



RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions
[SEC=OFFICIAL]

s22

s22

From: s47F
Sent: Tuesday, 30 September 2025 2:58 PM
To: s22 <[REDACTED]> @abs.gov.au>; s47F
Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

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

Hiya s22

While s47F is on leave, I can confirm they are good for 10am on the 27/11 so please send through a calendar invite to s47F

Thanks

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: [REDACTED]
Email: s47F

 [Book time to meet with me](#)

From: s22 <[REDACTED]> @abs.gov.au>
Sent: Tuesday, 30 September 2025 2:42 PM
To: s47F <[REDACTED]>; s47F <[REDACTED]>
Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hi s47F

Thanks for that- can we lock in 10AM on Thurs 27/11?
I'll get someone from our Inclusion and Diversity team to send you a placeholder invite if you're good to go with that date and time 😊

Cheers!

s22

Committee Lead for the ABS Pride Network

s22

DevOps Engineer
BA, Testing and DevOps | IT Strategy and Architecture Branch
Technology and Security Division | Australian Bureau of Statistics
(E) s22 <[REDACTED]> @abs.gov.au | (W) www.abs.gov.au

From: s47F
Sent: Wednesday, 24 September 2025 4:36 PM
To: s22 <[REDACTED]> @abs.gov.au>; s47F

Cc: s22 [redacted]@abs.gov.au>

Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

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

Hi s22 [redacted],

27/11 works, at either time. Let me know which suits best. I've blocked out both for you just in case 😊

Kind Regards,

s47F [redacted]

s47F [redacted]

Pride in Diversity • ACON's Pride Inclusion Program

 [Book time to meet with me](#)

Mobile: s47F [redacted] | **Email:** s47F [redacted] | **LinkedIn:** s47F [redacted]

Address: 200 Hoddle Street, Collingwood VIC 3067

Website: www.prideinclusionprograms.com.au



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

[Click here to view ACON's 2nd Innovate RAP](#)



From: s22 [redacted]@abs.gov.au>

Sent: Wednesday, 24 September 2025 3:17 PM

To: s47F [redacted] > s47F [redacted]

Cc: s22 [redacted]@abs.gov.au>

Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hi s47F [redacted],

Nice to meet you too 😊 Would either Thurs 20/11 or 27/11 at 10AM or 2PM work?

If not, let me know and I'll check if Monday would work with the Melbs office.

s22 [redacted]

Committee Lead for the ABS Pride Network

s22 [redacted]

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch

From: [redacted] s47F
Sent: Tuesday, 23 September 2025 3:57 PM
To: [redacted] s47F; [redacted] s22 @abs.gov.au>
Cc: [redacted] s22 @abs.gov.au>
Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

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

Hi [redacted] s22,

Lovely to e-meet you 😊 please let me know when you'd like to schedule the Melbourne session.
Monday 17 Nov is free for me up until 2pm if that works, if not, please feel free to propose alternate times.

Kind Regards,

[redacted] s47F
[redacted] s47F
Pride in Diversity • ACON's Pride Inclusion Program

 [Book time to meet with me](#)

Mobile: [redacted] s47F | **Email:** [redacted] s47F | **LinkedIn:** [redacted] s47F
Address: 200 Hoddle Street, Collingwood VIC 3067
Website: www.prideinclusionprograms.com.au



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[Click here to view ACON's 2nd Innovate RAP](#)



From: [redacted] s47F
Sent: Tuesday, 23 September 2025 11:29 AM
To: [redacted] s22 @abs.gov.au>; [redacted] s47F
Cc: [redacted] s22 @abs.gov.au>
Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hiya [redacted] s22

Looping in @s47F who will facilitate the Melbourne session.

Please schedule myself in for the online sessions here:

 [Book time to meet with me](#)

Thanks v much

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F

 [Book time to meet with me](#)

From: s22 @abs.gov.au>

Sent: Monday, 22 September 2025 12:08 PM

To: s47F

Cc: s22 @abs.gov.au>

Subject: RE: ABS x PID - Trans Awareness Week - 2025: Check in for Melb and Online Sessions [SEC=OFFICIAL]

Hi s47F

I'm taking over from s22 to schedule the last few of these- specifically I wanted to follow up on contacts for the Melbourne and online sessions.

I've updated the table from your email to reflect all the sessions & times we currently have scheduled.

Are you scheduling the Melbourne and online sessions, or could you let me know who to contact to schedule them?

Thanks, and happy Monday!

s22

Committee Lead for the ABS Pride Network

s22

DevOps Engineer

BA, Testing and DevOps | IT Strategy and Architecture Branch

Technology and Security Division | Australian Bureau of Statistics

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

From: s47F

Sent: Monday, September 08, 2025 14:08

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

s22 @abs.gov.au>; s47F ; s47F

s47F s47F s47F

s47F s47F s47F

s47F s47F

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

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

Subject: RE: ABS x PID - Trans Awareness Week - 2025 [SEC=OFFICIAL]

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

Hiya [redacted] and the ABS team

Thanks for the info below, I've now have the further information support the planning for the ABS Trans Awareness Week nationwide rollout of session. I've also looped in the relevant **PID RM's** (thank-you all) for their specific sites to advise on a preferred date and time that works for their diary for the 60min Transgender and Gender Diverse Awareness session.

@ [redacted] and @ [redacted] please let us know if you need any other information for now.

