

From:

s22

To:

Subject:

FW: AWEI Approach

Attachments:

[AWEI Platinum Project Submission v1.0.pdf](#)

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

From: s22

Sent: Wednesday, 6 August 2025 1:31 PM

To: s22

Subject: AWEI Approach

When: Thursday, 21 August 2025 1:30 PM-2:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.

Where: Microsoft Teams Meeting

Dear s22,

RE: Deciding on our AWEI Approach and Possible Project Topics

s22 and I met with s47F from Pride in Diversity this morning (6 Aug) to advance our understanding of AWEI options as to whether we pursue doing a standard submission for 2026 or focus on a 2-year project. We're leaning toward doing a project, but nothing's locked in yet.

Before s22 leaves us, s22 and I thought it would be a good idea for us to get together and put our thinking hats on re: project topics that will align to our staff's needs and current state-of-play.

We discussed taking into account various factors on which we can elaborate when we meet: Pride Werkgroup and LGBTQIA+ APWG priorities, intersectionality, integrations with other DIB initiatives such as SAGE and WGEA Target Setting, and the changed resourcing in the centralised DIB team.

Below is a useful pre-reading link which outlines platinum projects previously completed by other orgs – gives a good idea of how simple vs complex a project can be:

\* <https://www.pid-awei.com.au/platinumprojects/>

Talking Points for our Meeting (feel free to add/amend):

1. Update on resourcing and DIB Team movements +/- introductions! s22 – 3 mins)
2. Sharing what we know from having met with PiD (Nita) re: AWEI requirements so everyone's on the same page (s22 – 5 mins)
3. Understanding Pride and APWG priorities (s22 – 10 mins)
4. Understanding other APWG and DIB priorities to understand possible integrations (s22 – 10 mins)
5. Possible topics (All – 20m)
6. Next steps: project v submission decision, how to advance topic exploration, next meeting (5m)

I hope this timeslot works. Please feel free to extend the invite to anyone you feel appropriate.

Kindly

s22

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**From:** s22  
**To:** s22  
**Subject:** AWEI Project: Topic Refinement [SEC=OFFICIAL]  
**Date:** Wednesday, 17 September 2025 10:28:14 AM

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s22 I am just landing in Adelaide - will dial in as soon as I can

s22

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**From:** s22  
**Sent:** Wednesday, September 3, 2025 1:52:35 PM  
**To:** s22  
  
  
  
**Cc:** s22  
  
**Subject:** AWEI Project: Topic Refinement [SEC=OFFICIAL]  
**When:** Wednesday, 17 September 2025 11:00 am-12:00 pm.  
**Where:** Microsoft Teams Meeting

OFFICIAL

Hi Everyone,

My action from our last AWEI meeting was to book a regroup time to further refine what our project topic for our AWEI submission may be. We wanted time to go away and map things out before regrouping. Hope this time suits. Please extend the invite to whomever you feel would benefit.

**Quick reminder of dates:**

- Platinum Project Proposal due 1 Dec (attached). s47F shared good examples of how detailed the proposal needs to be – nothing too extensive which is good.
- Project outcomes write up due Feb 2027
- In our meeting today we confirmed with s47F that CSIRO would then do the advanced submission again which would be due Feb 2028

**Integrations and practicalities we wanted to consider for the project topic were:**

- APWG priorities (focusing on DIB Data and DIB Capability)
- What our LGBTQIA+ culture data is saying re: needs of the community/ies
- People Strategic Priorities to support the org
- Intersectionality
- Aligning with other CSIRO benchmarking such as WGEA Targets and SAGE. It may not be possible but worthwhile considering if there are any WGEA actions that may align: <https://www.wgea.gov.au/sites/default/files/documents/WGEA-Targets->

[Menu-April-2025.pdf](#) . SAGE will have more flexibility and we can make that work when the time comes (Note for **s22** : but we may need to consider this in our extension submission for early next year).

- Resourcing and what might be reasonably practicable (aka easy) whilst still having impact

Kindly

**s22**

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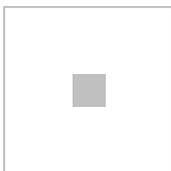
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**From:**  
**To:**

s22

**Subject:** DIB Data [SEC=OFFICIAL]  
**Start:** Thursday, 18 September 2025 3:30:00 PM  
**End:** Thursday, 18 September 2025 4:00:00 PM  
**Location:** Microsoft Teams Meeting

OFFICIAL

Hi s22

s22 and I caught up today to discuss some ideas about what the AWEI Platinum project could focus on, and DIB data was one of the key topics.

