to generate ideas on how this experience could be improved. The Challenge was held from 13-29 October. The Senior LGBTI+ Ally sponsored the challenge and it was widely promoted using Yammer and emails. It generated 60 ideas, 2,862 votes, 212 comments and 1,089 subscribers. The ideas are being reviewed by SMEs. Some have been identified for immediate implementation.
AS10	Ensure the Rainbow Connection and Roundtable has a leadership structure with clear roles and responsibilities.	Fill vacancies Call for nominations for Rainbow Roundtable Chair and Co-Chair positions	Inclusion and Diversity Team LGBTI+ Roundtable <i>August 2021</i>	The 2 vacancies have been filled and a new RR Chair and Co-chair have been appointed.
AS13	Recognise of the role and work of the LGBTI+ Network	Once the Rainbow Connection Chair and Co-Chair are nominated, encourage them to include the role in their IPAs.	Inclusion and Diversity Team LGBTI+ Roundtable	Met with new Chair and Co-Chair and encouraged them to include their roles in their IPAs.

AWEI No	Criteria	Actions	Responsibility	Report
	leads as part of their duties.		<i>October 2021</i>	
AS16	Raise the visibility of LGBTI+ women.	Review the 2020 'Raising the visibility of LGBTI+ women' action plan Develop and implement the 2021 'Raising the visibility of LGBTI+ women' action plan	Inclusion and Diversity Team LGBTI+ Roundtable <i>August 2021</i>	The Raising the visibility of LGBTI+ women' report and action plan has been updated and implemented. A report on the implementation of the plan is provided at criteria AS16.
AS19	Enhance LGBTI+ inclusion in regional and remote locations	Develop a plan to increase network engagement and LGBTI+ inclusion in regional and remote offices.	Inclusion and Diversity Team LGBTI+ Roundtable <i>October 2021</i>	An action plan to increase LGBTI+ inclusion in the regions has been developed and implemented. The plan focused on providing targeted information to managers, including those in regional offices, to help them promote an LGBTI+ inclusive culture.
AS20	Report on the achievements of the Rainbow Roundtable	Monitor and report on progress against the 2021 Services Australia LGBTI+ Action Plan, the 2021 Rainbow Roundtable Action plan and the achievement of AWEI criteria.	Inclusion and Diversity Team LGBTI+ Roundtable <i>December 2021</i>	A report on our progress in achieving the AWEI criteria was delivered to the Rainbow Roundtable meeting on 9 November. The meeting discussed opportunities to address the incomplete actions. The report on the 2021 LGBTI+ Action Plan was sent to all SES on 2 nd December.

AWEI No	Criteria	Actions	Responsibility	Report
AS39	Raise community awareness of the Agency's support for LGBTI+ inclusion.	Identify opportunities to participate in LGBTI+ community events.	Inclusion and Diversity LGBTI+ Roundtable <i>December 2021</i>	Investigated participating in Coastal Twist and Brisbane Fair Day and CBR Spring Out Day without success.
AS40	Support the LGBTI+ community through pro-bono support.	Identify opportunities to provide pro bono support to LGBTI+ community organisations.	Inclusion and Diversity LGBTI+ Roundtable <i>December 2021</i>	No opportunities have been identified.
AS41	Support LGBTI+ charities through fund raising.	Encourage Rainbow Connection members to raise funds for LGBTI+ charities.	Inclusion and Diversity Team LGBTI+ Roundtable <i>December 2021</i>	Funds (\$367.57) raised for Minus 18. Minus 18 added to Workplace Giving program.

servicesaustralia.gov.au



LGBTI+ Rainbow Roundtable

Meeting agenda

TITLE:	Meeting agenda for Rainbow Roundtable		
VENUE:	Microsoft Teams		
EVENT DATE:	9 November 2021	START: 11:00am (AEDT) 10:00am (AEST) 10:30am (ACST)	FINISH: 11:30am (AEDT) 10:30am (AEST) 11:00am (ACST)
EXTRA DETAILS:	Microsoft Teams		

HOST:	Jen [REDACTED]
-------	----------------

RELEVANT DOCUMENTS/INFORMATION
<ul style="list-style-type: none"> Meeting Minutes - 17 September 2021 LGBTI+ Census Action Plan 2021 The Rainbow Connection and Rainbow Roundtable Charter
ACTIONS PRIOR TO MEETING
<ul style="list-style-type: none"> Review meeting papers

AGENDA ITEM	TIME (AEST)	TOPIC	PRESENTER
1	3:00 to 3:05	Acknowledgement of Country Welcome to new members Nicky [REDACTED] and Ailsa [REDACTED]	Jen
2	3:05 to 3:15	<ul style="list-style-type: none"> Report on AWEI progress 	s22
3	3:15 to 3:20	<ul style="list-style-type: none"> Debrief on LGBTI+ APS Census results 	s22
4	3:20 to 3:25	<ul style="list-style-type: none"> Call for nominations for Chair and Co-chair 	Jen
5	3:25 to 3:30	<ul style="list-style-type: none"> Other business 	All