ABS Trans Awareness week sessions

Date: 13th November – 20th November (including TDOR)

Session locations (1hr ea - 8-10 member hrs total):

LOCATION	RM	DATE	TIME	ADDRESS	NOTES
Brisbane	[redacted] s47F	Thursday 20 November	10am	295 Ann Street, Brisbane QLD	[redacted] QLD RM
Canberra x1	s47F	Thursday 20 November	10am	45 Benjamin Way, Belconnen, ACT, 2617	
Canberra x2 (TBA)	[redacted] s47F	Tuesday 11 November	2pm	45 Benjamin Way, Belconnen, ACT, 2617	As above
Sydney	s47F	Thursday 20 November	2pm	8/44 Market St, Sydney NSW 2000	PID SYD RM
Perth	s47F	Thursday 13 Nov	2pm	St Georges Terrace	[redacted] WA RM
Geelong	s47F	Friday 28 November	10am	12 Gheringhap Street	[redacted] RM
Adelaide	[redacted] s47F	Monday 3 November	10am	Level 9, ANZ House, 11 Waymouth Street	[redacted] to align with Q4 ADL activities- still need to confirm with [redacted] s47F
Melbourne CBD	PID VIC Team RM – TBA	TBA	TBA	TBA	[redacted] to advise RM

Online x1	TBA	TBA	TBA	Teams	Virtual / Hobart / Darwin
Online x2 (TBA)	TBA	TBA	TBA	Teams	Virtual / Hobart / Darwin

RM BIOs:

Meet the Team - Pride in Diversity

TRANSGENDER & GENDER DIVERSE AWARENESS (60 mins PID session + 30mins ABS organised)

Session overview

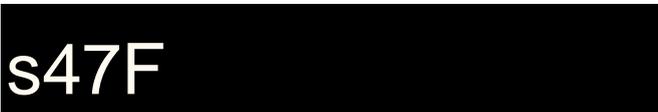
The aim of this session is to provide participants with an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum.

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.

Session outcomes:

- 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 and employee through gender affirmation (transitioning) at work

Thanks and speak soon



Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F

 [Book time to meet with me](#)

From: [redacted]@abs.gov.au
Sent: Thursday, 28 August 2025 9:22 AM
To: [redacted]; [redacted]@abs.gov.au; [redacted]
<[redacted]@abs.gov.au>
Cc: [redacted]@abs.gov.au; [redacted]@abs.gov.au; [redacted]
<[redacted]@abs.gov.au>; [redacted]@abs.gov.au
Subject: ABS x PID - Trans Awareness Week - 2025 [SEC=OFFICIAL]

Hi [redacted]

Was great to have you visit sunny Canberra last week. Connecting you with @[redacted] [redacted] from our Pride Committee - they'll be leading the organisation of our Trans Awareness Week activities from our staff Network perspective.

@ [redacted] and @ [redacted] will be your main contacts for Trans Awareness Week. I've included some highlights in yellow to clarify our intent for what we're planning.

We understand that getting some dates booked in is our first priority. Could you please clarify the additional considerations - I think it was Adelaide you mentioned may need to be the week before/after?

[redacted] and [redacted] will work to get those dates booked in with you over the next few days.

Thanks again, looking forward to seeing the sessions come to life 😊

Cheers,

[redacted]

Trans Awareness Week:

TRANSGENDER & GENDER DIVERSE AWARENESS (60 mins PID session + 30mins ABS organised)

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 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.

Session outcomes:

- 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 and employee through gender affirmation (transitioning) at work

Session locations (1hr ea - 8-10 member hrs total):

1. Brisbane
2. Canberra - *potentially x2 (TBC, depending on interest and capacity)
3. Sydney
4. Perth
5. Geelong
6. Adelaide (RM TBC)
7. Melbourne CBD
8. Online - x2* (watch party/ies to be organised for Hobart/Darwin)

§22

Assistant Director, NDDA Data Governance

National Disability Data Asset and Data Systems Branch | Statistical Infrastructure Division | **Australian Bureau of Statistics**

(P) §22 (E) §22 [@abs.gov.au](mailto:§22@abs.gov.au) (W) www.abs.gov.au
Ngunnawal & Ngambri Country (Canberra, ACT)

§22

Committee Lead for the ABS Pride Network

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

The [ABS Privacy Policy](#) outlines how the ABS handles any personal information that you provide to us.

From: §47F

Sent: Thursday, August 21, 2025 16:09

To: §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); §22 [@abs.gov.au](mailto:§22@abs.gov.au); Nicky Bell nicky.bell@abs.gov.au

Cc: Bindi Kindermann Bindi.Kindermann@abs.gov.au

Subject: RE: Confirming Thursday 21 August ABS & PID catchup at ABS house 10.30 am [SEC=OFFICIAL]

Hi all

Thank-you for the catch-up today, it was great to connect, here's an outline of the information we discussed – let me know if I've missed everything!