We'd like to have an exploratory conversation and test our thinking with you in terms of how it could align with recommendations from your DIB Data paper. Our initial thinking is around 3 phases or pieces:

- \* Foundational piece – principles/guidelines/framework/etc for DIB data collection, management, storage, and use (aligned with CSIRO Data Governance Framework, and Digital & Data Strategy)
- \* Current piece – standardising/optimising how culture survey data is leveraged/presented
- \* Future piece – identifying a plan or list of priorities/actions for improving DIB data beyond 2026

We'd love to hear your initial thoughts on the foundational piece and what a deliverable (and resourcing) could look like. As mentioned, this is an exploratory conversation to see what could be possible.

Cheers,

s22

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**From:** s22  
**To:**  
**Subject:** s22 - AWEI/DIB data catch-up  
**Start:** Friday, 17 October 2025 1:00:00 PM  
**End:** Friday, 17 October 2025 1:30:00 PM  
**Location:** Microsoft Teams Meeting

Hi s22 – does this time suit you to catch up with s22 on the draft scope for what the project proposal could look like ahead of the meeting s22 has set on 23rd October?

Thanks  
s22

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From:  
To:  
Cc:

s22

Subject: DIB data project [SEC=OFFICIAL]  
Date: Friday, 17 October 2025 2:01:16 PM  
Attachments: [DIB Data - Discussion Paper v1.2 \(FROZEN 11-08-2025\).pdf](#)

OFFICIAL

Good afternoon s22

s22 and I were hoping to find some time in your diary to have a chat about a potential DIB data project for CSIRO for next year. s47C

[Redacted]

I will ask s22 to look for a time for us to chat - s22 let us know if you would like to be part of that conversation.

Attached is a paper which outlines some of the thinking so far about the DIB data issues - this has been provided to the DIB Council for consideration some time ago.

We are looking at the recommendations and thinking that might be the basis for the project.

s22

s22

Address: Level 5, 13 Garden Street Eveleigh NSW 2015

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**From:**  
**To:**  
**Cc:**

s22

**Subject:** Re: DIB data project [SEC=OFFICIAL]  
**Date:** Friday, 17 October 2025 2:06:58 PM

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OFFICIAL

Thanks s22 - yes please I'd love to be included, but if my part-time days (Tues-Thurs) don't line up with availability then we can regroup afterwards.

Cheers.

s22

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**From:** s22

**Sent:** Friday, October 17, 2025 2:31 pm

**To:** s22

**Cc:** s22

**Subject:** DIB data project [SEC=OFFICIAL]

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**From:**  
**To:**

s22

**Subject:** Regroup - AWEI/DIB Data [SEC=OFFICIAL]  
**Start:** Thursday, 23 October 2025 9:30:00 AM  
**End:** Thursday, 23 October 2025 10:25:00 AM  
**Location:** Microsoft Teams Meeting

OFFICIAL

Hi everyone (and welcome back s22)

Hoping this time suits to regroup on actions from our previous meeting about the AWEI project and DIB Data s22 you have something tentative in your calendar so please advise if this time doesn't suit).

Actions from our previous meeting to discuss at this meeting (let me know if you remembered it differently):

- \*s22 – draft the timeline and project proposal sign-off pathway
- \*s22 – draft the scope for what the project proposal could look like

I've started a slide-pack where I've captured some draft thinking about the timelines/sign-off pathway (saved in the LGBTQIA+ APWG teams site): AWEI Project Scoping.pptx  
<<https://csiroau.sharepoint.com/p:/r/sites/LGBTIQActionPlanWorkingGroup/Shared%20Documents/General/AWEI%20Platinum%20Project%202026/AWEI%20Project%20Scoping.pptx?d=w99a2d152f2f49bf9666f12ac7468049&csf=1&web=1&e=J4bCQw>>

Feel free to add things into this document as a working document to help refine and shape our thinking.

Looking forward to regrouping!

