

Basics

s47F
s47F

02/07/2024 02:01 PM

Send	To undisclosed-recipients;; cc bcc s47E(d)
Subject	Upcoming PID Q3 activities and events and beyond 📎
Protective Mark	DOCUMENT NOT YET CLASSIFIED
Information management markers	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy Caveat <input type="checkbox"/>
Categories	Workplace Diversity\Memberships\Pride in Diversity

1 attachment



PiD Training session overviews 2024.pdf

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Hi PID members, I hope you have been well.

While July may bring a chill, we have arranged some engaging activities at Pride in Diversity to bring some warmth and excitement, especially activities in Canberra and nationally.

Q3 CBR in-person activities

I will be in Canberra from Tuesday 23 July – Friday 26 July, so please book directly to organise an in-person meeting, AWEI discussions, catch-up or training.



[Book time to meet with me](#)

Q3 CBR Roundtable & Networking

Date: Thursday 25 July

Host: Minter Ellison

Location: Constitution Place, 1 Constitution Avenue, Canberra City 2601 Australia

Roundtable: 3.30pm-5pm AEST

Pride in Diversity's Roundtable Events are an opportunity to discuss LGBTQ+ inclusion from a local perspective, either in person or virtually.

[Register here for the Roundtable](#)

Networking (combined with CBR ELN with guest speaker Chief Minister ACT Andrew Barr):

5.30pm-8pm

Pride in Diversity's Networking Events have been designed to facilitate professional networking amongst employees working for organisations that are members and active in LGBTQ+ inclusion, creating a safe and inclusive environment and enabling you to extend your professional networks, learn more about what others are doing in this space and of course, meet new people.

[Register here for the combined Networking event](#)

Stay tuned to our E-News for other states Q3 roundtable and networking events in August.

CBR Executive Leaders Networking Event 2024

Our next Executive Leaders Networking (ELN) event is generously hosted by **Minter Ellison** with guest speaker **Chief Minister ACT, Andrew Barr**. Invitations are being sent to current Executive Champions, however the event is open any other Executives and Leaders in Canberra, if you'd like a specific invite to be sent, please reach out to §47F

Event details:

Date: Thursday 25 July 2024

Time: 5.30PM – 8PM AEST

Host: Minter Ellison

Location: Constitution Place, 1 Constitution Avenue, Canberra City 2601 Australia

International Non-Binary People's Day

The 'They-s' of Our Lives: A Special Lunch and Learn, Tuesday 16 July 1pm-2pm AEST

Join us for a special Lunch and Learn session in celebration of International Non-Binary People's Day! In this session, you'll be swept into the captivating world of non-binary identities, hosted by ACON's Pride Inclusion Programs resident non-binary finery §47F

§47F at Pride in Diversity, and §47F

§47F, Health at Pride in Diversity.

[Register for the free event here](#)

AWEI 2025 submission documents

If you are planning on submitting for the 2025 submissions, please request the updated submissions documents below.

Request here: [AWEI Submissions Registration | Australian Workplace Equality Index](#)

PID Training 2024 overviews

Our PID training overviews and sessions are attached if you are looking to schedule and run any education / training sessions sessions.

Attached.

2024 AWEI Practice Points | Australian Workplace Equality Index Survey

[Edition 1: Key Insights](#)

The first topic in our series, Key Insights, highlights some of the key findings from the 2024 AWEI Survey and provides a valuable summary of results across major areas.

....more to come

[E-Newsletter Signup | Pride Inclusion Programs](#)

Pride in Practice Conference 2024

Our annual [Pride in Practice Conference](#) is taking place from **Tuesday 26 – Wednesday 27 November** at **Marvel Stadium, Melbourne**.

The Pride in Practice conference is the only national conference dedicated to advancing LGBTQ+ inclusion in Australian workplaces. This event continues to inspire and spotlight LGBTQ+ inclusion, with key themes focusing on Intersectionality, LGBTQ+ women, Trans and Gender Diverse People, First Nations LGBTQ+ people, Resilience, International Reach, and much more.

Tailor your experience: Delegates can tailor their tickets to attend one or both days of the conference, with those attending both days gaining automatic access to the On-Demand platform to watch all the recorded sessions (including break-out sessions). This year's program will also include interactive workshops, and networking opportunities enabling you to directly connect with speakers and other delegates.

Watch on-demand: We will be recording all sessions and have them available to watch On-Demand on a digital platform after the Conference with the purchase of a Full Conference Pass or On-Demand Pass.

Abstract submissions: If you or your organisation is interested in presenting at the Conference, please [click here](#) for more information. Reach out if you'd like to discuss development of an abstract.

Sponsorship opportunities: If your organisation is interested in sponsoring the 2024 Pride in Practice Conference, please [click here](#). We have a range of opportunities currently available.

Spring Out Festival Canberra | 1-30 November 2024

SpringOUT is Canberra's pride festival. Held in November each year, it is a month-long pride festival that celebrates Australia's most LGBTQIA+ friendly city and its LGBTQIA+ community in all its fabulous diversity.

Website: www.springout.com.au

Facebook: <https://www.facebook.com/springoutcbr/>

INSTA: <https://www.instagram.com/springoutcbr/>

Q4 CBR in-person activities

For future planning, I will also be in Canberra from Monday 18 November – Friday 22 November for any Q4 activities, if you'd like to plan and book ahead.

I look forward to connecting with you and your team members, but please reach out if I can help in the meantime.

Thanks v much

s47F

s47F

s47F

Pride in Diversity

ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F

Address: 200 Hoddle Street, Collingwood VIC 3067

Website: www.prideinclusionprograms.com.au



[Book time to meet with me](#)



ACON acknowledges and pays respect to the Traditional Owners and Custodians of all the lands on which we

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Basics

"s22"
<s22 @abs.gov.au>

28/08/2024 02:05 PM

Send	To s47F <s47F>, s47F <s47F> cc "s22 @abs.gov.au", s47E(d) @abs.gov.au, "s22 @abs.gov.au" bcc
Subject	THANKYOU: For yesterdays' and the Pride in Diversity Series [SEC=OFFICIAL] 📎
Protective Mark	OFFICIAL
Information management markers	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy Caveat <input type="checkbox"/>
Categories	Workplace Diversity\Memberships\Pride in Diversity

Hi s47F and s47F

Many thanks for yesterday's presentation and being flexible and accommodating for our series of presentations/session over recent months. The outcomes of these session have provided us with excellent resources that we can use for future activities and learnings.

After what's been a very hectic few months we'll regroup over coming weeks to see what we might want to progress for end of year and start of 2025 - which isn't far away ?

FYI s22 to send correspondence to either myself or s22 and s47E(d) @abs.gov.au so the team is respond as needed.

Take care and stay well.