Membership Status

Current

Membership Renewal Date

16/8/2026

Membership Hours Used

0.00

Member Hours Remaining

6.00 +6.00 *rolled over*

PID UPDATE

PID Q3 Roundtable

- Darwin/Garramilla Roundtable, Tues 26 Aug, 2:00pm – 3:30pm (ACST) – [Register Here](#)

• AWEI Survey (6-Oct to 23-Feb)

AWEI ([2025-26 AWEI Employee Survey – Registration | Australian Workplace Equality Index](#))

• AWEI Practice Points 2025

- Key Insights (*published*)
- Being Out at Work (*published*)
- Trans and Gender Diverse Inclusion
- Allies in the Workplace (*published*)
- NEW: Workplace Inclusion Impacts (*published*)
- **Impacts of Leadership Support**
- **Bullying & Harassment Experiences**
- **Impacts of Visible role models**
- **Applying an Intersectional Lens**

• PID Academic Paper published:

[Same or Different? Understanding Employees' Perceptions of Their Own Workplace Diversities - Perales - 2025 - Diversity & Inclusion Research - Wiley Online Library](#)

It highlights underrepresented diversity dimensions—such as caring responsibilities and socioeconomic status—and reveals ideological resistance to diversity practices, offering important insights for improving survey design and data collection.

• LGBTQASB+ Mob at Work report published

The report, developed by Pride in Diversity and the UTS Centre for Social Justice and Inclusion, explores the workplace experiences of LGBTQASB+ First Nations people - including Sistergirls, Brotherboys, and other gender-diverse identities. It highlights the intersectional challenges they face and the cultural strengths they bring to workplaces.

• TransHub National Launch – 29th August

Trans Health Equity is excited to invite you to a special webinar marking the national relaunch of TransHub, now supporting trans and gender diverse communities across every state and territory in Australia.

Register now: <https://forms.acon.org.au/form-6873308/national-launch-webinar-rego-form-transhub>

• PIP Conference, Melbourne, 25-26th November

- Sponsorship opportunities
- Early Bird tickets available
- Info available in E-News:

• VIC MIDSUMMA EO'S

Carnival & Marching, Sponsorship or Volunteering

Midsumma Carnival | Sunday 19 January



Pride in Diversity (stall name ACON's Pride Inclusion Programs) will be at Midsumma Carnival.

We are inviting PID members to:

1. **Volunteer** at our stall during the day – enquire to s47F here
2. **Come and say Hi** to the team and make an origami 'Proud Heart' or try your luck at the Inclusion parlour games!

Midsumma Pride March | Sunday 2 February



Pride in Diversity (ACON's Pride Inclusion Programs) will be marching at Midsumma Pride March.

We are inviting PID members to:

1. **Sponsor us** (your organisations logo to be added to our marching 'Proud Hearts' t-shirts) – [enquire to s47F here](#)



2. **March with us** – [enquire to s47F here](#) (*sponsorship not required to march with us*)

- 5x places and 5x 'Proud Hearts' t-shirts per each PID member (extras to be added to waitlist)

• WIPD Proud Hearts toolkit

This year for WIPD we have put together a toolkit to guide our members through hosting your own 'Purple Hearts' craftersnoon.

Take a look at the attached toolkit for all the steps and recommendations, or if watching something is more your style the video below gives a little information on Wear It Purple Day, the considerations for hosting your own craftersnoon, and then walks you through step by step in how to make an origami heart.

['Purple Hearts craftersnoon' toolkit video](#)

ABS REQUEST FOR DATA AND INSIGHTS ON LGBTQ+ INCLUSION

Why LGBTQ+ Inclusion still matters signed letter from s47F

KWM presentation: Australian Legislative Requirements to Support DEI

PID AWEI Practice Point: Workplace Inclusion Impacts

- Up to 4× higher employee recommendation rates
- 61% lower intent to leave with inclusion training
- 73% lower turnover intent where allyship is supported
- Up to 60% higher perceived job security with visible role models
- Up to 121% higher job satisfaction where bullying is addressed

Detailed report:

RE Trans Awareness Week:

TRANSGENDER & GENDER DIVERSE AWARENESS (60-90 mins)

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 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.

Session outcomes:

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- Understand the role that individuals play in creating a more inclusive culture in supporting and employee through gender affirmation (transitioning) at work

Session locations:

1. Brisbane
2. Canberra
3. Sydney
4. Perth
5. Geelong
6. Adelaide (ABS & RM TBC)
7. Melbourne CBD (ABS TBC)

Thanks and speak soon

s47F

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](#)



PRIDE IN PRACTICE EARLY BIRD TICKETS NOW ON SALE THE AUSTRALIAN LGBTQ+ INCLUSION CONFERENCE MARVEL STADIUM, MELBOURNE **25 - 26 NOV**

It's our

15
YEAR
ANNIVERSARY

We're celebrating 15 years of leading LGBTQ+ inclusion. 15 years of LGBTQ+ people being able to bring their whole selves to work.

**pridein
diversity**



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From: s22 @abs.gov.au>

Sent: Tuesday, 19 August 2025 1:27 PM

To: s47F

Cc: s22 @abs.gov.au>

Subject: Confirming Thursday 21 August ABS & PID catchup at ABS house 10.30 am [SEC=OFFICIAL]

Hi s47F

Just checking in to confirm that all is ok for our meeting on Thursday.

The meeting will cover

- Update from yourself
- ABS update
- Membership hours
- Anything else?

We still haven't received our invoice for membership.

Just call me on s22 and I'll collect you from the foyer.

Looking forward to catching up.