Cheers,

s22

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**From:**  
**To:**  
**Cc:**  
**Subject:** AWEI/DIB Data regroup [SEC=OFFICIAL]  
**Start:** Wednesday, 29 October 2025 2:30:00 PM  
**End:** Wednesday, 29 October 2025 3:15:00 PM  
**Location:** Microsoft Teams Meeting

s22

OFFICIAL

Hi all,

Thanks for the conversations today. The purpose of this meeting is to refine our scope. Please build out/add thoughts into this deck to refine the scope: AWEI Project Scoping.pptx  
 <[https://csiro.au.sharepoint.com/p:/s/LGBTIQActionPlanWorkingGroup/EVLRopn\\_8r9JlmbxKudGgEkB\\_6Q3ryJ2ew-vOxMuUyYWgg?e=FCIZM1](https://csiro.au.sharepoint.com/p:/s/LGBTIQActionPlanWorkingGroup/EVLRopn_8r9JlmbxKudGgEkB_6Q3ryJ2ew-vOxMuUyYWgg?e=FCIZM1)>

- \* Problem statement
- \* Intended deliverables
- \* Expected benefits
- \* Timeframes
- \* Areas of CSIRO to be involved (to be consulted with to understand resourcing requirements)
- \* Estimated resourcing requirements

Cheers,

s22

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Video ID: 138 037 592 3

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For organizers: Meeting options <[https://teams.microsoft.com/meetingOptions/?organizerId=8c4b7128-1b31-4472-8d19-c5459ec63cc0&tenantId=0fe05593-19ac-4f98-adbf-0375fce7f160&threadId=19\\_meeting\\_NjlyNjE1ZGYtYjk5MS00MWFkLWEzYzgtYzZmZOWJkZTc3NjM2@thread.v2&messageId=0&language=en-US](https://teams.microsoft.com/meetingOptions/?organizerId=8c4b7128-1b31-4472-8d19-c5459ec63cc0&tenantId=0fe05593-19ac-4f98-adbf-0375fce7f160&threadId=19_meeting_NjlyNjE1ZGYtYjk5MS00MWFkLWEzYzgtYzZmZOWJkZTc3NjM2@thread.v2&messageId=0&language=en-US)> | Reset dial-in PIN <<https://dialin.teams.microsoft.com/usp/pstnconferencing>>

<[https://www.csiro.au/~media/Web-team/Images/CSIRO\\_Logo/logo.png](https://www.csiro.au/~media/Web-team/Images/CSIRO_Logo/logo.png)>

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Privacy and security <<https://www.csiro.au/en/about/Policies/Privacy/Office-365-Privacy-Statement>>

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**From:** s22  
**To:** s22  
**Subject:** Catch Up [SEC=OFFICIAL]  
**Start:** Thursday, 30 October 2025 9:30:00 AM  
**End:** Thursday, 30 October 2025 9:55:00 AM  
**Location:** Microsoft Teams Meeting

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OFFICIAL

Hi s22

Does this time suit to touch base about AWEI/DIB Data project to share where things are up to?

Cheers,

s22

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Microsoft Teams Need help? <<https://aka.ms/JoinTeamsMeeting?omkt=en-US>>

Join the meeting now <[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YjQyNjNkYjUtMTcyZS00N2Y0LWlWOWMtODM1ZDM0NjcxNzlj%40thread.v2/0?context=%7b%22Tid%22%3a%220fe05593-19ac-4f98-adbf-0375fce7f160%22%2c%22Oid%22%3a%228c4b7128-1b31-4472-8d19-c5459ec63cc0%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YjQyNjNkYjUtMTcyZS00N2Y0LWlWOWMtODM1ZDM0NjcxNzlj%40thread.v2/0?context=%7b%22Tid%22%3a%220fe05593-19ac-4f98-adbf-0375fce7f160%22%2c%22Oid%22%3a%228c4b7128-1b31-4472-8d19-c5459ec63cc0%22%7d)>

Meeting ID: 429 921 408 831 5

Passcode: gN7bV9Qf

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Dial in by phone

+61 2 8318 0088,,530299874# <tel:+61283180088,,530299874> Australia, Sydney

Find a local number <<https://dialin.teams.microsoft.com/33a00b7f-828e-472c-b845-33ac42dabf1f?id=530299874>>

Phone conference ID: 530 299 874#

Join on a video conferencing device

Tenant key: csiro@m.webex.com

Video ID: 138 100 870 7

More info <<https://www.webex.com/msteams?confid=1381008707&tenantkey=csiro&domain=m.webex.com>>