Regards

s22
Senior Inclusion and Diversity Officer

Inclusion and Diversity

Workforce, Communication and Clients Branch | Canberra Office

Australian Bureau of Statistics

(P) [REDACTED] (E) [REDACTED] [@abs.gov.au](mailto:[REDACTED]@abs.gov.au) (W) www.abs.gov.au

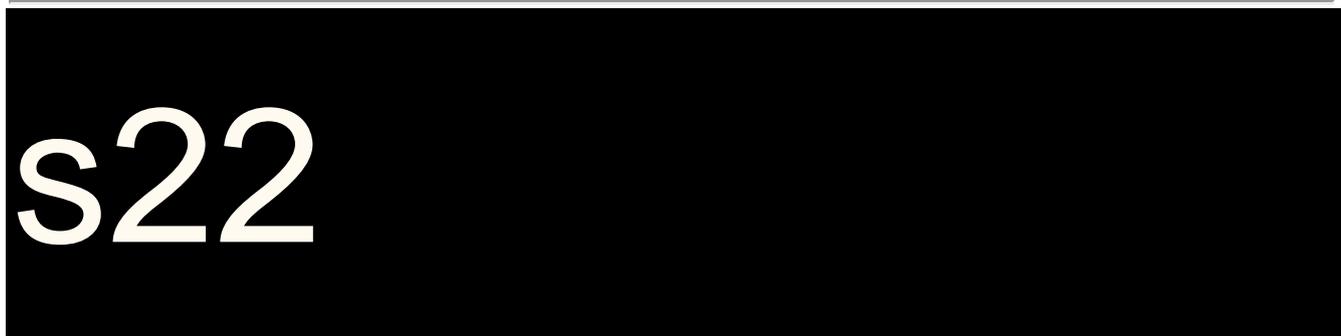
[REDACTED]
s22

I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours





Notification: Meeting to discuss potential training sessions in May [SEC=OFFICIAL]



s47E(d) --04/04/2024 08:27:58 AM-- s47E(d)

*

Basics

s47E(d)

04/04/2024 08:27 AM

Sent by s22

Send

To s47E

CC s22 @abs.gov.au@M365

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Meeting to discuss potential training sessions in May [SEC=OFFICIAL]

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Visibility

Limited Readers

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Readers s22 /Staff/ABS, Workplace Diversity Team, Workforce Strategies Team

Document Usage Information Management - determines recordkeeping action

Last modified 29/08/2024 03:51:09 PM By s22 /Staff/ABS

Document Id KFAL-D3YSXM

Edit Logging

Edit Log	04/04/2024 08:16:09 AM; s22 Document created.
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Good morning s47F

I hope you are well and enjoying the short working week.

Our Pride Network committee have expressed interest in using our remaining PID hours to run some training sessions around IDAHOBIT Day - 17 May.

I would love to set up a meeting with you, in the next week or two to discuss this further. Could you please advise some available times and I will set up a meeting invitation? Many thanks in advance.

Kind regards,

s22

s22

Inclusion and Diversity Officer

Inclusion & Diversity | Workforce, Communication and Clients Branch | Nipaluna (Hobart) Office

Australian Bureau of Statistics

(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au

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"Pride in Diversity"

s47G

15/07/2024 08:59 AM

Please respond to "Pride in Diversity"

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Send	To <s47E(d)@abs.gov.au> cc bcc
Subject	AWEI Registrations - get your Submission documents! 📎
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Categories	Workplace Diversity\Memberships\Pride in Diversity\AWEI

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Have you registered for the 2024 - 2025 AWEI Submission documents?

[View this email in your browser](#)

Dear Diversity,

AWEI Submission Documents

Have you registered for the 2024 - 2025 AWEI Submission documents?

All organisations wishing to participate must register an expression of interest , regardless of any previous scores . This includes organisations who:

- have not yet submitted a Foundation Submission
- have submitted but not yet obtained Bronze Tier Recognition within the Foundation Submission

- have previously obtained Bronze Tier Recognition within the Foundation Submission and are submitting a 2025 Advanced Submission (for work done throughout the 2024 calendar year)
- have previously obtained Silver or Gold Tier Recognition within the Advanced Submission, and wish to do so annually
- are Pride in Diversity members
- are not yet Pride in Diversity members

Upon receiving your request, Pride in Diversity will provide you with the relevant documents based on the information provided.

The AWEI Submission documents and collateral including:

1. AWEI Foundation Submission
2. AWEI Advanced Submission
3. AWEI Collaboration Worksheets
4. PID AWEI Factsheet – AWEI as a Roadmap
5. PID Toolkit – AWEI Submission Participation
6. ACON Privacy Policy
7. ACON Research Data Security Policy

More detailed information regarding Foundation and Advanced Submission timelines and criteria can be found within the documents provided, upon registration.

REGISTER FOR THE AWEI SUBMISSION DOCUMENTS

If you have previously registered for your documents but have not yet received them, please reply to this email.

Meantime, you can view the results from the [2024 Australian LGBTQ+ Inclusion Awards](#). Winners and achievements are based on the 2023 - 2024 AWEI Submission year. [Read what our top achieving organisations had to say](#) about their results and commitment to LGBTQ+ workplace inclusion.

You can also view current organisations who have obtained [Bronze Tier via the Foundation Submission](#) for the first time. This list includes organisations and employers who have completed their AWEI Foundation Submission by “fast-tracking” their results, and obtaining Bronze Tier Status between now and 1 December will be announced below.

By participating in the AWEI Submission, you're not just measuring your work in the LGBTQ+ inclusion space across your organisation - you're actively contributing to a more inclusive, respectful and supportive workplace environment across Australia!

AWEI Employee Survey

We are thrilled to announce that registration for the 2024-25 AWEI Employee Survey is now open.

Participating in the annual survey and exploring our AWEI Foundation and Advanced Submissions provide your organisation with a comprehensive 360-degree view of workplace inclusion. It's not just about participation; it's about

benchmarking your progress year after year.

Visit our website to learn more about the [2024 AWEI Employee Survey](#) and register today.

Please note: Registration for the AWEI Submissions and the AWEI Employee Survey are two separate processes. Completing one will not provide access to the other. Ensure you use the applicable links provided for each. If you wish to participate in both the Submission and the Employee Survey, please register for both separately.

LGBTQ+ Inclusion Award Nominations

[Consider nominating a colleague or campaign](#) for their outstanding contributions to LGBTQ+ inclusion within your organisation, within the categories listed below. These awards are announced at the annual LGBTQ+ Inclusion Awards, hosted by Pride in Diversity. Each award recognises outstanding advocacy, support and/or contribution to LGBTQ+ inclusion within the workplace by leaders, role models, allies and more.

- Categories include:
- CEO of the Year
- Executive Leadership Award
- LGBTQ+ Inclusive Innovation Award
- LGBTQ+ Role Model Award
- Sally Webster Ally Award
- Sapphire Inspire Award

On behalf of the **Pride in Diversity**, we would like to thank you for your commitment to Australian LGBTQ+ inclusion, equality and equity; and for participating in this important benchmarking Index.

Kind Regards,

s47F

ACON's Pride Inclusion Programs

Pride in Diversity

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NSW 2010 · Australia

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"Pride in Diversity"

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09/07/2024 01:45 PM

Please respond to "Pride in Diversity"

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Send	To "Diversity" s47E(d) @abs.gov.au> cc bcc
Subject	AWEI Survey Registrations Now Open! 📄
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Categories	Workplace Diversity\Memberships\Pride in Diversity\AWEI

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Have you registered for the 2024 - 2025 AWEI Survey documents?

[View this email in your browser](#)

Dear Diversity,

**It's that time of the year again!
AWEI Survey registration is now open!**

We are thrilled to announce that registration for the 2024-25 AWEI Employee Survey is now open. Last year, 169 organisations and over 42,000 individuals participated, contributing to a better understanding of LGBTQ+ workplace inclusion across Australia. This year, our goal is even more ambitious: we aim to engage 200 organisations and reach 50,000 responses. Will you help us lead the charge?

Participating in the annual Survey and exploring our AWEI Foundation and Advanced Submissions provide your organisation with a comprehensive 360-degree view of workplace inclusion. It's not just about participation; it's about benchmarking your progress year after year.