Regards

s22

Senior Inclusion and Diversity Officer

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

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



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RE: Notification: Response Update: AWEI Employee survey (8/1/2024) [SEC=OFFICIAL] (Response to:)

s47E(d)

s22

09/01/2024 09:12 AM

Basics

s22

09/01/2024 09:12 AM

s22

@abs.gov.au

Send	To s47E(d) s47E(d) @abs.gov.au cc bcc
Subject	RE: Notification: Response Update: AWEI Employee survey (8/1/2024) [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\AWEI

s22

s22

▼ "AWEI" ---08/01/2024 11:13:56 AM---Response Update: AWEI Employee survey (8/1/2024)

Response Update: AWEI Employee survey (8/1/2024)

s47E(d)

*

Basics

"AWEI"

s47G

Send	To
	cc
Subject	Re
Protective Mark	
Information management markers	
Categories	
Visibility	
Editors	
Document Usage	Information M
Document Id	

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

Hi s22

Thank you for requesting the link for [Australian Bureau of Statistics](#) to participate in the 2024 AWEI Employee Survey.

Responses received	0
FTE provided	3500
% of FTE responded	0%

If you have not distributed your link as yet please disregard, If you have chosen not to participate this year please let us know.

If you feel the numbers above are incorrect, please get it contact and we can review.

Please ensure you remind your employees to complete the survey, if you would like to advise us of the period you will be distributing we are happy to help you keep track during that time.

The Surveys will remain open and responses will be collected until C.O.B. 29th February 2024.

Should you have any questions, please do not hesitate to contact: s47F by replying to this email or via s47G

On behalf of the **Pride in Diversity** team, we would like to thank you for participating in this Survey. We look forward to sharing your results with you.

Kind Regards

Pride in Diversity

ACON's Pride Inclusion Programs

Direct: s47F

Address: 414 Elizabeth St Surry Hills NSW 2010

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: [PrideinDiversity](#) | [Prideinsportau](#) | [PrideinHealth+Wellbeing](#)

Facebook: [PrideInDiversity](#) | [Prideinsport](#) | [Prideinhealth+wellbeing](#)

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Basics

s47E
Sent by s22

29/08/2024 03:49 PM

Send	To s47F cc bcc
Subject	Re: Organisation Information confirmaiton Pride in Diversity (AWEI) [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"/> NATIONAL-CABINET
Categories	Workplace Diversity\Memberships\Pride in Diversity\AWEI

Hi s47F

As requested please make the following changes for the ABS Organisational information as per table below using ANZSIC.

ITEM	YOUR ORGANISATIONS DETAILS	CHANGES YOU WOULD LIKE TO MAKE
------	----------------------------	--------------------------------

ORGANISATION NAME	Australian Bureau of Statistics	
Relationship Manager	s47F	
	Pride in Diversity - Member	
SECTOR:	Federal Government	
APPRO. EMPLOYEES (headcount not FTE):	3500	
PRIMARY INDUSTRY		
Division:	O)-Public Administration and Safety	M -Professional Scientific and Technical Services
Subdivision:	75 - Public Administration	69- Professional Scientific and Technical Services (Except computer system design and related services)
Group:	751 - Central Government Administration	695- Market Research and Statistical Services
Class:	751 - Central Government Administration»	6950- Market Research and Statistical Services
SECONDARY INDUSTRY		
Division:		
Subdivision:		
Group:		
Class:		

s22

Assistant Director, Inclusion and Diversity

Inclusion and Diversity | Workforce, Communications and Client Branch
Corporate Services Division | Enterprise Services Group

Australian Bureau of Statistics

(P) s22 (M) s22

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

I work flexibly, therefore you may receive emails from me outside of standard hours, but I do not expect you to read, respond or action outside of your regular hours.

The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia. We recognise their continuing connection to land, waters and community, and pay our respects to their cultures, histories and Elders past and present.

s47F

Organisation Information confirmaiton Pride in Diversity (AWEI)

23/08/2024 12:50:15 PM

Organisation Information confirmaiton Pride in Diversity (AWEI)

s47E

s47F

23/08/2024 12:50 PM

Basics

s47F

23/08/2024 12:50 PM

Send	To s47E @abs.gov.au" s47E @abs.gov.au> cc
Subject	Organisation Information confirmaiton Pride in Diversity (AWEI)
Protective Mark	
Information management markers	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy Caveat <input type="checkbox"/> NATIONAL-CABINET
Categories	Allocated Items\Allocated to s22
Visibility	Limited Readers
Editors	Workforce Strategies Team, Workplace Diversity Team, Samantha Palmer/Staff/ABS, Linda Fardell/Staff/ABS

Readers	Workforce Strategies Team, Workplace Diversity Team, Samantha Palmer/Staff/ABS, Linda Fardell/Staff/ABS
Document Usage	Information Management - determines recordkeeping action
Document Id	DCOO-D8E5YP

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

Dear ,

You are receiving this email as the primary contact listed for Australian Bureau of Statistics.

