

From: [Natasha de Silva](#)
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Gender Affirmation in the Workplace [SEC=OFFICIAL:Sensitive]
Date: Monday, 10 May 2021 11:50:21 AM
Attachments: [image001.gif](#)
[image002.gif](#)
[EB - Better Practice Guide \(BPG\) on Gender Affirmation in the workplace\(002\) and related fact sheets.docx](#)
[Better Practice Guide on Gender Affirming in the workplace\(002\).docx](#)
[Factsheet - Definitions.docx](#)
[Factsheet - Developing a workplace plan.docx](#)
[Factsheet - Example Communication.docx](#)
[Factsheet - Frequently Asked Questions.docx](#)
[Factsheet - Guidelines for Colleagues.docx](#)
[Factsheet - Guidelines for Line Managers.docx](#)
[Factsheet - Updating Details.docx](#)

Hi [REDACTED]
FYI a recent request from AFP, I'll forward my response now. [REDACTED], can you please save to radical?
Thanks
[REDACTED]

From: [REDACTED] <[REDACTED]@afp.gov.au>
Sent: Wednesday, 28 April 2021 12:18 PM
To: Natasha de Silva <natasha.desilva@humanrights.gov.au>
Subject: Gender Affirmation in the Workplace [SEC=OFFICIAL:Sensitive]

OFFICIAL:Sensitive

Good afternoon Natasha,

I hope you are well. How are things progressing in relation to the AHRC Partnership team members? We have now been able to make two offers to our preferred candidates and I am expecting/hoping they will be in a position to commence in early June. One team member is currently based overseas (Singapore) so is awaiting a flight back to Australia and will need to quarantine when they arrive in mid-May. Our other candidate is based in Canberra and is going through the security vetting process.

We also wanted to see if you would be able to provide some advice/feedback on the attached Gender Affirmation in the Workplace policy that has been developed via our Diversity and Inclusion team in consultation with our Gay and Lesbian Liaison Officer (GLLO) Network. The Better Practice Guide and accompanying Factsheets have been in development for some time and your advice on this subject and documents would be greatly appreciated. The team are hoping to have the documents launched as part of our recognition of International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) on 17 May 2021.

Noting this timeline, any feedback you are able to provide by mid-next week would be appreciated. If it is easier to discuss please let me know and we can set-up a conversation to talk through the documents. Pending the extent of your feedback/advice we will keep the release date in mind.

Thanks in advance for your help and I look forward to speaking with you soon. Please give me a call if you have any questions.

Regards,

[REDACTED]

Attachments

- Covering brief to National Manager People and Culture (SES2);
- Better Practice Guide on Gender Affirming in the Workplace; and
- Factsheets in support of the BPG (seven in total).

COORDINATOR CULTURE AND INCLUSION
PEOPLE AND CULTURE COMMAND

Tel: + [redacted] Ext: [redacted] Mob: [redacted]

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Executive Briefing

Addressee National Manager People and Culture Command

Through : Manager People and Culture Command

Coordinator People and Culture Command

Title Better Practice Guide (BPG) on Gender Affirmation in the workplace and related Fact sheets

Action required:

Deadline:

Reasons for proposed actions:

The AFP Cultural Health Framework (CHF) describes a healthy culture is on where our people feel safe, connected, respected, contributing and progressing. One pillar within the CHF says a healthy culture is *“based on sound workforce composition and design (including that the workforce is representative of society)”*. For the AFP to effectively promote this pillar, especially in the recruitment and retention of employees, the organisation needs to ensure its internal policies support diverse minority groups, such as, people who may decide to *affirm* their gender whilst in the organisation.

The AFP participates in the annual Australian Workplace Equality Index (AWEI). This benchmarking exercise is facilitated by Pride in Diversity (PiD), of which, the AFP is a founding member and provides the opportunity to recognise positive initiatives by organisations. The exercise equally is a means to identify and measure key areas of improvement for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) inclusive workplace practices. It has been identified that the AFP does not have a gender affirming policy and process documentation.