This year's survey will be open for responses from 7th October 2024 to the 24th of February 2025.

Visit the [AWEI website](#) to learn more about the 2025 AWEI Employee Survey and register today.

While you're there, don't forget to check if your organisation has already registered for the 2025 AWEI Submission documents. Detailed information regarding the submission process can be found [here](#).

This year's survey will be open for responses from 7th October 2024 to the 24th of February 2025.

Join us in making a difference and shaping the future of LGBTQ+ workplace equality in Australia.

To support your understanding, and building a business case for participation, we will provide you with the following documents:

- 1. AWEI Participation Tool Kit containing information to help you to plan your data and communications strategies .*
- 2. ACON's Pride Inclusion Programs – Data Cleansing protocol*
- 3. ACON's Pride Inclusion Programs – Research Data Security Policy*
- 4. ACON Privacy Policy August 2023*
- 5. 2023 ACON Research Ethics Review Committee – approval letter*
- 6. A summary document outlining the survey sections, purpose and questions*
- 7. A PDF of the full survey for your organisation's review*

REGISTER FOR THE AWEI SURVEY

Spread the word - we also conduct the annual the Pride in Sport National survey, and the Pride in Health & Wellbeing Employee survey – let your team mates, friends and colleagues know that they can sign up for any of the three surveys that are relevant to their organisations and help drive LGBTQ+ inclusion too! Click on the links below for more information.

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NSW 2010 · Australia



Re: ABS TAW training tomorrow [SEC=OFFICIAL]

From: [REDACTED] <[REDACTED]>
Date: Thu 2025-11-27 13:37
To: [REDACTED] <[REDACTED]> @abs.gov.au
Cc: [REDACTED] <[REDACTED]> @abs.gov.au

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Just arrived grabbing quick bite downstairs

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From: [REDACTED] <[REDACTED]>
Sent: Thursday, November 27, 2025 8:43:36 AM
To: [REDACTED] <[REDACTED]> @abs.gov.au
Cc: [REDACTED] <[REDACTED]> @abs.gov.au
Subject: Re: ABS TAW training tomorrow [SEC=OFFICIAL]

Hi [REDACTED]

Sounds great, I will be there at 1.45 see you then.

[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED] <[REDACTED]> @abs.gov.au
Sent: Wednesday, November 26, 2025 7:25:49 PM
To: [REDACTED] <[REDACTED]>
Cc: [REDACTED] <[REDACTED]> @abs.gov.au
Subject: ABS TAW training tomorrow [SEC=OFFICIAL]

Hi [REDACTED]

Looking forward to hosting you here at ABS House in Canberra for our Trans Awareness Week training tomorrow, 2-3pm.

I'll be in the foyer ahead of time (by 1:45pm) to check you in. If you're running early/late feel free to contact me via email, or via my mobile: [REDACTED]

Cheers,

[REDACTED]

Assistant Director, NDDA Data Governance
National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au
Ngunnawal & Ngambri Country (Canberra, ACT)

s22

Committee Lead for the ABS Pride Network

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 Outlook

Notification: FW: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

s22

s22

From: David Waymouth <David.Waymouth@abs.gov.au>

Sent: Friday, February 7, 2025 1:43 PM

To: [REDACTED]; Katherine Keenan <Katherine.Keenan@abs.gov.au>; Robert Ewing <robert.ewing@abs.gov.au>; [REDACTED]; [REDACTED]; [REDACTED]@abs.gov.au

Cc: Nicky Bell <nicky.bell@abs.gov.au>; Bindi Kindermann <Bindi.Kindermann@abs.gov.au>

Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

Hi [REDACTED] – just letting you know my EA is undertaking cat herding and will book something in ASAP.

dw

From: [REDACTED] <[REDACTED]>

Sent: Thursday, 6 February 2025 1:29 PM

To: David Waymouth <David.Waymouth@abs.gov.au>; Katherine Keenan <Katherine.Keenan@abs.gov.au>; Robert Ewing <robert.ewing@abs.gov.au>; [REDACTED]; [REDACTED] <[\[REDACTED\]@abs.gov.au](mailto:[REDACTED]@abs.gov.au)>

Cc: Nicky Bell <nicky.bell@abs.gov.au>; Bindi Kindermann <Bindi.Kindermann@abs.gov.au>

Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

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Hi David

Apologies for the delay and thanks for the update. Great news that we would still like to proceed with this discussion (we already have the presentation to go!)

If you'd like to have a meeting to find a time then please use the booking system below or send through your preferred times and we'll try our best to accommodate. Or if you already have a date in mind for the session then please send through and hopefully our calendars align.

 [Book time to meet with me](#)

Thanks and speak soon

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: [REDACTED]

Email: [REDACTED]

 [Book time to meet with me](#)

From: David Waymouth <David.Waymouth@abs.gov.au>

Sent: Monday, 3 February 2025 10:55 AM

To: [REDACTED]; [REDACTED]; Katherine Keenan <Katherine.Keenan@abs.gov.au>; Robert Ewing <robert.ewing@abs.gov.au>; [REDACTED]; [REDACTED]; [REDACTED] <[\[REDACTED\]@abs.gov.au](mailto:[REDACTED]@abs.gov.au)>

Cc: Nicky Bell <nicky.bell@abs.gov.au>; Bindi Kindermann <Bindi.Kindermann@abs.gov.au>

Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

Hi [REDACTED]

There's been a heap of change in the ABS in the last few months. George has retired, and I'm no longer in charge of Inclusion and Diversity.

We're still keen to proceed with this and I've cc'd in our LGBTQIA+ champions. I'll coordinate with the I&D teams assistance as I'm one of the Disability and Carers Champions.

How are you placed in the next few weeks for a meeting?

David W

From: [REDACTED] <[REDACTED]>

Sent: Friday, 6 December 2024 9:34 AM

To: David Waymouth <David.Waymouth@abs.gov.au>; Katherine Keenan <Katherine.Keenan@abs.gov.au>; Robert Ewing <robert.ewing@abs.gov.au>; George Holton <g.holton@abs.gov.au>; [REDACTED]; [REDACTED]; [REDACTED] <[REDACTED]@abs.gov.au>

Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

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Absolutely all good thanks David, the team will be back from the 16th January in 2025 so more than happy to look at rescheduling to a new date that suits all.

Thanks and speak soon

s47F
Pride in Diversity, ACON's Pride Inclusion Programs
Direct: [REDACTED]
Email: [REDACTED]

 [Book time to meet with me](#)

From: David Waymouth <David.Waymouth@abs.gov.au>
Sent: Friday, 6 December 2024 9:13 AM
To: [REDACTED]; Katherine Keenan <Katherine.Keenan@abs.gov.au>; Robert Ewing <robert.ewing@abs.gov.au>; George Holton <g.holton@abs.gov.au>; [REDACTED]; [REDACTED] <[REDACTED]@abs.gov.au>
Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

Hi [REDACTED]

Unfortunately none of our LGBTQIA+ champions are available on Monday anymore. Can I suggest we set something up in the new year?

Apologies for any inconvenience [REDACTED]

dw

From: [REDACTED] <[REDACTED]>
Sent: Thursday, 5 December 2024 5:21 PM
To: Katherine Keenan <Katherine.Keenan@abs.gov.au>; Robert Ewing <robert.ewing@abs.gov.au>; George Holton <g.holton@abs.gov.au>; David Waymouth <David.Waymouth@abs.gov.au>; [REDACTED]; [REDACTED] <[REDACTED]@abs.gov.au>
Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

CAUTION: External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi ABS team

I've attached the presentation for our ABS x PID session on Monday that [REDACTED] will be delivering solo. [REDACTED]

[REDACTED]

[REDACTED] Thank you [REDACTED] ?