Please respond to this email to:

1. Confirm the details are correct OR
2. Correct/change/add any details we may have missed or might be incorrect.

Should we receive no response we will follow up with the next contact from your Organisation. **Further details about this process are below the table.**

ITEM	YOUR ORGANISATIONS DETAILS	CHANGES YOU WOULD LIKE TO MAKE
oRGANISATION nAME	Australian Bureau of Statistics	
Relationship Manager	s47F Pride in Diversity - Member	
SECTOR:	Federal Government	
APPRO. EMPLOYEES	3500	

(headcount not FTE):

PRIMARY INDUSTRY

Division: O)-Public Administration and Safety

Subdivision: 75 - Public Administration

Group: 751 - Central Government Administration

Class: 751 - Central Government Administration»

M -Professional Scientific and Technical Services

69- Professional Scientific and Technical Services (Except computer system design and related services)

695- Market Research and Statistical Services

6950- Market Research and Statistical Services

SECONDARY INDUSTRY

Division:

Subdivision:

Group:

Class:

As part of our approach to providing AWEI index submission and survey participants with more relevant and timely data to use for comparison purposes we have been undertaking a project to assign all organisation the following data points

- Sector
 - Public Sector (Federal Government, State Government, Local Government,)
 - Private Company,
 - NGO/Charity/NFP
 - Higher Education
- **ANZSIC Industry codes** based on the primary function of the organisation or department and where necessary a secondary classification using all 4 levels of the ANZIC code system
 - Industry division,
 - Industry Subdivision,
 - Industry Group and
 - Industry Class

This information has been collated in various ways including from the expression of interest form in 2024 for the Annual AWEI Employee survey, and through the use of research and allocation using the ANZSIC online tool. (which can be found here [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006 \(Revision 2.0\) | Australian Bureau of Statistics \(abs.gov.au\)](#))

We are now asking that you review this information and provide us feedback on this data if you feel your organisation has been inaccurately

assigned. Not all organisations have been allocated a secondary industry listing if we are not aware of your organisation functioning in separate industry types. You are welcome to nominate this if we have not done so.

Kind Regards

s47F

ACON's Pride Inclusion Programs

Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

Please note: While I may send emails outside of your working hours, there is never any expectation for you to either read these or respond during this time. Thank you.

s47F

Direct: s47F

Address: 414 Elizabeth St Surry Hills NSW 2010 | Email: s47F

Website: www.prideinclusionprograms.com.au | www.pid-aweel.com.au

Twitter: [PrideDiversity](#) | [PrideInSportAU](#) | [PrideInHealth+Wellbeing](#)

Facebook: [PrideInDiversity](#) | [PrideInSport](#) | [PrideInHealth+Wellbeing](#)



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Basics

s47E(d) 09/10/2023 11:38 AM
 Sent by s22

Send	To "AWEI" s47G cc bcc
Subject	Re: Please confirm: Intention to participate in 2024 AWEI Employee Survey [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\AWEI

Hi

This email is to confirm that the ABS will be participating in the 2024 AWEI Employee Survey.

Thank you

s22

s22

Assistant Director, Inclusion and Diversity

Inclusion and Diversity | Workforce, Communications and Client Branch
 Corporate Services Division | Enterprise Services Group

Australian Bureau of Statistics

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

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"AWEI"

Please confirm: Intention to participate in 20...

09/10/2023 10:46:01 AM

Please confirm: Intention to participate in 2024 AWEI Employee Survey

s47E(d)

"AWEI" 09/10/2023 10:46 AM

Basics

"AWEI"

09/10/2023 10:46 AM

s47G

Send	To undisclosed-recipients;; cc s47E(d)
Subject	Please confirm: Intention to participate in 2024 AWEI Employee Survey
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	
Visibility	Public
Editors	s47G [Wkgroup]
Document Usage	Information Management - determines recordkeeping action
Document Id	DCOO-CWF2DP

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ITS ALMOST TIME

Thank you for submitting your expression of interest for the 2024 AWEI Employee Survey.

Unique Survey links will be distributed Thursday 26th October and the survey itself will become accessible starting from November 2nd.

Could you kindly confirm your intention to participate in this year's Survey and your need for a unique link? If you have opted not to participate this year, that is perfectly fine; please just inform us of your decision.

Confirmation is required for us to issue your unique link.

Kind Regards

s47F ACON's Pride Inclusion Programs

Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

Please note: While I may send emails outside of your working hours, there is never any expectation for you to either read these or respond during this time. Thank you.

s47F

Direct: s47F

Address: 414 Elizabeth St Surry Hills NSW 2010 | **Email:** s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: [PrideDiversity](https://twitter.com/PrideDiversity) | [PrideInSportAU](https://twitter.com/PrideInSportAU) | [PrideInHealth+Wellbeing](https://twitter.com/PrideInHealthWellbeing)

Facebook: [PrideInDiversity](https://www.facebook.com/PrideInDiversity) | [PrideInSport](https://www.facebook.com/PrideInSport) | [PrideInHealth+Wellbeing](https://www.facebook.com/PrideInHealthWellbeing)



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Basics

31/01/2024 11:34 AM

Send	To undisclosed-recipients;; cc bcc s47E(d)
Subject	HNY 2024! 📎
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

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Hi valued member!

As February fast approaches, I thought I'd take the opportunity to say hi and to highlight some upcoming activity including dates I'll be in Canberra for any member activity required.

CALENDAR

If you'd like to book in some time for either a check-in, member meeting, strategy session, consulting or training, please use the new booking system link below.