For organizers: Meeting options <[https://teams.microsoft.com/meetingOptions/?organizerId=8c4b7128-1b31-4472-8d19-c5459ec63cc0&tenantId=0fe05593-19ac-4f98-adbf-0375fce7f160&threadId=19\\_meeting\\_YjQyNjNkYjUtMTcyZS00N2Y0LWlWOWMtODM1ZDM0NjcxNzlj@thread.v2&messageId=0&language=en-US](https://teams.microsoft.com/meetingOptions/?organizerId=8c4b7128-1b31-4472-8d19-c5459ec63cc0&tenantId=0fe05593-19ac-4f98-adbf-0375fce7f160&threadId=19_meeting_YjQyNjNkYjUtMTcyZS00N2Y0LWlWOWMtODM1ZDM0NjcxNzlj@thread.v2&messageId=0&language=en-US)> | Reset dial-in PIN <<https://dialin.teams.microsoft.com/usp/pstnconferencing>>

<[https://www.csiro.au/~media/Web-team/Images/CSIRO\\_Logo/logo.png](https://www.csiro.au/~media/Web-team/Images/CSIRO_Logo/logo.png)>

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**From:** s22  
**To:**  
**Subject:** AWEI Platinum Project  
**Start:** Monday, 10 November 2025 10:00:00 AM  
**End:** Monday, 10 November 2025 11:00:00 AM  
**Location:** Microsoft Teams Meeting

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Microsoft Teams Need help? <<https://aka.ms/JoinTeamsMeeting?omkt=en-US>>

Join the meeting now <[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_ZjA2NGQ4MzAtMDFkZi00YTRjLWEwZjAtZmFmZTYyYWIwOGYx%40thread.v2/0?context=%7b%22Tid%22%3a%220fe05593-19ac-4f98-adbf-0375fce7f160%22%2c%22Oid%22%3a%22d0774c9d-791c-4eb4-99d1-df7ff48ece5e%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZjA2NGQ4MzAtMDFkZi00YTRjLWEwZjAtZmFmZTYyYWIwOGYx%40thread.v2/0?context=%7b%22Tid%22%3a%220fe05593-19ac-4f98-adbf-0375fce7f160%22%2c%22Oid%22%3a%22d0774c9d-791c-4eb4-99d1-df7ff48ece5e%22%7d)>

Meeting ID: 433 979 183 226 4

Passcode: gs94ty9u

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Dial in by phone

+61 2 8318 0088,,943921255# <tel:+61283180088,,943921255> Australia, Sydney

Find a local number <<https://dialin.teams.microsoft.com/33a00b7f-828e-472c-b845-33ac42dab1f?id=943921255>>

Phone conference ID: 943 921 255#

Join on a video conferencing device

Tenant key: csiro@m.webex.com

Video ID: 137 157 939 2

More info <<https://www.webex.com/msteams?confid=1371579392&tenantkey=csiro&domain=m.webex.com>>

For organizers: Meeting options <[https://teams.microsoft.com/meetingOptions/?organizerId=d0774c9d-791c-4eb4-99d1-df7ff48ece5e&tenantId=0fe05593-19ac-4f98-adbf-0375fce7f160&threadId=19\\_meeting\\_ZjA2NGQ4MzAtMDFkZi00YTRjLWEwZjAtZmFmZTYyYWIwOGYx@thread.v2&messageId=0&language=en-US](https://teams.microsoft.com/meetingOptions/?organizerId=d0774c9d-791c-4eb4-99d1-df7ff48ece5e&tenantId=0fe05593-19ac-4f98-adbf-0375fce7f160&threadId=19_meeting_ZjA2NGQ4MzAtMDFkZi00YTRjLWEwZjAtZmFmZTYyYWIwOGYx@thread.v2&messageId=0&language=en-US)> | Reset dial-in PIN <<https://dialin.teams.microsoft.com/usp/pstnconferencing>>

<[https://www.csiro.au/~media/Web-team/Images/CSIRO\\_Logo/logo.png](https://www.csiro.au/~media/Web-team/Images/CSIRO_Logo/logo.png)>

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Privacy and security <<https://www.csiro.au/en/about/Policies/Privacy/Office-365-Privacy-Statement>>

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**From:** s22  
**To:** s47F ; s22  
**Subject:** Draft AWEI project proposal [SEC=OFFICIAL]  
**Date:** Tuesday, 11 November 2025 4:17:40 PM  
**Attachments:** [AWEI"26\\_DIB\\_Data - project proposal v11Nov25.docx](#)

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OFFICIAL

Hi s47F,

Great to see you last week and thank you for offering to check our draft project proposal with you colleague.

