

FW: s22 - Member meeting IN PERSON | 60mins [SEC=OFFICIAL]

s47E(d)

s22

12/11/2024 07:18 AM

Basics

s22

12/11/2024 07:18 AM

s22

@abs.gov.au

Send	To: s47E(d) <s47E(d)@abs.gov.au>, "s22" <s22@abs.gov.au> CC: "s22" <s22@abs.gov.au> bcc:
Subject	FW: s22 - Member meeting IN PERSON 60mins [SEC=OFFICIAL]
Protective Mark	
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

From: s47F <s47F>

Sent: Monday, November 11, 2024 5:56 PM

To: s22 @abs.gov.au; s22 @abs.gov.au; s22

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

<Bindi.Kindermann@abs.gov.au>; George Holton <g.holton@abs.gov.au>

Subject: RE: s22 - Member meeting IN PERSON | 60mins

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

Hi ABS team

Thanks again for the catch-up when I was in Canberra, I thought we had an exciting discussion about the year ahead. Few items I captured for us to progress:

- **Intersectionality:** I've already connected with George about s47F & I presenting to the I&D Exec's, and we are finalising those details now.
- **PID Team Planning:** PID key dates and activities 2025 will be

sent to the team the week commencing 9-December, for our planning and events purposes.

- **PID Training In-Person session for 2025:** as above, once confirmed, we can begin planning the content, etc for a MEL, SYD, BNE, CBR, PER, ADL, Geelong event.
- **AWEI walkthrough:** as discussed, when you are ready, please set up a 1hr meeting to go through the AWEI Foundational and Advanced and what is required for each initiative (I've provided an overview below).
- **Gender Affirmation Guidelines and information:** further information is below.

Gender affirmation policy and guidelines

- **ACON Workplace Affirmation (Gender Affirmation) Policy attached** (from our Associate Director Content): *FYI, the template policy we use was checked by anti-discrimination lawyers, and everything in it was in line with all state and territory and commonwealth laws at the time*
- **PID Factsheet attached:** Gender Affirmation key considerations
- [What is gender affirmation? – TransHub](#)
- **Examples:**
- [Gender affirmation in Victorian public sector workplaces - VPSC](#)
- [Gender Affirmation Guidelines - University of Canberra](#)
- <https://www.maddocks.com.au/insights/gender-affirmation-policies-and-leave-best-practice-considerations-for-employers>
- <https://www.rmit.edu.au/students/support-services/lgbtiq/gender-affirmation#:~:text=Graduation%20ceremony&text=As%20a%20legal%20document%2C%20your,to%20introduce%20you%20on%20stage.>
- https://www.griffith.edu.au/data/assets/pdf_file/0028/741916/Gender-Affirmation-Transitioning-Guidelines_Staff_Dec2020.pdf
- https://www.energyaustralia.com.au/sites/default/files/2022-02/Diversity_Gender%20Affirmation%20Guidelines_FINAL_Mar2020.pdf

APS Agencies we can connect you with to discuss further on who have developed their guidelines:

- Department of Premier and Cabinet
- Department of the Treasury
- Services Australia

Gender Affirmation Leave

- [AGL: 6 weeks paid](#)
- [ANZ: 6 weeks paid, 12 months unpaid](#)
- [Coles: 2 weeks paid](#)
- [Energy Australia: 4 weeks paid, 12 months unpaid](#)
- [Origin Energy: 6 weeks paid or 12 weeks half pay](#)
- [Salesforce: 4 weeks paid + medical benefits](#)
- [Six weeks of paid Gender Affirmation Leave introduced at Suncorp | Suncorp Group | Suncorp Group](#) - 6 weeks paid, 12 months unpaid
- [Telstra: 8 weeks paid](#)
- [Victorian Public Service: 4 weeks paid, 12 months unpaid](#) (2020 Enterprise Agreement, page 11)
- [Woolworths: 2 weeks paid, 2 weeks unpaid](#)
- [Flexible ways of working | Westpac](#) - 6 weeks paid, 12 months

unpaid

- [Zurich: 4 weeks paid, 12 months unpaid](#)

A couple of supporting documents:

- [Gender affirmation policies: best practice considerations for employers - HRM online](#)
- [THINK Blog \(ibm.com\)](#)

Further best practice observations:

- **Financial allowances**
 - Organisations have included a broader financial allowance of \$XX that can be used for costs related to any part of the GA process eg wardrobe, legal fee costs etc (This ranges anywhere from \$500-\$2,500+)
 - Legal fee allowance: Providing up to \$XX to help employees navigate the legal hurdles of legally confirming their gender and updating government-issued IDs
 - This type of allowance could also be something to consider as part of your DFV support which would apply to all employees, not just LGBTQ eg someone changing their name after a relationship separation due to DFV and needing to update ID
 - This may assist with any leverage you need around approvals eg it's not just a gender affirmation / LGBTQ issue, this would benefit all employees
 - As linked above, Salesforce are now providing significant financial support when it comes to medical affirmation costs - see [here](#) and [here](#) (of course not doable for all orgs but it's definitely market leading!)
- **Carer's leave**
 - [Additional](#) paid carer's leave in the form of "gender affirmation support" leave to care for someone who is going through gender affirmation (e.g. parents of a trans child)
 - This is a pretty new one but we've seen an example of 10 days additional carer's leave for GA support purposes

Mental Health Support

- Access to additional free sessions with EAP provider/equivalent
 - E.g. the standard may be 6 sessions per year but you could look to increase to 12

Other areas/ideas

- Quite a few policies/guidelines tend to lean heavily toward medical affirmation and binary trans people, with not a lot of content/considerations around non-binary experiences / non-medical affirmation
- When giving examples of what GA leave can be used for, be sure to include non-medical reasons e.g. changing your dress and presentation, implementing other aspects of your workplace gender affirmation plan, managing your health & wellbeing, changing your name on all documents etc

AWEI 2024-2026 overview

Section Title	#	Question Title	Sta
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HR Policies & Diversity Practice	1	Updated Terminology	
	2	LGBTQ+ Inclusivity within Policies and Benefits	
	3	New Parent Leave Inclusive of LGBTQ+ Families	
	4	International Travel Advice for Employees	
	5	LGBTQ+ Inclusive Domestic & Family Violence Policy	
LGBTQ+ Bullying, Harassment & Support	6	Resources on LGBTQ+ Inclusive and Negative Language	
	7	LGBTQ+-related Grievance Officers	
	8	Behavioural Examples of What Constitutes Bullying / Harassment	
Inclusion of Trans and Gender Diverse Employees	9	Gender Affirmation Policy and Process Documentation	
	10	Dress Codes	
	11	Non-Binary Gender Options for Employees	
Strategic Focus & Accountability	12	External LGBTQ+ Expertise	
	13	LGBTQ+ Inclusion Strategy	
	14	External LGBTQ+ Workplace Inclusion Promotion	
	15	HR / Diversity Professional Accountabilities	
LGBTQ+ Employee Network	16	LGBTQ+ Employee Network	
	17	Orientation / On-boarding	
	18	Ally/Champion Reference Guides	
	19	Confidential Contacts	
	20	Internal LGBTQ+ Social Media Stream	
Training, Awareness & Professional Development	21	LGBTQ+ Training Availability	
		FOUNDATION INDEX	
LGBTQ+ Bullying, Harassment & Support	1	Tracking of Incidents	
Inclusion of Trans and Gender Diverse Employees	2	Gender Affirmation Leave	
	3	'All-Gender' Bathrooms	
	4	Trans and Gender Diverse Applicants	
Strategic Focus & Accountability	5	Personal Accountability for Inclusion	
	6	Documented LGBTQ+ Inclusion Strategies and Accountabilities	
	7	External-facing Social Media Communications	
	8	Strategic LGBTQ+ Inclusion Promotion	
LGBTQ+ Employee Network	9	Network Leadership Succession and Sustainability	
	10	Research into under-represented LGBTQ+ Populations	
	11	Visibility of under-represented LGBTQ+ Populations	
	12	Broader Inclusion Support	
	13	Network Reporting	
Visibility of LGBTQ+ Inclusion	14	LGBTQ+ Days of Significance	
	15	Visibility in the Workplace	
	16	Individual LGBTQ+ Inclusion Work Recognition	
Training, Awareness & Professional Development	17	LGBTQ+ Training Delivered	
	18	LGBTQ+ Training for People Managers	
	19	LGBTQ+ Training for Critical Functions	