Canberra Q1 IN PERSON DATES 26 FEB – 1 MAR

[Book time to meet with me](#)

PID Q1 ROUNDTABLE & NETWORKING EVENTS

- Brisbane Roundtable, 15 February, 3:30pm - 5pm (AEST) - [Register Here](#)
- Brisbane Networking, 15 February, 5pm - 7pm (AEST) - [Register Here](#)
- Perth Roundtable, 15 February, 3:30pm - 5pm (AWST) - [Register Here](#)
- Perth Networking, 15 February, 5pm - 7pm (AWST) - [Register Here](#)
- Melbourne Roundtable, 21 February, 3:30pm - 5pm (AEDT) - [Register Here](#)

- Melbourne Networking, 21 February, 5pm - 7pm (AEDT) - [Register Here](#)
- Adelaide Roundtable, 27 February, 3:30pm - 5pm (ACST) - [Register Here](#)
- Adelaide Networking, 27 February, 5pm - 7pm (ACST) - [Register Here](#)
- Canberra Roundtable, 28 February, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Canberra Networking, 28 February, 5pm - 7pm (AEDT) - [Register Here](#)
- Sydney Roundtable, 6th March, 3:30pm - 5pm (AEDT) - [Register Here](#)
- Sydney Networking, 6th March, 5pm - 7pm (AEDT) - [Register Here](#)

CBR HOSTING OPPORTUNITIES

We are looking for CBR hosts for Q1-Q4 this year, so please reach out if you are interested in hosting or sponsoring:

- Quarterly Roundtable & Networking Events
- Executive Leadership Network Events
- Any other activations or sponsorship opportunities

Quarterly Roundtable & Networking events hosting requirements example:

Roundtable:

- 3:30pm-5pm
- Meeting room for approx. 20x participants
- Include a virtual option

Networking event:

- 5.00pm-7.30pm
- Venue up to max. 50x attendees
- Light refreshments (food and beverages)
 - Hosts will generally provide 3-4 canape style options including veg/vegan/GF, one red wine, one white wine, one beer and non-alcoholic

FEBRUARY ONLINE LEARNING

February 2024

[LGBTQ+ Awareness – Thursday 15th, 12:30pm – 2:00pm \(AEDT\)](#)

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.

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

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.

AWEI

AWEI Submissions due 29 February and AWEI survey links will also close.

AWEI Submissions marking period: 29 February – 12 April 2024.

AWEI 2024 LGBTQ+ Awards

Friday 31st May 2024, 11am - 3:30pm

ICC Grand Ballroom, Sydney

Stay tuned for ticket sales updates please see our sponsorship brochure [here](#) .

Update your PID membership contact details

If you'd like to update any of your records, please reply with Name, Pronouns, Title, Email to the following:

- Primary membership contact
- Secondary membership contact

- HR/D&I contact
- Co-HR/D&I contact
- Employee Network
- Co-Employee Network
- Executive Sponsor
- Executive Sponsor's EA
- CEO/Director General/Vice Chancellor etc
- CEO/Director General/Vice Chancellor's EA
- Other relevant contacts

Please let me know if there is anything else for now or anything I can support with.

Thanks and speak soon

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](#)



AWEI Submissions Close: 29 February 2024
AWEI Submissions Marking Period: 29 February – 12 April 2024

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----- Message from Pride in Diversity <info@prideindiversity.com.au> on Tue, 5 Dec 2023 01:12:53 +0000 -----



s47G

s47G

s47G

s47G

s47G

s47G

s47G



Notification: FW: HNY 2025! [SEC=OFFICIAL]

From [redacted] <[redacted]@abs.gov.au>
Date Tue 2025-12-09 15:04
To [redacted] <[redacted]@abs.gov.au>

2 attachments (444 KB)
PID Virtual Training Calendar 2025.pdf; PID Facilitated Member Training 2025.pdf;

[redacted] ---22/01/2025 07:23:28 AM--- [redacted]

*

Basics

[redacted]
[redacted]@abs.gov.au

22/01/2025 07:23 AM

Send

To [redacted] <[redacted]@abs.gov.au>, [redacted] <[redacted]@abs.gov.au>, [redacted] <[redacted]@abs.gov.au>
[redacted] <[redacted]@abs.gov.au>

CC [redacted] <[redacted]@abs.gov.au>

Subject FW: HNY 2025! [SEC=OFFICIAL]

Protective Mark

Caveat

Information
management markers

Categories Workplace Diversity\Memberships\Pride in Diversity

Visibility Limited Readers

Editors Workplace Diversity Team, workforce strt

Readers Workplace Diversity Team, Workforce Strategies Team

Last modified 23/01/2025 08:22:12 AM By s22 Staff/ABS

Document Id DCOO-DD5RY6

Hi s22 and s22

How timely for this update we can discuss at the Pride chair catchup later today. I'll respond to s47F after the Pride catchup letting him know George has retired.

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

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



From: s47F
Sent: Tuesday, January 21, 2025 4:10 PM
To: s22, s22 @abs.gov.au
Cc: s47E(d), s47E(d) @abs.gov.au
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  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: s47F
Email: s47F
Address: 200 Hoddle Street, Abbotsford, VIC 3067
Website: www.prideinclusionprograms.com.au

 [Book time to meet with me](#)

AUSTRALIA'S LEADING BENCHMARKS FOR LGBTQ+ INCLUSION



ALAUSTRALIAN WORKPLACE EQUALITY INDEX PRIDE IN SPORT INDEX HEALTH + WELLBEING EQUALITY INDEX acon PRIDE INCLUSION PROGRAMS



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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'



PRIDE INCLUSION PROGRAMS

- 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.