Let me know if you have any questions before the session on Monday.

Thanks v much

[REDACTED]
s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: [REDACTED]

Email: [REDACTED]

 [Book time to meet with me](#)

From: Katherine Keenan <Katherine.Keenan@abs.gov.au>

Sent: Wednesday, 20 November 2024 10:04 AM

To: [REDACTED]; Robert Ewing <robert.ewing@abs.gov.au>; George Holton

<g.holton@abs.gov.au>; David Waymouth <David.Waymouth@abs.gov.au>; [REDACTED]; [REDACTED]

<[\[REDACTED\]@abs.gov.au](mailto:[REDACTED]@abs.gov.au)>

Subject: RE: ABS x PID LGBTQ+ Intersectionality session [SEC=OFFICIAL]

. You don't often get email from katherine.keenan@abs.gov.au. [Learn why this is important](#)

Sounds like something the NDN champions should be involved in ?

Thanks,
Katherine

Katherine Keenan (pronouns she/her)

Program Manager, National Accounts, Australian Bureau of Statistics

ABS Neurodiversity Champion

Ph (02) 6252 5860

Executive Assistant: [REDACTED]

[REDACTED] [REDACTED] [@abs.gov.au](mailto:[REDACTED]@abs.gov.au)

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

From: George Holton <g.holton@abs.gov.au> **On Behalf Of** [REDACTED]
Sent: Wednesday, 20 November 2024 9:45 AM
To: Robert Ewing; Katherine Keenan
Subject: FW: ABS x PID LGBTQ+ Intersectionality session
When: Monday, 9 December 2024 1:30 PM-2:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.
Where: Microsoft Teams Meeting

Hi both

In case you're interested and able to join this – context in the history – Pride in Diversity are launching a program focused on people identifying as both neurodivergent and LGBTQIA+.

Thanks
George

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

From: [REDACTED] [REDACTED]
Sent: Wednesday, 13 November 2024 12:11 PM
To: [REDACTED] George Holton; David Waymouth; [REDACTED] [REDACTED]
Subject: ABS x PID LGBTQ+ Intersectionality session
When: Monday, 9 December 2024 1:30 PM-2:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.
Where: Microsoft Teams Meeting

CAUTION: External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Purpose: PID to share the information and data around the varying LGBTQ+ intersectionalities and our soon to be launched publication and information around Pride in Neurodivergence

Hi all

Confirming the time as a placeholder in our diaries for the discussion, was not sure of the desired length of the session, so I've booked an 1hr, happy to adjust if required.

Also, if you need to replace this meeting invite with another to invite other I&D sponsors then please also go ahead.

Microsoft Teams [Need?](#)

Join the meeting now

Meeting ID: 421 848 306 865

Passcode: rstizz

For organizers: [Meeting options](#)

Thanks v much

From: §22 §22 **On Behalf Of** George Holton
Sent: Monday, 11 November 2024 11:58 AM
To: §47F
Subject: RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

Hi §47F

At this stage the below times are available for George, however his diary books up quickly so please send a meeting request as soon as possible.

- Monday 1 December, 1:30pm-5pm AEDT
- Tuesday 2 December, 10:30am-12pm AEDT
- Monday 9 December, 1:30pm-3pm AEDT
- Friday 13 December, 10:30am-12pm AEDT

Kind regards,

§22 (she/her)

Project Support Officer, Enterprise Project Management Office

Australian Bureau of Statistics

(P) §22 (E) §22 [@abs.gov.au](mailto:§22@abs.gov.au) (W) www.abs.gov.au

The Australian Bureau of Statistics acknowledges the traditional custodians of country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and elders, both past and present.



From: §47F §47F
Sent: Thursday, 7 November 2024 5:25 PM
To: George Holton <g.holton@abs.gov.au>; David Waymouth <David.Waymouth@abs.gov.au>; §47F
§47F §22 §22
Subject: RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

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Hi George & David

§47F and I would absolutely welcome the opportunity to meet with the senior exec I&D network sponsors and we can share the information and data around the varying LGBTQ+ intersectionalities and our soon to be launched publication and information

around Pride in Neurodivergence. I've also attached our 2020 publication on understanding the experience of culturally diverse LGBTQ talent.

I've reviewed our diaries, and we can be available:

- Monday 1 December, 12pm-5pm AEDT
- Tuesday 2 December, before 12.30pm AEDT
- Monday 9 December, between 1pm-3pm AEDT
- Friday 13 December, before 1pm AEDT

If these times work, let us know, or confirm with [REDACTED] when you see each other at the roundtable in ADL next week.

Thanks and speak soon

[REDACTED]
s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: [REDACTED]

Email: [REDACTED]

 [Book time to meet with me](#)

From: George Holton <g.holton@abs.gov.au>

Sent: Wednesday, 6 November 2024 2:15 PM

To: [REDACTED]; [REDACTED]; David Waymouth <David.Waymouth@abs.gov.au>; [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Subject: RE: Pride in Diversity October 2024 E-News [SEC=OFFICIAL]

Hi [REDACTED] and [REDACTED]

Great to catch up virtually last week [REDACTED]

We were wondering if we could line up a time when it suits you to meet with our senior exec I&D network sponsors and hear more about the intersectionality work I understand you're leading [REDACTED]? Would some point in Dec or early in the new year suit?

Happy to meet up beforehand with David in the To list who stewards all of our I&D networks to talk through how that might work. Im wondering David is we could share the overlapping analysis your team did recently for how our staff with different intersecting diversities reported in the 2024 APS employee census?

And hope to see you in Adelaide next week for the round table.

Many thanks

George

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it is addressed. If you are not the named addressee you should not disseminate, distribute or copy this email. Please notify the sender immediately by email if you have received this email by mistake and delete this email from your system. Please note any views or opinions expressed in this email are solely those of the author and do not necessarily represent those of ACON. Email transmission cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the contents of this message which arise as a result of email transmission.

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 Outlook

Notification: Notification: PID Regional Reach Geelong INVITE [SEC=OFFICIAL]

s22

s22

s47F ---14/07/2025 02:29:17 PM---PID Regional Reach Geelong INVITE

PID Regional Reach Geelong INVITE

s47E(d)

s47F

14/07/2025 02:29 PM

*

Basics

s47F

14/07/2025 02:29 PM

s47F

Send

To

s22 @abs.gov.au" <s22 @abs.gov.au>, s47E(d) @abs.gov.au"
s47E(d) @abs.gov.au>

Subject PID Regional Reach Geelong INVITE

Protective Mark

Caveat

Information management markers

Categories

Visibility Public

Editors §47F, [Wkgroup]

Document Usage Information Management - determines recordkeeping action

Document Id DCOO-DJK7BB

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Hi §22 & the ABS team

In case you missed it, we have a Regional Reach coming up in Geelong and §47F §47F has identified that you potentially have team members that might like to join the day, further info is below:

- **Australian Bureau of Statistics - Geelong**

We're excited to share that Pride in Diversity will be bringing the conversation on LGBTQ workplace diversity and inclusion to *Regional Australia*—this time, live in **Geelong** at **Gordon Tafe**.

As Australia's national peak body for LGBTQ workplace inclusion, Pride in Diversity partners with over 500

organisations representing more than 3 million employees. Responding to member interest, this initiative is open to all employers and employees in the Geelong region, including state and local governments, small businesses, and community organisations.