AS21 Days of Significance celebrated

17 May 2021 International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT)

For IDAHOBIT Day, our campaign focused on highlighting the importance of standing against discrimination of lesbian, gay, bisexual, transgender and intersex (LGBTI+) friends, colleagues and family, and promoting resources available to staff. We promoted IDAHOBIT through:

- CEO update
- Screensaver promoting key messages
- LinkedIn post, sharing information about using pronouns
- A News hub article, sharing staff story from mature aged LGBTI+ staff member about how things have changed in last 31 years, and opportunities for further improvement
- Facebook post sharing Geoff's staff member's story
- Yammer posts to promote the key messages and encourage site involvement
- Daily communications network messaging

Facebook post IDAHOBIT 2021



news hub

Excerpt from CEO update for IDAHOBIT 2021

Home Our Service Our People Our Leaders Media Summaries Executive Messages Submit A Story Contact Us

CEO Update: Monday 17 May 2021

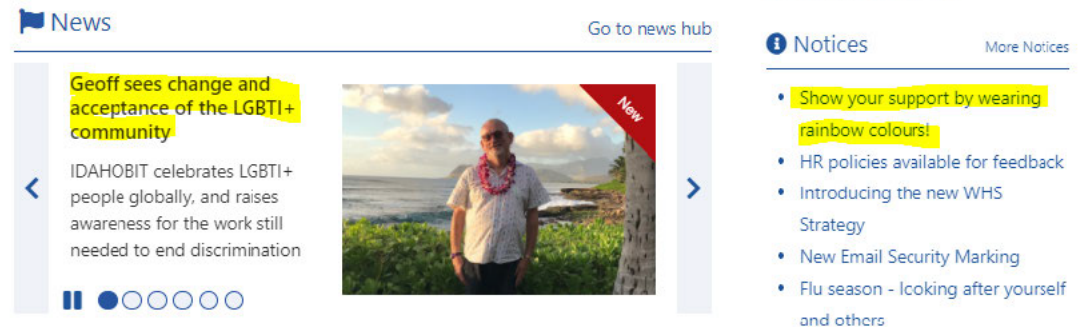
Monday, 17 May 2021

IDAHOBIT

All of us have a role to play in fostering a supportive, accepting and 'respectful' workplace. While we have come a long way, [as Geoff Prince says on news hub](#), there is still work to be done. According to last year's APS Census 5 per cent of our workforce identify as LGBTI+ and some reported feeling discrimination at work.

In the spirit of International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) today, I encourage you to reflect and take action to support your LGBTI+ colleagues today and every day. There are [plenty of resources on the intranet](#) to help show your solidarity. Together, let's create a workplace where all staff feel safe to be themselves.

IDAHOBIT 2021 Intranet landing page, featuring the intranet notice, and the news hub article



23 September 2021 International Bisexuality Day (also known as Bisexual Visibility Day/Celebrate Bisexuality Day)

Our campaign focused on raising awareness of some of the unique challenges faced by bisexual people, and highlighting ways to be more bi inclusive.

We promoted by:

- Sharing information about the Pride Inclusion Program 'Bi All Accounts' panel discussion, encouraging staff to register to attend the free event.
- Promoting 'Stand Bi Us Forum', where leading bi+ organisations around Australia will come together to host Stand Bi Us Forum, which runs between 23 - 26th September.
- Sharing a bisexual staff member's story on Yammer to raise awareness and to dispel stereotypes about bisexuality. The story included points about the positive impact working in a safe inclusive workplace can have on the mental health and wellbeing of LGBTIQ+ people, and was read by over 1200 people.

Bi All Accounts panel discussion promotion

Posted in The Rainbow Connection - Group
 s22 [redacted] s22
 1 share • Seen by 137
 23 September is **Bisexual Visibility Day** (also known as Celebrate Bisexuality Day), a day to recognise and celebrate bisexual people, the bisexual community and the history of bisexuality.

To celebrate Bisexual Visibility Day, **Pride in Diversity** are hosting an empowering and inspiring panel discussion that will raise the visibility and lived experience of bi+ intersectional people, the impact this can have on the workplace experience and what organisations and allies can do to amplify and support intersectional bi+ people.

Details 23 September 2021 @ 12:30 PM - 1:30 PM AEST
Online (you'll probably need your own device to participate on the day)
[Read more and register for the event](#)



Like Comment Share You and 3 others

s22 Write a comment

Stand Bi Us Forum promotion

s22 [redacted] s22
 Wed at 3:15 PM
 1 share • Seen by 112
Stand Bi Us 23 September-26th September
 Leading bi+ organisations around Australia will come together to launch this year's Stand Bi Us Forum, which runs between 23 - 26th September.