Additionally the AFP’s Gay and Lesbian Liaison Officer (GLLO) Network identified the lack of policy as an issue and have been pursuing the development since 2016. This call for action, over such a prolonged time, illustrates the need for this body of work to be implemented in support of AFP members who wish to affirm their gender as soon as possible.

In early 2020, a GLLO Network Working Group (WG) was established to write and implement a Better Practice Guide (BPG) on Gender Affirmation. In conjunction with the BPG, the WG has established a set of supporting Fact sheets to create a *toolkit*, providing support and advice to members and their relevant business areas and supervisors.

Resource implications:

Nil.

Consultation:

Team Leader Organisational Culture
GLLO Network WG
PiD
AFP Legal
Organisational Health

Expected Reaction:

Recommendation:

From: [REDACTED]
 To: [REDACTED]
 Subject: Agenda for tomorrow's AHRC Partnership bi-weekly [SEC=OFFICIAL]
 Date: Wednesday, 30 June 2021 10:08:12 AM
 Attachments: [image001.gif](#)
[image002.gif](#)

OFFICIAL

Hi everyone,

As discussed at our last meeting, we won't be going through the work plan each time but will instead focus on recent developments and priorities.

Aside from your regular updates, here are some talking points we want to focus on tomorrow:

- **Monitoring & Evaluation** - AWEI Surveys & Benchmarking; Dashboard reporting
- **D&I Strategy** – a refresh or rewrite
- **Complaint Management Framework/DFV Strategy**
- **Regional Command meetings**

Let me know if you would like to add anything else.

Cheers,

[REDACTED]

[REDACTED]

TEAM LEADER
 AUSTRALIAN HUMAN RIGHTS COMMISSION PARTNERSHIP
 PEOPLE AND CULTURE COMMAND

Tel: [REDACTED] Ext: [REDACTED]

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From: [REDACTED]
To: [REDACTED]
Subject: Fw: AWEI submission [SEC=OFFICIAL]
Date: Monday, 31 January 2022 11:44:36 AM
Attachments: [image001.gif](#)
[image002.gif](#)

FYI

From: [REDACTED]@humanrights.gov.au>
Sent: 31 January 2022 11:44
To: [REDACTED]@afp.gov.au>
Cc: [REDACTED]@afp.gov.au>
Subject: Re: AWEI submission [SEC=OFFICIAL]
Hey [REDACTED],

Yes - all good on the weekend - are you one to follow tennis?

We are happy to help - send it through when you are ready, and we will get to it.

Could you send us through the other information of the request for the submission and anything else which may help us with background?

Thanks so much,

[REDACTED]

From: [REDACTED]@afp.gov.au>
Sent: 31 January 2022 10:17
To: [REDACTED]@humanrights.gov.au>
Cc: [REDACTED]@afp.gov.au>
Subject: AWEI submission [SEC=OFFICIAL]

OFFICIAL

Hey [REDACTED]

I hope you had a good weekend?

So we are in the thick of the Australian Workplace Equality Index (AWEI) submission for the AFP. It is due 11 February 2022. This piece of work sits with the Diversity and Inclusion Team. But to say we are under the pump would be an understatement. At this time, it is all hands on deck, so members from D and I, AHRC ([REDACTED]), FNU and Staff Engagement have all been allocated to help with the submission for the next two days, to get it into some shape for approval and submission.

Do you think you and the team might be able to assist reviewing submission within a fairly tight timeframe? If we got it to you by COB tomorrow, do you think you might be able to give it a light touch review and have it back by COB Thursday? It is a long document, currently 71 pages, BUT we hope to narrow that down a bit and make it a little punchy and to the point, hopefully.