Our goal is to support workplaces in their inclusion journey by sharing challenges, opportunities, and best practices from across Australia and beyond.

We invite you to join us on **Wednesday, 20 August** for a series of engaging events focused on awareness and enablement. Sessions will highlight key learnings from the *Australian Workplace Equality Index (AWEI)* and other research, while exploring what's next for organisations, leaders, HR professionals, and employee networks striving to build truly inclusive workplaces.

Whether you're just starting or deepening your diversity journey, this is a valuable opportunity to connect, learn, and lead together.

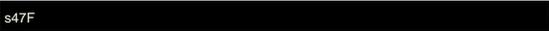
To register click on the link here [Reaching Geelong with Pride](#).

We look forward to seeing you there.

Reaching Geelong with Pride

Join the Pride Inclusion Programs for **Regional Reach: Geelong** on **Wednesday 20th August, 2025**. This full-day event brings together members of the community and professionals to explore **LGBTQ+ inclusion in the workplace**.

Generously sponsored by the **Transport Accident Commission**, and hosted at **Gordon Tafe, Geelong** by

 with special guest speakers, this event is designed to provide practical insights into fostering diversity and inclusion in regional workplaces.

It is open to the public and members alike, offering expert-led sessions, deep-diving into LGBTQ+ Inclusion data from the Australian Equality Workplace Index (AWEI), Trans & Gender Diverse awareness training, Allyship workshop, and roundtable discussion to promote a more inclusive environment in the broader Geelong area.

Whether you're looking to increase awareness, develop allyship skills, or engage in meaningful conversations about LGBTQ+ inclusion, this event aims to empower both individuals and organisations to create lasting change.

EVENT SCHEDULE

Morning Session 8:30am - 12pm

- Inclusion data
- Morning tea
- Trans awareness training

Lunch & Roundtable Networking 12pm - 1:30pm

Afternoon Session 2pm - 5pm

- Empowering Allies Workshop
- Afternoon tea
- Guest speaker

[Register Now](#)

Thanks v much

s47F

[LGBTQ+ Trainer Program Manager, Pride in Diversity](#)

ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F

Address: 200 Hoddle Street, Abbotsford, VIC 3067

Website: www.prideinclusionprograms.com.au

 [Book time to meet with me](#)



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On behalf of,

s47F

ACON's Pride Inclusion Programs

Mobile: s47F

Address: 200 Hoddle Street Abbotsford VIC 3067

Website: www.prideinclusionprograms.com.au

Instagram: [@pridediversityau](https://www.instagram.com/pridediversityau) | [@prideinsport](https://www.instagram.com/prideinsport) | [@prideinhealthwellbeing](https://www.instagram.com/prideinhealthwellbeing)

Facebook: [facebook.com/prideindiversity](https://www.facebook.com/prideindiversity) [facebook.com/prideinsport](https://www.facebook.com/prideinsport)



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FW: PID Offerings and services in 2025 [SEC=OFFICIAL]

From s22 @abs.gov.au >

Date Wed 2025-01-22 14:47

To s47F

Cc s22 @abs.gov.au > s47E @abs.gov.au > s22 @abs.gov.au > s22 @abs.gov.au > s22 @abs.gov.au > s22 @abs.gov.au > Bindi Kindermann <Bindi.Kindermann@abs.gov.au>; Nicky Bell <nicky.bell@abs.gov.au>

2 attachments (444 KB)

PID Virtual Training Calendar 2025.pdf; PID Facilitated Member Training 2025.pdf;

Hi s47F

Many thanks for update and happy new year. The network will be meeting in early February, and we discuss and confirm what activities are to be planned. At this stage I think a catchup (in person) will be in May – I'll lock in an invite for this in a couple of weeks.

Also looking forward to working with you this year.

Regards

s22
A/g Assistant Director

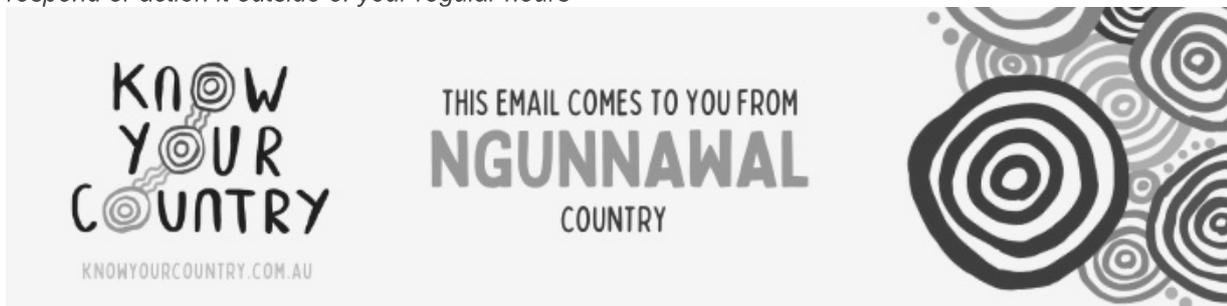
Inclusion and Diversity
People Services Branch | Enterprise Services Group | Canberra Office

Australian Bureau of Statistics

(P s22) (E s22 @abs.gov.au) (W www.abs.gov.au)

Non work day Fridays

I work flexibly and I'm sending this email now because it's a good time for me, but I do not expect you to read, respond or action it outside of your regular hours



From s47F

Sent: Tuesday, January 21, 2025 4:10 PM

To: s22 @abs.gov.au >

Cc: s47E >

Subject: HNY 2025!

CAUTION: External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi **s22** and the ABS team (*please forward on as appropriate*)

HNY! 🍷

As we step into 2025, I wanted to express my gratitude for your continued support and trust in our services. I am excited about the opportunities and challenges that lie ahead, and I am committed to ensuring that we continue to meet your needs and expectations.

Membership details

Membership Status

Current

Membership Renewal Date

17/08/2025

Membership Hours Used

0.00

Member Hours Remaining

6.00

If there are any changes to your organisation's contacts, please let us know.

Canberra 2025 travel dates (for in-person activity)

Q1: Monday 10 February to Friday 14 February 2025

Q2: Monday 19 May to Friday 23 May 2025

Q3: Monday 18 August to Friday 22 August 2025

Q4: Monday 17 November to Friday 21 November 2025

I will be in Canberra for the above dates in 2025 and invite you to organise an in-person meeting. I'm open to having a general catch-up, AWEI submission document discussions or any AWEI reviews, or any facilitated member training sessions or consulting.

If you'd like to discuss your membership and plan out these activities for 2025 and beyond then please also book in a virtual pre-meeting so we can discuss and organise.

 [Book time to meet with me](#)

PID Consulting Support for 2025

As we look ahead, I'd love to understand any key projects or initiatives where we can provide any custom or extra support to ensure you are getting the most out of your membership and myself as a consultant. This could include areas such as but not limited to :

- AWEI Survey or AWEI Benchmark tailored support
- HR Policy and/or Governance support
- Industry Group building or connection
- Workplace inclusion programs/strategy launch/support
- Training and capacity-building for leadership wider teams
- Intersectional organisational diversity development

Feel free to share your upcoming plans so we can collaborate and support where possible.

PID Virtual Training Calendar (*does not incur member hours*)

Please find attached our latest training calendar with links to register for 2025 sessions. We encourage you to review the sessions and share them with your teams—these events are designed to equip your team with the tools to foster inclusive and supportive workplaces.