	20	LGBTQ+ Content in Leadership Training	
	21	Professional Development for LGBTQ+ Employees	
Executive Leadership & Engagement	22	Internal Executive Advocacy	
	23	Internal CEO (or equivalent) Advocacy	
	24	External Senior Leadership Advocacy	
	25	Peer Support for Senior Leadership	
Data Collection & Reporting	26	LGBTQ+ Employee Data Analysis	
	27	LGBTQ+ Employee Data Review	
Community Engagement	28	Employer Branded Participation at Community Events	
	29	Pro-Bono or Financial Support: LGBTQ+ Charities / Organisations	
AWEI Employee Survey	30	AWEI Employee Survey Participation	
Additional Work	31	Additional Work	

ADVANCED INDEX

Roundtable & Networking (remainder for 2024)

Our quarterly Member Roundtables are held in-person in most capital cities, providing the opportunity to discuss LGBTQ+ inclusion from a local perspective. Includes Q&A with Pride in Diversity. Numbers are limited for these events, and we restrict registration to one person from each member organization to enable the maximum representation of diverse member organisations. We encourage our members to rotate attendance opportunities throughout the year for members of their HR / Diversity & Inclusion / LGBTQ+ Network teams.

- ~~Canberra Roundtable, 30 Oct, 3:30pm - 5pm (AEDT) - [Register Here](#)~~
- ~~Brisbane Roundtable, 6 Nov, 3:30pm - 5pm (AEST) - [Register Here](#)~~
- ~~Melbourne Roundtable, 6 Nov, 3:30pm - 5pm (AEDT) - [Register Here](#)~~
- ~~Perth Roundtable, 7 Nov, 3:30pm - 5pm (AWST) - [Register Here](#)~~
- Sydney Roundtable, 13 Nov, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Adelaide Roundtable, 20 Nov, 3:30pm - 5pm (ACDT) - [Register Here](#)

Our Networking Events have been designed to facilitate professional networking amongst employees working for organisations that are members of Pride in Diversity 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. Our Networking Events follow on immediately after the Roundtables, and are open to all employees of our member organisations who may have an interest in LGBTQ+ workplace inclusion.

Registrations are essential to enable us to manage catering, name tags and to track attendance numbers.

- ~~Canberra Networking, 30 Oct, 5pm - 7pm (AEDT) - [Register Here](#)~~
- ~~Brisbane Networking, 6 Nov, 5pm - 7pm (AEST) - [Register Here](#)~~
- ~~Melbourne Networking, 6 Nov, 5pm - 7pm (AEDT) - [Register Here](#)~~
- ~~Perth Networking, 7 Nov, 5pm - 7pm (AWST) - [Register Here](#)~~
- Sydney Networking, 13 Nov, 5pm - 7pm (AEDT) - [Register Here](#)
- Adelaide Networking, [TBA], 5pm - 7pm (ACDT) - [Register Here](#)

APIP Trans Awareness Week Panel - Wednesday this week!

You Can't Ask That - A Trans Awareness Week Panel

In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Health + Wellbeing, Pride in Sport and Pride Training) are coming together to deliver this online panel to increase awareness and expose some of the myths about being transgender.

Hosted by [REDACTED]
Pride in Diversity, our panel of people with diverse genders will answer those questions you're not supposed to ask but are dying to know the answers to, and share their lived experience to help participants gain a better understanding of life through a transgender lens.

Wed, 13 Nov, 1pm - 2pm AEDT, Online via Zoom

[Register Now](#)

Membership details

Membership Status
Current
Membership Renewal Date
16/08/2025
Membership Hours Used
2.00
Member Hours Remaining
6.00

Thanks and speak soon

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

 [Book time to meet with me](#)

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

From: [REDACTED] <[REDACTED]>
Sent: Thursday, 10 October 2024 11:08 AM
To: [REDACTED] <[REDACTED]> @abs.gov.au; [REDACTED]; George Holton; [REDACTED] <[REDACTED]>; Bindi Kindermann <nicky.bell@abs.gov.au>
Subject: [REDACTED] - Member meeting IN PERSON | 60mins
When: Friday, 1 November 2024 12:30 PM-1:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.
Where:

This meeting was scheduled from the bookings page of [REDACTED]

Use the following link to reschedule or cancel this meeting:

[Manage meeting](#)

-----Note added from booking page on Thursday, 10 October 2024 11:07 am-----

Hi [REDACTED] - I've arranged for [REDACTED], [REDACTED], George Holton and Nicky Bell to also attend, [REDACTED] and George will dial in but Nicky, [REDACTED] and I will be in Canberra. Looking forward to meeting you in person

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