Cheers

[REDACTED]

[REDACTED]
A/COORDINATOR - CULTURE AND INCLUSION
PEOPLE AND CULTURE COMMAND
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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: AWEI submission [SEC=OFFICIAL]
Date: Monday, 31 January 2022 1:37:03 PM
Attachments: [AWEI-2020-Participation-Details-Doc-1-of-2-all-employers.doc](#)
[AWEI-2020-501-or-more-employees-Doc-2-of-2-1.2.docx](#)

OFFICIAL

[REDACTED]

Attached is what I believe to be the AWEI 2020 AFP Submission. I believe we didn't submit a 2021 one.

This application isn't great and we are intending to provide a much more fit for purpose submission this year, albeit we are running against the clock a little.

Thanks in advance for helping us out.

Cheers

[REDACTED]

[REDACTED]
A/COORDINATOR - CULTURE AND INCLUSION
PEOPLE AND CULTURE COMMAND

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The Australian Federal Police acknowledges the traditional owners and custodians of country throughout Australia and their continuing connection to land, sea and community. We pay our respects to the people, the cultures and the elders past, present and emerging.



From: [REDACTED]@humanrights.gov.au>
Sent: Monday, 31 January 2022 11:44 AM
To: [REDACTED]@afp.gov.au>
Cc: [REDACTED]@afp.gov.au>
Subject: Re: AWEI submission [SEC=OFFICIAL]

Hey [REDACTED],

Yes - all good on the weekend - are you one to follow tennis?

We are happy to help - send it through when you are ready, and we will get to it.

Could you send us through the other information of the request for the submission and anything else which may help us with background?

Thanks so much,

[REDACTED]

From: [REDACTED] <[REDACTED]@afp.gov.au>

Sent: 31 January 2022 10:17

To: [REDACTED] <[REDACTED].gov.au>

Cc: [REDACTED] <[REDACTED]@afp.gov.au>

Subject: AWEI submission [SEC=OFFICIAL]

OFFICIAL

Hey [REDACTED]

I hope you had a good weekend?

So we are in the thick of the Australian Workplace Equality Index (AWEI) submission for the AFP. It is due 11 February 2022. This piece of work sits with the Diversity and Inclusion Team. But to say we are under the pump would be an understatement. At this time, it is all hands on deck, so members from D and I, AHRC ([REDACTED]), FNU and Staff Engagement have all been allocated to help with the submission for the next two days, to get it into some shape for approval and submission.

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Cheers

[REDACTED]

[REDACTED]

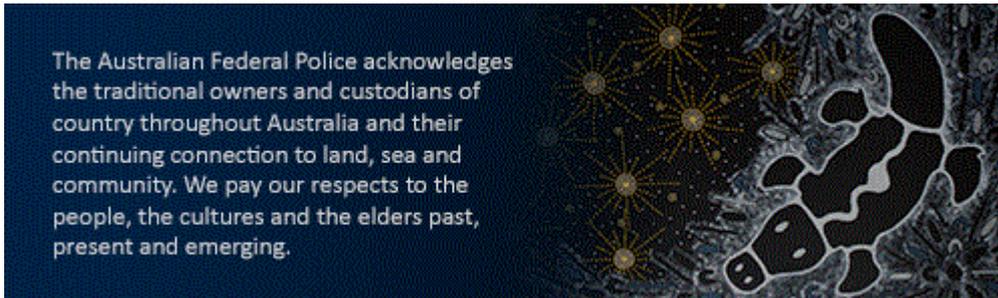
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inbox.

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From: [REDACTED]
To: [REDACTED]
Subject: Re: AWEI2022-Annual Benchmarking Submission draft [SEC=OFFICIAL]
Date: Thursday, 3 February 2022 11:47:26 AM
Attachments: [~WRD0000.jpg](#)
[image001.png](#)

Hi there

I've gone through the doc (except pp16-30) and inserted a few comments. A couple of general observations over and above that:

First, the elephant in the room for me is that the initiatives are generally quite cosmetic, do not really implicate the most important systems and processes which AFP is run by and do not have senior leadership commitment (apart from a few overworked champions like Lesa Gale). This is partly reflected in the fact that there are quite a lot of broad, empty platitudes which don't belong in this kind of document (I've highlighted a few of them). That's not a helpful point to pass on because it is the reality (and no doubt for many other APS agencies).