Reminder to receive the monthly PID Newsletter - where all of our state and national events and activities are listed please ensure you and your team are registered: [Newsletter Signup](#) | [Pride Inclusion Programs](#)

PID Facilitated Member Training (*incurs member hours*)

Our PID training overviews and sessions are **attached** if you are looking to schedule and run any education / training sessions to utilise your member hours, either in-person, virtual or hybrid.

Events and Member support

Hosts: We are always looking for members to host events from roundtables to networking – let me know if you have an interest in hosting as spots fill up fast.

Sponsors/Support : With So many AMAZING events in 2024 as we roll on to 2025 the events and engagement continue, from PID Pride in Practice Conference, Midsumma, Days of significance to Community events - if sponsoring / supporting these events are of interest please let me know.

A massive thank you for the past year and I can't wait to continue in 2025.

With pride

s47F

s47F

Pride in Diversity

ACON's Pride Inclusion Programs

Direct:

Email: s47F

Address: 200 Hoddle Street, Abbotsford, VIC 3067

Website: www.prideinclusionprograms.com.au

 [Book time to meet with me](#)



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LGBTQ AWARENESS (90 mins)

LGBTQ Awareness is an introductory session for anyone who is interested in learning more about the LGBTQ community and workplace inclusion. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some introductory actions individuals can take to create a more inclusive workplace culture

TRANSGENDER & GENDER DIVERSE AWARENESS (90 mins)

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ spectrum. The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

This session is recommended to support an employee's Gender Affirmation.

By the end of the session participants will:

- Understand the diversity of, and differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Understand some of the lived experiences and unique challenges faced by transgender and gender diverse employees and the impact to the workplace
- Respond to some of the common views, stereotypes or misconceptions attached to gender diversity
- Understand the role that individuals play in creating a more inclusive culture in supporting an employee through gender affirmation (transitioning) at work

EMPOWERING ALLIES (90 mins)

The purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness'. This session will focus on what an ally is and how we can be allies in the workplace and beyond. This interactive workshop allows participants to build their skills in intervention as well as their



understanding of what makes a good ally. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

By the end of the session participants will:

- Understand what makes an effective ally
- Respond to some of the common views that question the need for inclusion initiatives
- Be able to intervene in non-inclusive situations

AUTHENTIC LGBTQ ROLE MODELLING & ALLYSHIP (90 mins)

Targeted at a LGBTQ audience, the purpose of this session is to build on the knowledge about LGBTQ inclusion covered in 'LGBTQ Awareness' and focus on what a role model and ally is. It has a particular focus on allyship as an LGBTQ person, giving participants the knowledge of how we can be allies in the workplace and beyond, be a role model for other LGBTQ people, and be authentic as LGBTQ leaders. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

By the end of the session participants will:

- Understand the importance of visibility / being a role model
- Understand the role of LGBTQ leaders / LGBTQ allies
- Understand what makes an effective ally
- Be able to intervene in non-inclusive situations

LGBTQ INCLUSION CONSIDERATIONS FOR HR & RECRUITMENT (120 mins)

The purpose of this session is to provide participants with an overview of why LGBTQ inclusion is important within an organisation and the role they can play in creating an inclusive culture. This session will cover terminology and language, whilst unpacking the LGBTQ acronym to provide a better understanding to participants of the challenges and barriers that LGBTQ employees face within the workplace. This session will look at inclusion through the lens of HR and recruitment. It will ask teams to look at their processes and how they can make them more inclusive and transparent for LGBTQ existing and potential employees. *Participants must attend LGBTQ Awareness prior to attending this workshop.*

By the end of the session participants will:

- Be refreshed on the LGBTQ Awareness key concepts, that inform these considerations (30 mins)

LGBTQ CONSIDERATIONS FOR HR (30 mins)

- Understand the role that HR can play in building LGBTQ inclusion and the roles they play in being allies
- Understand the requirement for 'explicit' inclusion, and some specific policy areas that need special attention
- Understand considerations for marginalized populations within grievance processes
- Understand considerations for data collection for LGBTQ populations

LGBTQ CONSIDERATIONS FOR FORMAL INCLUSION EDUCATION (15 mins)

- Understand the role that visible active allies can play in creating an inclusive culture
- Understand the barriers for 'passive supporters'



- Understand the role of educational training and resources in ‘converting’ passive supporters to visible allies

LGBTQ CONSIDERATIONS FOR RECRUITMENT (45 mins)

- Understand the role that explicit inclusion can play in attracting diverse candidates
- Use a recruitment life cycle model to identify potential policy and practice areas that need special attention
- Understand the issues that transgender and gender diverse people face in recruitment and selection for roles

LGBTQ INCLUSION: A LEADERSHIP CONVERSATION (30-45 mins)

This session is designed for a Senior Leadership Team / Board level discussion about LGBTQ inclusion, within the wider context of an organisation’s culture and talent journey. Focusing on the business case for inclusion and key focus areas to get started, it is ideal for organisations who want to start the process of embedding their inclusion objectives and initiatives throughout all their functional areas.

Topics include:

- The business case for inclusion
- The components of a holistic inclusion strategy
- Inclusive leadership behaviours

LGBTQ AWARENESS FOR GRIEVANCE OFFICERS (120 mins)

LGBTQ Awareness for Grievance Officers is a session specifically for people responsible for managing, or supporting employees through, a grievance complaint process. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the prevalence of bullying and harassment, and the impact of stigma on reporting rates
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Learn some actions individuals can take to create a more inclusive workplace culture
- OPTIONAL Discuss some workplace specific scenarios and how to appropriately manage them



LGBTQ AWARENESS FOR PEOPLE MANAGERS (90 mins)

LGBTQ Awareness for People Managers is a session specifically for people responsible for managing teams. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand the business case for LGBTQ inclusion and explain why it is important in a workplace context
- Understand some of the lived experiences and unique challenges for LGBTQ people and the impact to the workplace
- Understand the diversity of, and differences between sex characteristics, gender identity, gender expression and sexual orientation
- Understand the importance of visible and active allies, particularly within leadership positions
- Understand some inclusive leadership behaviours

PERSONAL PRONOUNS (30 mins)

Personal Pronouns is a short session that could be used to support a Day of Significance, the launch of a Pronouns initiative, or just to upskill employees in this specific area. This is an interactive session where questions are encouraged, and discussions are held in a respectful and safe environment.

By the end of the session participants will:

- Understand what personal pronouns are, and the different types of pronouns
- Understand why organisations may focus on pronouns and other inclusive language to support trans and gender diverse people
- How to use different pronouns to support an inclusive culture
- How to correct yourself and others if a mistake is made

Webex Online Training

In order to make our training more accessible for our members, we conduct online sessions at least once a month. Employees of member organisations can watch live, and even participate by asking questions, via the internet.

You must register (using your company email address) to attend any of these sessions – click the heading of your preferred session to register via Eventbrite. All these sessions will be conducted online via WebEx Events, unless otherwise stated. **Please make sure to note it in your calendar with the correct time (AEDT/ AEST) when registering so that you don't double-book**, you will receive the link to join any session you register for on the morning of that session.