Meeting in the New Year with PID [SEC=OFFICIAL]

s47E(d)

s22

07/11/2024 11:55 AM

Basics

" s22 " 07/11/2024 11:55 AM

s22 @abs.gov.au

Send	To s47E(d) @abs.gov.au
	cc s22 <s22 @abs.gov.au>
	bcc
Subject	Meeting in the New Year with PID [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: George Holton <g.holton@abs.gov.au>

Sent: Wednesday, November 6, 2024 2:15 PM

To: s47F >; David Waymouth

<David.Waymouth@abs.gov.au>; s47F >; s22

<s22 @abs.gov.au>

Subject: RE: Pride in Diversity October 2024 E-News

Hi s47F and s47F

Great to catch up virtually last week s47F .

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 s47F? 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

From: [REDACTED] >
Sent: Friday, 1 November 2024 2:01 PM
To: [REDACTED] <[REDACTED]@abs.gov.au>; [REDACTED] <[REDACTED]@abs.gov.au>; [REDACTED] <[REDACTED]@abs.gov.au>; George Holton <g.holton@abs.gov.au>; Nicky Bell <nicky.bell@abs.gov.au>; Bindi Kindermann <Bindi.Kindermann@abs.gov.au>
Subject: RE: Pride in Diversity October 2024 E-News

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

Hi all

It was great to catch-up and discuss the year ahead, here are the roundtable and upcoming Trans Awareness Panel details I mentioned, I'll follow-up on Monday with the other outputs.

Quarterly Roundtable & Networking Events

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

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 s47F

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](#)

Thanks and speak soon

s47F

Pride in Diversity, ACON's Pride Inclusion Programs

Direct: s47F

Email: s47F



[Book time to meet with me](#)

From: Pride in Diversity <info@prideindiversity.com.au>

Sent: Wednesday, 2 October 2024 11:04 AM

To: s47F >

Subject: Pride in Diversity October 2024 E-News

s47G

RE: Your Q4 PID member check-in and upcoming activities [SEC=OFFICIAL]

s47E(d)

s22

10/10/2024 11:13 AM

Basics

s22

10/10/2024 11:13 AM

s22

@abs.gov.au

Send	To s47F " " <s47F >, "s47E(d) @abs.gov.au" <s47E(d) @abs.gov.au> cc "s22 @abs.gov.au", "s22 " <s22 @abs.gov.au>, "George Holton" <g.holton@abs.gov.au>, "s22 " <s22 @abs.gov.au> bcc
Subject	RE: Your Q4 PID member check-in and upcoming activities [SEC=OFFICIAL]
Protective Mark	OFFICIAL
Information management markers	<input type="checkbox"/> Personal privacy <input type="checkbox"/> Legal privilege <input type="checkbox"/> Legislative secrecy <div style="float: right; text-align: right;">Caveat <input type="checkbox"/></div>
Categories	Workplace Diversity\Memberships\Pride in Diversity

Hi s47F

Hope all is well with you. Looking forward to seeing you in Novembers. I've booked a time 12.30- 1.30pm on Friday 1 November - are you able to add - s22, s22, Nicky Bell and George Holton to the invite, I couldn't make that happen when I requested the booking.

Thanks

s22

A/g Assistant Director

Inclusion and Diversity
Workforce, Communication and Clients Branch | Canberra Office
Australian Bureau of Statistics
(P) s22 (E) s22 @abs.gov.au (W) www.abs.gov.au

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



THIS EMAIL COMES TO YOU FROM
NGUNNAWAL
COUNTRY



From: [REDACTED] <[REDACTED]>
Sent: Friday, October 4, 2024 10:46 AM
To: [REDACTED] <[REDACTED]> @abs.gov.au; [REDACTED] <[REDACTED]> @abs.gov.au
Cc: [REDACTED] <[REDACTED]> @abs.gov.au; [REDACTED] <[REDACTED]> @abs.gov.au
Subject: Your Q4 PID member check-in and upcoming activities

CAUTION: External email. Do not click links or open attachments unless you recognise the sender as safe.

Hi [REDACTED] and the ABS team

Hope you have been well. I wanted to take the opportunity to share your membership details and upcoming Pride in Diversity activities for your membership:

Membership Status

Current

Membership Renewal Date

16/08/2025

Membership Hours Used

0.00

Member Hours Remaining

6.00

Q4 Canberra (CBR) in-person activities

I will be in Canberra from **Tuesday 29 October to Friday 1 November** 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. If you'd like to discuss your membership and plan out these activities for Q4 and beyond then please also book in a virtual pre-meeting so we can discuss and organise.



[Book time to meet with me](#)

Q4 CBR Roundtable & Networking

Date: Wednesday 30 October

Host: TBA

Location: 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 Event: 5pm-7.30pm

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 Networking event](#)

I've attached our E-News for other states Q4 roundtable and networking events and other upcoming activities.

PID Training 2024 overviews

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

Attached.

APIP International Pronouns Day Event

When: Wednesday 16 October, 2.30pm-3.15pm AEDT

Register link: [Talking Pronouns... You, Me, They! | Humanitix](#)

Event description: Come and join a conversation about the importance and power of pronouns in celebration of International Pronouns Day. This day encourages everyone to ask, use, and affirm people's pronouns, helping to create a more inclusive and respectful society.