Second, even the most progressive of organisations have a lot of work to do in terms of achieving equality in relation to SOGI. I think it would be constructive and refreshing - and viewed positively by AWEI? - if AFP really owned this reality and highlighted it in an introductory para; ie that they recognise that there is a lot of work to do on this front, that this is a long-term endeavour and that they have initiated a few important things to address (eg AHRC Partnership). This would fit well in in the introductory statement [REDACTED] has suggested

Apart from that, please note: I've given a yellow highlight to a para on p 48: I'm not sure but it seems to pack a lot of important, complex things into one para re reporting of bullying and harassment. Please have a close look at this and see what you think.

Cheers

[REDACTED]

From: [REDACTED]@humanrights.gov.au>
Sent: Tuesday, February 1, 2022 4:53 PM
To: [REDACTED]@humanrights.gov.au>; [REDACTED]
[REDACTED]@humanrights.gov.au>; [REDACTED]@humanrights.gov.au>
Subject: Re: AWEI2022-Annual Benchmarking Submission draft [SEC=OFFICIAL]

Thanks [REDACTED]

My key questions so far (I've reviewed about 1/4) are - whether the staff survey gave the AFP any further information on LGBTIQ bullying or harassment.

I also think that it would be good to have a statement at the beginning of this survey to give a flavour of the AFP commitment to having a safe and inclusive workplace for LGBTIQ members.

Anything else you want to track in here gratefully received.

██████████

From: ██████████@humanrights.gov.au
Sent: 01 February 2022 17:29
To: ██████████@humanrights.gov.au; ██████████
 ██████████@humanrights.gov.au; ██████████@humanrights.gov.au
Subject: RE: AWEI2022-Annual Benchmarking Submission draft [SEC=OFFICIAL]

Hi all,

Now saved on S/P for us to comment on here: [AWEI2022-Annual Benchmarking Submission draft.docx](#)

Cheers,

██████████

From: ██████████@afp.gov.au
Sent: Tuesday, 1 February 2022 5:13 PM
To: ██████████@humanrights.gov.au; ██████████
 ██████████@humanrights.gov.au; ██████████@humanrights.gov.au;
 ██████████@humanrights.gov.au
Subject: AWEI2022-Annual Benchmarking Submission draft [SEC=OFFICIAL]

OFFICIAL

Hi everyone,

Please find attached the latest draft of the AWEI submission for 2021. If you could please take a look and let us know if you have any comments or suggestions by this Friday 10am Sydney/Canberra time. The D&I team are still working through some of their own comments in the document and finding the evidence to back up everything, which as you can imagine is incredibly time consuming.

It has also been shared with Lesa Gale and the Pride Network Committee members this afternoon.

Many thanks,

██████████

██████████
 ACTING SENIOR TEAM LEADER
 AUSTRALIAN HUMAN RIGHTS COMMISSION PARTNERSHIP
 PEOPLE AND CULTURE COMMAND
 Tel: ██████████ Ext: ██████████
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From: [REDACTED]
To: [ahrcpartnership](#)
Cc: [REDACTED]
Subject: Some weirdness - try this with comments turned on [SEC=OFFICIAL]
Date: Friday, 4 February 2022 8:38:57 AM
Attachments: [AWEI2022-Annual Benchmarking Submission draft.docx](#)

Hi [REDACTED],

Try this with the comments turned on..

Some weirdness - I attached but for some reason it would not show any AHRC comments until I went through another way to get it to you.

Let me know if there are still issues

And thank you for the message - I'll come to you in a PM.

[REDACTED]