Awareness Sessions:

LGBTQ+ Awareness: 1.5 Hours

Pride in Diversity will provide participants with an overall understanding of why LGBTQ+ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ+ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

Trans & Gender Diverse Awareness: 2 hours

Pride in Diversity will provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum. The session will explore the complex nature of gender identity and gender affirmation processes, provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

Dates:

February 2025

[LGBTQ+ Awareness – Thursday 13th, 12:30pm – 2:00pm \(AEDT\)](#)

March 2025

[LGBTQ+ Awareness – Tuesday 11th, 3:00pm – 4:30pm \(AEDT\)](#)

[Trans & Gender Diverse Awareness – Tuesday 18th, 3:00pm – 5:00pm \(AEDT\)](#)

April 2025

[LGBTQ+ Awareness – Thursday 10th, 12:30pm – 2:00pm \(AEST\)](#)

May 2025

[LGBTQ+ Awareness – Tuesday 13th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Tuesday 20th, 3:00pm – 5:00pm \(AEST\)](#)

June 2025

[LGBTQ+ Awareness – Thursday 12th, 12:30pm – 2:00pm \(AEST\)](#)

July 2025

[LGBTQ+ Awareness – Tuesday 8th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Thursday 10th, 3:00pm – 5:00pm \(AEST\)](#)

August 2025

[LGBTQ+ Awareness – Thursday 14th, 12:30pm – 2:00pm \(AEST\)](#)

September 2025

[LGBTQ+ Awareness – Tuesday 9th, 3:00pm – 4:30pm \(AEST\)](#)

[Trans & Gender Diverse Awareness – Tuesday 16th, 12:30pm – 2:30pm \(AEST\)](#)

October 2025

[LGBTQ+ Awareness – Thursday 9th, 12:30pm – 2:00pm \(AEDT\)](#)

November 2025

[LGBTQ+ Awareness – Tuesday 11th, 3:00pm – 4:30pm \(AEDT\)](#)

[Trans & Gender Diverse Awareness – Tuesday 18th, 3:00pm – 5:00pm \(AEDT\)](#)

December 2025

[LGBTQ+ Awareness – Thursday 11th, 12:30pm – 2:00pm \(AEDT\)](#)

HR & Recruitment Sessions:

LGBTQ+ HR & Recruitment: 1.5 Hours

Pride in Diversity will provide an interactive session on LGBTQ+ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues faced by LGBTQ+ employees and prospective employees. ***NB: attendees for this session MUST have completed an LGBTQ+ Awareness session within the past 12 months.***

Dates:

February 2025

[LGBTQ+ HR & Recruitment – Wednesday 19th, 12:30pm – 2:00pm \(AEDT\)](#)

May 2025

[LGBTQ+ HR & Recruitment – Thursday 15th, 3:00pm – 4:30pm \(AEST\)](#)

August 2025

[LGBTQ+ HR & Recruitment – Thursday 21st, 12:30pm – 2:00pm \(AEST\)](#)

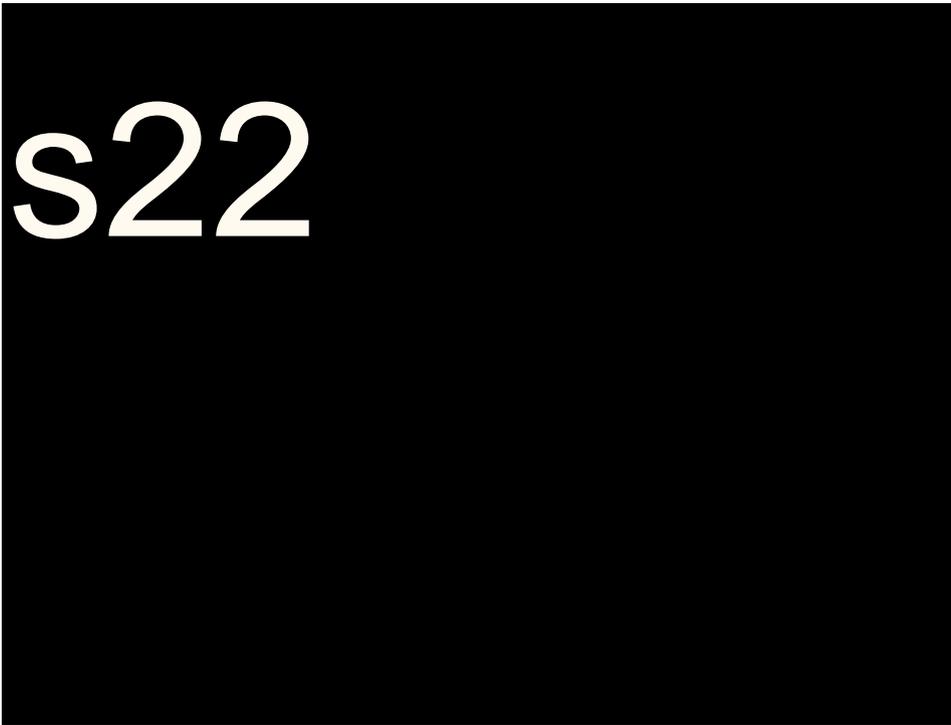
November 2025

[LGBTQ+ HR & Recruitment – Thursday 13th, 3:00pm – 4:30pm \(AEDT\)](#)

If you have any questions, please contact info@prideindiversity.com.au.



FW: PiD Comms: Slides and Resources for TAW training [SEC=OFFICIAL]



From: s47F
Sent: Monday, 1 December 2025 12:40 PM
To: s22 @abs.gov.au>
Subject: RE: Slides and Resources for TAW training [SEC=OFFICIAL]

CAUTION: External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

What fabulous news thanks s22 here you go:

- s47G
- PID TGD Take Action Guide 2025 – *attached*
- Pride Inclusion Programs' Trans Awareness Week online panel – You Can't Ask That #2 2025 recording is now via our Vimeo channel, [click here to watch now.](#)

If anyone would like any other support please don't hesitate to reach out.

Thanks and speak soon

s47F
Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F
Email: s47F

 [Book time to meet with me](#)

From: [REDACTED] s22 [REDACTED]@abs.gov.au>
Sent: Monday, 1 December 2025 12:22 PM
To: [REDACTED] s47F
Subject: Slides and Resources for TAW training [SEC=OFFICIAL]

Hi [REDACTED] s47F

Thanks so much for the training last week- people found it really helpful. [REDACTED] s47G

[REDACTED] s47G

[REDACTED] s47G Plus it is so nice to see how many people are keen to learn about supporting trans folk.

[REDACTED] s47G

Someone also mentioned other resources, like a TGD Ally Guide. I suspect that is on the PiD website somewhere, but if you could send me a link to save me some time that would be amazing.

Cheers,

[REDACTED] s22

Committee Lead for the ABS Pride Network

[REDACTED] s22

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch

Technology and Security Division | Australian Bureau of Statistics

(E) [REDACTED] s22 [REDACTED]@abs.gov.au | **(W)** www.abs.gov.au

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Take ^{TGD} Ally Action Guide

1.

When you hear someone misgender a colleague, *say something!*

We all make mistakes, and that's OK

When we misgender someone, we can quickly apologise and correct ourselves and move on. When we hear someone else misgender a trans or gender diverse colleague, we can speak up. We can gently remind the person that our colleague uses these pronouns, not those ones. This is a helpful reminder and we should encourage our colleagues to do the same for us when we make mistakes.

Here is a helpful resource on pronouns and the importance of using the correct gendered/non gendered language: **Pride in Diversity's Pronouns Guide**

2.

When you hear something, *say something!*

If you hear someone use a term that is inappropriate or harmful, what can you do?

In this case you can help to educate the person on the correct language to use when speaking about a trans or gender diverse person. Let them know that the language they used is inappropriate, offensive or outdated.