Stand Bi Us celebrates Bi+ Visibility Day, which falls on 23 September. Visibility is important for raising awareness of the unique challenges bi+ people face, and for dispelling harmful myths and stereotypes. The forum also provides a valuable opportunity for the bi+ community to build connections, share stories, and learn from one another. The forum is free, almost entirely online, and open to bi+ people, wider LGBTIQ+ communities, and their allies.

Visit [Stand Bi Us Forum 2021](#) to see a list of free online events happening. You will need to use your personal device to register for the events. see less



Like Comment Share s22 and 11 others

s22 [redacted] s22
 Fri at 9:05 AM
 s47F(1)

Like Comment Share

Staff story shared to all company on International Bisexuality Day

Home Feed
 Inbox 20+
 Communities

- Favorites**
- The Rainbow Connection - ...
 - Canberra Buy, Swap & Sell ...
 - CALD Employee Network - ...
 - Mature Age Network - Gro...
 - Microsoft Teams - Gro... 20+

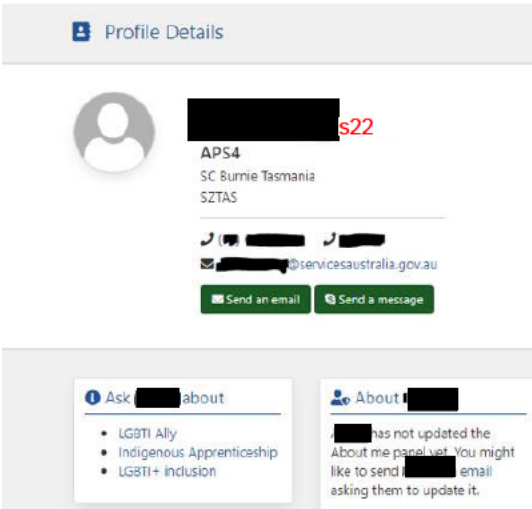
- My communities**
- All Company - Group
 - Inclusion and Diversity - Gr...
 - Buy Nothing - Canberra - G...
 - Smart Centres Operati... 20+
 - Dog Lovers - Group 20+
 - Health and Wellbeing ... 20+
 - Smart Centres North - ... 12
 - Innovate Services Aus... 20+
 - Empower Hour - Group 2
 - Social Work Services & ... 19
 - View All

s22 [redacted] s22
 Thu at 9:18 AM
 Seen by 1,265
 Today is International Bisexuality Day. It's a day to recognise, celebrate and to highlight the importance of stopping biphobia. Bisexual is a term that describes people who are attracted to more than one gender. [Read more about LGBTIQ+ terms](#)

s47F(1)

- Here's a few ideas on things you can do to be more bi inclusive:
1. **Believe.** Bi people exist and all bi identities are valid. Don't make assumptions about people's identities, based on their current or previous partners.
 2. **Recognise and challenge** negative behaviours. Don't just leave it up to the person to say something, step in and support them
 3. **Be a visible ally.** You can do it by putting the [Ally poster](#) up at your workstation, or using it as a background in Teams
 4. **Educate yourself.** The [LGBTIQ+ Hub](#) has a lot of resources and information to help build your understanding on how to support our LGBTIQ+ colleagues.

Happy Bisexuality Day folks!
[#everystorycounts](#) [#therainbowconnection](#) [#inclusionstartswithi](#)
 see less

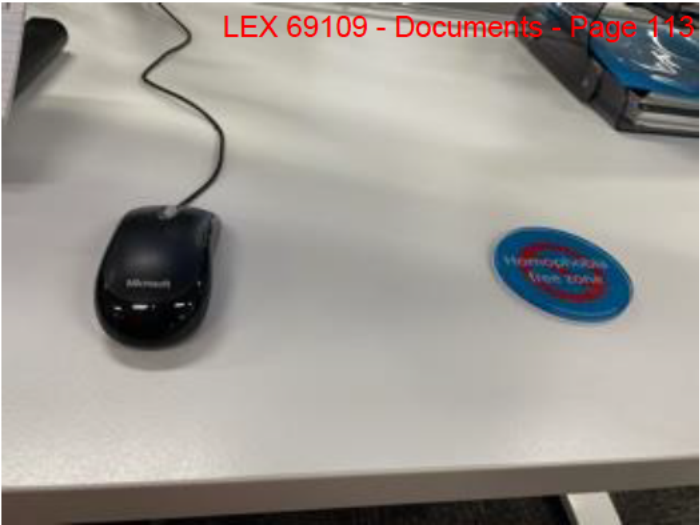


Corporate profile with Ally details

[Redacted]
(she/her)
Assistant Director
Inclusion and Diversity
Leadership and Diversity | People Division
s22
[Redacted]
@servicesaustralia.gov.au



pronouns on email signature block



Homophobia free zone coaster at workstation



Ally Poster up in workplace-SES office



Ally postcard at workstation



Pride pin on building pass

LGBTI+ Allies

On this page

- [What is an LGBTI+ Ally?](#)
- [Senior Executive LGBTI+ Ally](#)
- [Why have LGBTI+ Allies?](#)
- [Being a good LGBTI+ Ally](#)

What is an LGBTI+ Ally?