Hosts:

- [REDACTED] Pride in Diversity
- [REDACTED] Pride in Diversity

Guest speakers:

- [REDACTED] Pride in Sport
- [REDACTED] Pride in Health + Wellbeing

Day of significance: International Pronouns Day is observed on the third Wednesday of October each year, which falls on 16 October in 2024. This day aims to make respecting, sharing, and educating about personal pronouns commonplace. It's especially significant for transgender, non-binary, and gender nonconforming individuals, as being referred to by the correct pronouns is fundamental to human dignity.

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](#)

2024 AWEI Practice Points | Australian Workplace Equality Index Survey

Exciting Changes for the 2024 AWEI Practice Point Sessions

We're thrilled to announce that the 2024 AWEI Practice Point sessions are just around the corner! This year, we're shaking things up! Register now for our seminars and gain early access to the relevant data reports. Each session will delve into key insights from the report, featuring discussions between our Pride Inclusion Programs data analyst and a member of our Consulting team. This format creates a unique opportunity to explore what these numbers mean in the real world.

Practice Point 2 - Out at work with [REDACTED], Thursday, 3 October, 14:30-15:00 AEST

Practice Point 3 - Trans & Gender Diverse Inclusion with [REDACTED], Quality, Training & Research, Thursday, 10 October, 11:30-12:00 AEDT

Practice Point 4 - Impact of Allies in the Workplace with [REDACTED] Pride In Diversity, Tuesday, 15 October, 11:30-12:00 AEDT

Practice Point 5 - Leadership impacts and LGBTQ inclusion in the workplace with [REDACTED] - [REDACTED], Tuesday, 22 October, 12:30-13:00 AEDT

Practice Point 6 - Harassment & Bullying experiences of LGBTQ employees with [REDACTED] - [REDACTED] PID, Tuesday, 29 October, 11:30-12:00 AEDT

Practice Point 7 - Impact of Visible Role Models with [REDACTED] - [REDACTED], Wednesday, 6 November, 14:30-15:00 AEDT

Practice Point 8 - Applying an intersectional lens with [REDACTED], Quality, Training & Research, Thursday, 14 November, 13:30-14:00 AEDT

Link to register [2024 AWEI Practice Points | Australian Workplace Equality Index \(pid-awei.com.au\)](https://pid-awei.com.au)

[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.

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.

[Tickets and Registration | Pride in Practice](#)

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/>

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

Thanks v much

s47F

[REDACTED] **Pride in Diversity**

ACON's Pride Inclusion Programs

Direct: [REDACTED]

Email: [REDACTED]

Address: 200 Hoddle Street, Abbotsford, VIC 3067

Website: www.prideinclusionprograms.com.au



[Book time to meet with me](#)



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Notification: Re: New Website New Login! - what is the ABS email address to reset password to? [SEC=OFFICIAL]

From [REDACTED]@abs.gov.au>

Date Tue 2025-12-09 14:58

To [REDACTED] <[REDACTED]@abs.gov.au>

[REDACTED] --20/08/2025 10:11:02 AM-- [REDACTED]

*

Basics

[REDACTED] 20/08/2025 10:11 AM
Sent by [REDACTED]

Send To [REDACTED]

CC [REDACTED]@abs.gov.au" <[REDACTED]@abs.gov.au> [REDACTED]@abs.gov.au@M365,
[REDACTED]@abs.gov.au@M365

Subject Re: New Website New Login! - what is the ABS email address to reset password to? [SEC=OFFICIAL]

Protective Mark **OFFICIAL**

Caveat

Information
management markers

Categories Workplace Diversity\Memberships\Pride in Diversity

Visibility Limited Readers

Editors Workplace Diversity Team, workforce strt

Readers Workplace Diversity Team, Workforce Strategies Team

Last modified 22/08/2025 12:38:51 PM By s22 Staff/ABS

Document Id JCOY-DKQ26Y

Edit Logging

Edit Log	20/08/2025 10:07:55 AM; s22 Document created.
-----------------	---

Hi s47F

I'm just trying follow your instructions to reset the membership login details for the ABS membership but I'm a little confused as to where/which email address the reset password goes to?

Can you please assist with this.

Regards

s22
Senior Inclusion and Diversity Officer

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

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

s47F ---13/08/2025 04:40:19 PM---New Website New Login!

New Website New Login!

s47E(d)

s47F

13/08/2025 04:40 PM

*

Basics

s47F

13/08/2025 04:40 PM

s47F

Send

To s47E(d)@abs.gov.au" s47E(d)@abs.gov.au>

cc

Subject

New Website New Login!

Protective Mark

Caveat

Information

management markers

Categories

Visibility

Public

Editors

s47F [Wkgroup]

Document Usage

Information Management - determines recordkeeping action

Document Id

DCOO-DKH9VT

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

Hi ABS,

Our new website is live, and here are your new login details:

s47G

If you have any trouble logging in, setting your new password, or accessing resources please reach out to me directly. I will do my best to get back to you as quickly as possible.

Warm regards,

s47F

ACON's Pride Inclusion Programs
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

s47F

Thanks to ACON's flexible work policy I am able to work at times that best suit me, which may be outside of common work hours. I do not expect anyone to read or respond to my emails outside of their own work hours.

Mobile: s47F

Address: 414 Elizabeth St, Gadgial Land, Surry Hills NSW 2010 | **Email:** s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au



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