There are no such words as 'transgendered' or 'transgenderism'. The term to use is transgender or trans. If you are unsure of the correct terms, you can use this language guide from TransHub: **Language — TransHub**



3.

Visibility – It's all in the name

Trans Day of Visibility

It's a day when all trans and gender diverse people should feel empowered to be visible and to feel pride in who they are. (This is true for every day, but especially on Trans Day of Visibility)

With so much negative media and commentary, this might be harder at the moment — but by being visible allies we can help make the visibility of our trans and gender diverse colleagues' safer.

Wear a trans badge, use a trans virtual background (available for **download** from the ACON Pride Inclusion Programs website), put your pronouns in your signature block, attend a trans rally or show up at your workplace's celebration for Trans Day of Visibility.

4.

When you hear something, *say something!*

If you hear someone tell a transphobic joke, what can you do?

Speaking up does not need to be aggressive or difficult. You can simply speak to the person who made the joke and let them know you understand they were trying to be funny, but jokes can be very hurtful to someone who is trans or gender diverse. They are not inclusive and they make trans and gender diverse people feel excluded. They just add to the emotional load that trans and gender diverse people already carry.

Sometimes it is important to say something as soon as you hear the joke. At other times you may want to speak to the person alone later on, but don't leave it too long.

5.

There are many ways to be a great ally for our trans and gender diverse colleagues

Explore the following resources for ideas:

- Check out your organisation's ally guide
- Check out the resources on **TransHub**
- Download our **Ally Fact Sheets**
- Watch the recording of last year's Trans Awareness Week panel 'You Can't Ask That' **here**
- For info about Trans Day of Visibility visit **www.tdov.org.au**
- Book in a planning or training session with your RM. If you're not a member, you can find out how to join **here**

s47G

s47G



s47G

Document 24

 Outlook

Re: ABS TAW training tomorrow [SEC=OFFICIAL]

From: s47F
Date: Thu 2025-11-20 09:40
To: s22 <s22@abs.gov.au>
Cc: s22 <s22@abs.gov.au>

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I've arrived downstairs when you are ready, thanks

From: s22 <s22@abs.gov.au>
Sent: Wednesday, November 19, 2025 12:35:39 PM
To: s47F
Cc: s22 <s22@abs.gov.au>
Subject: ABS TAW training tomorrow [SEC=OFFICIAL]

Hi s47F

Looking forward to hosting you here at ABS House in Canberra for our Trans Awareness Week training tomorrow, 10am-11am.

I'll be in the foyer ahead of time (by 9:45am) to check you in. If you're running early/late feel free to contact me via email, or via my mobile: s22

Cheers,

s22
Assistant Director, NDDA Data Governance
National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**
(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au
Ngunnawal & Ngambri Country (Canberra, ACT)



Committee Lead for the ABS Pride Network

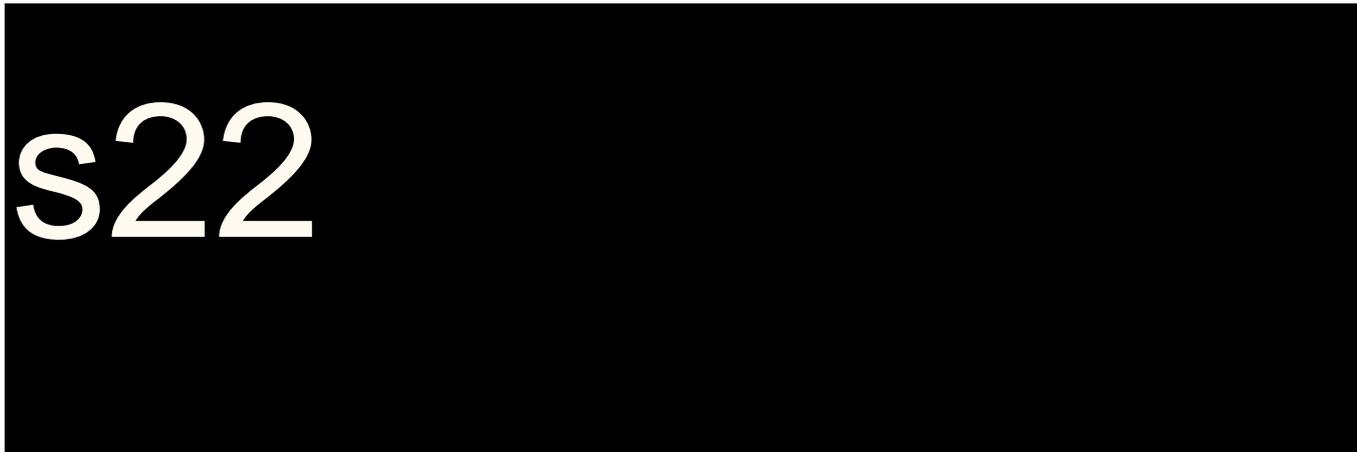
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Fw: Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]



From: s22 @abs.gov.au
Sent: Friday, 31 October 2025 3:23 PM
To: s47F
Cc: s22 @abs.gov.au
Subject: Re: Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]

Hi again s47F

Just checking in about tech for Monday.

Will you be bringing along a laptop to share a presentation? Or would you like to email me your presentation and you can present it using my laptop?

If you want to bring your own laptop, we will have time to test the setup beforehand. Please note that there are some difficulties with connecting Apple devices in our office, so if you have an Apple laptop it might be preferable to use my laptop.

Cheers,

s22

s22

Assistant Director

Health and Disability Surveys | Health, Disability and Vital Statistics | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au

Committee Lead for the ABS Pride Network

From: s22 @abs.gov.au
Sent: Tuesday, October 28, 2025 2:12 PM
To: s47F
Cc: s22 @abs.gov.au
Subject: Re: Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]

Hi s47F

We are looking forward to having you present the Transgender and Gender Diverse Awareness training in the ABS Adelaide office next Monday. I will be your ABS contact person on the day.

Are you happy for me to meet you in the lobby of 11 Waymouth Street, Adelaide at around 9:40am? I can then help you get signed in to our office and set up the room.

My phone number is s22 feel free to contact me on this number on the day if you're running late or can't find me.

Thanks,

s22

s22

Assistant Director

Health and Disability Surveys | Health, Disability and Vital Statistics | **Australian Bureau of Statistics**

(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au

Committee Lead for the ABS Pride Network

From: s22
Sent: Tuesday, 23 September 2025 1:45 PM
To: s22 @abs.gov.au; s22 @abs.gov.au; s47F s22

s22 @abs.gov.au>; s22 @abs.gov.au>; s22 @abs.gov.au>

Subject: Adelaide Office - Transgender and Gender Diverse Awareness training [In-person] [SEC=OFFICIAL]

When: Monday, 3 November 2025 10:00 AM-11:00 AM.

Where: Adelaide 9N 110 Fleurieu Training Room



As part of this years Transgender Awareness Week celebrations the ABS Pride Network invite you to join us in person for face-to-face Transgender and Gender Diverse Awareness training delivered by s47F from Pride in Diversity.

When: Monday 3 November, 10am

Where: Adelaide Office | Level 9, 110 Fleurieu Training Room | 11 Waymouth Street, Adelaide

Session overview:

The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQIA+ spectrum.

The session will explore the complex nature of gender identity and gender affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees and how to support an employee affirming their gender in the workplace. The session will also provide awareness on the impact that culture has on the lived experiences of its employees regardless of their gender identity.

Questions?

ABS Contact: s22 at s22 @abs.gov.au