An ally is a person who considers themselves a friend and active supporter of the LGBTI+ community. This term can be used for non-LGBTI+ allies as well as those within the LGBTI+ community who support each other.

Why have LGBTI+ Allies?

Historical intolerance and negative behaviours mean that LGBTI+ people may be concerned about coming out at work, being fearful of isolation, discrimination or bias.

LGBTI+ Allies help drive cultural change for LGBTI+ rights and inclusion. Allies model inclusive behaviour, promote the use of inclusive language and demonstrate acceptance of LGBTI+ staff, whether or not they are out at work.

Having allies who understand the importance of equality, fairness, acceptance and mutual respect helps LGBTI+ people to feel included and supported. It creates a more inclusive culture where LGBTI+ people are more likely to feel able to bring their authentic selves to work.

Senior Executive LGBTI+ Ally

Our Senior Executive LGBTI+ Ally is Jennifer Rufati, General Manager, Smart Centres Operations.

The Senior Executive LGBTI+ Ally is responsible for promoting a fair, safe and inclusive workplace for LGBTI+ staff. They do this by:

- providing leadership to drive LGBTI+ inclusion initiatives
- improving the visibility and awareness of LGBTI+ inclusion in the agency
- challenging and influencing others to bring about cultural change relating to LGBTI+ inclusion principals
- committing to represent the needs of LGBTI+ staff across the agency and wider APS.

For more information visit the [Diversity Champions intranet page](#).

Being a good LGBTI+ Ally

Allies can be very effective and influential in creating an inclusive culture. Everyone can choose to become an LGBTI+ Ally. Allies can demonstrate their support of LGBTI+ inclusion in many ways including:

- joining the Rainbow Connection (LGBTI+ Network) Yammer group
- completing the LGBTI+ Inclusion eLearning course (POR00471) to learn more about the experiences of LGBTI+ people
- actively participating in inclusion initiatives such as [IDAHOBIT](#) and Wear it Purple Day
- modelling non-discriminatory behaviours and language
- taking a stand against slurs, jokes, negative comments and challenging homophobic, biphobic, intersexphobic and transphobic behaviour, where it's safe to do so
- displaying our workplace ally [poster](#) (PDF) or other LGBTI+ symbols at your desk and updating your signature block and corporate profile to include your personal pronouns.

Why it is important for LGBTI+ Allies to share personal pronouns

There are often assumptions made about people's gender, based on their appearance or name. Making this assumption, even if correct, sends a potentially harmful message that people 'have to look a certain way' to demonstrate the gender that they are or are not.

Using a person's correct personal pronouns is a way to show respect and create a more inclusive environment. By sharing your personal pronouns, you're helping to avoid gender assumptions being made. Small changes in the language we use can make a huge difference in people's lives.

More information is available in the [LGBTI+ Resources and products](#) section.

Resources

Below are some great resources that can help managers and staff understand how they can play a part in LGBTI+ inclusion.

- [Employers' guide to Intersex inclusion](#) (PDF)
- [A manager's guide to LGBTI workplace inclusion](#) (PDF)
- [Dealing with stress and anxiety during COVID-19](#) (PDF)
- [Supporting gender diversity and affirmation](#) (PDF) guide
- [Supporting gender diversity and affirmation](#) (DOCX) guide
- [Engaging allies for change: How to engage LGBTI allies for cultural change](#) (PDF)
- [Let's talk gender: a closer look at gender diversity within the workplace](#) (PDF)
- [Guide to being a straight ally](#)
- [Intersex Human Rights Australia](#)
- [Intersex for allies](#)
- [Employer's Guide to Intersex Inclusion](#) (PDF)
- POR00471 LGBTI+ Inclusion eLearning course.
- [Employee assistance program \(EAP\)](#)
- LGBTI+ counselling service, [QLife](#)
- [LGBTI+ network](#) or Yammer group
- [Family and domestic violence fact sheet](#) (PDF)
- [My pronouns](#)
- [How to be an ally to transgender and gender diverse staff](#) (PDF)
- [LGBTI+ Training Plan](#) (PPTX)
- [Words at Work](#) (PDF) .