Please see attached for our thinking at this stage. We welcome feedback on how specific we need to be at this point with our answers and also the scope of our project.

Many thanks,  
s22 (on behalf of the team)



EcoSciences Precinct, 41 Boggo Rd, Dutton Park QLD 4102

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# Diversity, Inclusion and Belonging Council

## DIB Council Meeting

26 November 2025

## Minutes

s22

# s22

## AWEI Platinum Project – DIB Data Trial s22 )

- Project leverages the platinum employer status requirements to pilot a practical data-governance and consultation model.
- Initial scope:
  - Culture Survey (question sets, demographic options)
  - Gender affirmation leave process
  - Involves a tech-enabled consultation tool under development with Digital (s22 ).
  - Aim to create a reusable model for intersectional community consultation across all diversity groups.
- Builds on earlier cross-DIB data discussion paper (2024–25).

### Consultation Model

- Use a structured “digital consultation” tool (developed with Digital, s22 ).
- Engage LGBTQIA+ community safely, anonymously, and meaningfully.
- Produce case studies for replication by other priority groups.

### Challenges

- Resourcing (largely dependent on volunteer capacity).
- Timing (must deliver by Feb 2027).
- Need for enterprise support to action recommendations.

#### Support from Council

- Strong support expressed generally.
- Several groups expressed interest in using the model for their communities.

Action 5.1: <sup>s22</sup> and <sup>s22</sup> to look at how we can get enterprise resourcing / support prioritised.

# s22

From: s22  
To: s47F, s22  
Cc: s22  
Re: Draft AWEI project proposal [SEC=OFFICIAL]  
Date: Friday, 28 November 2025 5:20:31 PM  
Attachments: [image001.png](#), [image002.png](#)

OFFICIAL

Hi s47F

We're just waiting for confirmation from our internal teams about any media or complaints in order to submit our proposal. Expecting to be able to submit on Monday 1st.

Hope you have a great weekend.

Cheers,

s47C

From: s47F  
Sent: Thursday, November 13, 2025 10:31 am  
To: s22  
Cc: s22  
Subject: RE: Draft AWEI project proposal [SEC=OFFICIAL]

OFFICIAL

Howdy s22 and Team,

Awesome proposal ! I just chatted to s47F from the AWEI team who provided the following feedback:

CSIRO must always link this project to the LGBTQ+ community.

The language is referring to DIB throughout but please be clear that this project will use LGBTQ+ as a case study with findings expanded to other marginalized communities. It has to be an LGBTQ+ focused project to meet the criteria.

He also mentioned please make sure you submit **via the form** attached to [awei@acon.org.au](mailto:awei@acon.org.au)

How exciting

s47F  
**Senior Relationship Manager**  
**ACON's Pride Inclusion Programs**

Mobile: s47F  
Address: 414 Elizabeth St Surry Hills NSW 2010  
Email: s47F Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)



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From: s22  
Sent: Tuesday, 11 November 2025 5:47 PM  
To: s47F, s22  
Cc: s22  
Subject: Draft AWEI project proposal [SEC=OFFICIAL]

OFFICIAL

Hi s47F,

Great to see you last week and thank you for offering to check our draft project proposal with you colleague.

Please see attached for our thinking at this stage. We welcome feedback on how specific we need to be at this point with our answers and also the scope of our project.

Many thanks,  
s22 (on behalf of the team)



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**From:** s22  
**To:** [awei@acon.org.au](mailto:awei@acon.org.au)  
**Cc:** s22  
**Subject:** CSIRO Platinum Project Proposal Submission [SEC=OFFICIAL]  
**Date:** Monday, 1 December 2025 1:46:02 PM  
**Attachments:** [AWEI Platinum Project Submission CSIRO Proposal.docx](#)

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OFFICIAL

Hi s47F & AWEI team,

Please see attached for CSIRO's project proposal for the Platinum Project.

Please let us know if there are any questions.

Many thanks,

s22 (on behalf of the project team)

s22

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