

From: s. 22(1)(a)(ii)
Sent: Tuesday, 16 September 2025 4:55 PM
To: s. 22(1)(a)(ii)
Cc: s. 22(1)(a)(ii)
 s. 47E(d)
Subject: RE: Approval Request – Continuation of Pride in Diversity Membership [SEC=OFFICIAL]

OFFICIAL

Approved

OFFICIAL

From: s. 22(1)(a)(ii)
Sent: Tuesday, 16 September 2025 4:28 PM
To: s. 22(1)(a)(ii)
Cc: s. 22(1)(a)(ii)
 s. 47E(d)
Subject: Approval Request – Continuation of Pride in Diversity Membership [SEC=OFFICIAL]

OFFICIAL

Hi Andrew

It's come to my attention today that the Department's Pride in Diversity membership has lapsed.

As such, I'm now seeking your approval of the continuation of this membership under the Essential package, at a cost of **\$7,158 + GST per annum**.

The Department's Inclusion Strategy identified participation in external benchmarking as a key action to strengthen workplace inclusion. Earlier this year, we attained Bronze status in the Australian Workplace Equality Index. To remain eligible for benchmarking and to maintain our Bronze status, we must continue as a financial member of PID.

Membership also provides access to consultancy hours, tailored advice, and resources which are critical to progressing departmental initiatives. In particular, the **Inclusive Bathroom Signage** information session planned for early October requires access to PID member consultancy hours, which are only available through financial membership.

Key benefits of the Essential package include:

- Dedicated Relationship Manager and six hours of consultancy support annually.
- Monthly planning meetings and executive engagement support.
- Access to PID's leading practice educational curriculum, live training, and member-only events.
- Tailored guidance to support the Department's LGBTQ+ inclusion strategy and our Pride Network.

Failure to renew membership would place at risk our ability to:

- Maintain AWEI benchmarking and Bronze status recognition.
- Deliver Inclusion Strategy actions such as the Inclusive Bathroom Signage initiative.
- Access best practice advice, training, and consultancy to support our staff-led networks.

I recommend we continue with our Pride in Diversity Essential membership package at the cost noted above, ensuring we remain benchmarked against national best practice, deliver on strategic commitments, and continue to foster an inclusive workplace.

Thanks

s. 22(1)(a)(ii) (she/her)

Director (A/g), Inclusion

People Division | People Branch | Inclusion Team

Wurundjeri Country, 500 Bourke Street, Melbourne, VIC 3000 Australia

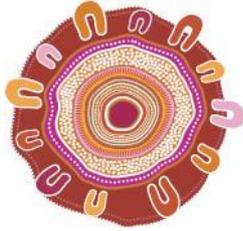
Department of Climate Change, Energy, the Environment and Water

s. 22(1)(a)(ii)

Please note: I don't work Wednesdays



DCCEEW.gov.au ABN 63 573 932 849



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OFFICIAL

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From: Accounts Receivable ACON Finance <ar@acon.org.au>

Sent: Friday, 19 September 2025 1:54 PM

To: s. 22(1)(a)(ii)

Cc: ar@acon.org.au; s 47F(1); s. 22(1)(a)(ii)

Subject: ACON - Invoice PID - Invoice-PID001607

Hi Inclusion Team

Please see invoice PID - Invoice-PID001607 (\$7,873.80) attached.

Please send a copy of remittance advice to ar@acon.org.au after making the payment.

Please note if you are paying by creditcard, use only the last 7 digits for the invoice number field.

Should you have any enquiry please do not hesitate to contact us.

Thank you.



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+wellbeing

38 136 883 915
ACON Health Limited
414 Elizabeth St.
Surry Hills Sydney, NSW 2010
Phone 02 9206 2000

TAX INVOICE

BILL TO:
DEPT OF CLIMATE CHANGE, ENERGY, THE ENVIR &
WATER
John Gorton Building 45 Parkes Place
PARKES, ACT 2600
ATTN : Inclusion Team

INVOICE NO : PID001607
Invoice Date : 19/09/2025
Customer Code : 43001788
P.O. number :

DESCRIPTION	AMOUNT
Pride in Diversity Essential Membership renewal from 15/9/25 to 14/9/26	\$7,158.00

Subtotal	\$7,158.00
GST	\$715.80
Total	\$7,873.80

Remittance Advice

EFT Payment Details

Account Name Acon Health - Pride In Diversity
Bank Commonwealth Bank
BSB 062-016
Account No 10880915

Debtor Details

Debtor No 43001788
Invoice No PID001607
Invoice Total \$7,873.80

Credit Card: We accept Visa/Mastercard/AMEX. Terms of Payment: 14 days

To make online payment, please visit: <https://prideinclusionprograms.com.au/invoice-payment/>

Please send a copy of remittance advice to ar@acon.org.au

Please refer to our T & C - [Microsoft Word - APIP_TermsConditions 26 August 2020 \(prideinclusionprograms.com.au\)](#)

From: s 47F(1)
Sent: Tuesday, 23 September 2025 4:02 PM
To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

OFFICIAL

Excellent all good sorry thought you had wanted it done as town hall. No worries. Makes it easier TBH.

Contacts are:

s 47F(1)

s 47F(1)

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OFFICIAL

From: s. 22(1)(a)(ii)
Sent: Tuesday, September 23, 2025 3:56:14 PM
To: s 47F(1)
Subject: RE: 7Oct [SEC=OFFICIAL]

OFFICIAL

Hi s 47F(1)

As our DCCEEW offices are dispersed all over Australia, we will be looking to host this session via teams for maximum accessibility 😊

s. 22(1)(a)(ii)

OFFICIAL

From: s 47F(1)
Sent: Tuesday, 23 September 2025 3:50 PM
To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

OFFICIAL

Hi s. 22(1)(a)(ii)

Teams invite? Not looking for in person??

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OFFICIAL

From: s. 22(1)(a)(ii)
Sent: Tuesday, September 23, 2025 3:13:49 PM
To: s 47F(1)
Subject: RE: 7Oct [SEC=OFFICIAL]

OFFICIAL

Hi s 47F(1)

Just confirming the below is good to go.

We will create a teams invite, please let us know who we need to invite from your side.

Thank you,
s. 22(1)(a)(ii)

OFFICIAL

From: s. 22(1)(a)(ii)
Sent: Thursday, 18 September 2025 12:49 PM
To: s 47F(1)
Cc: s. 22(1)(a)(ii)
Subject: RE: 7Oct [SEC=OFFICIAL]

Hi s 47F(1)

Can we please lock in 2pm on Tuesday 14 October for the information session.

I will write up some talking points based on the briefing that went to our Executive Board.

Is there anything else you need from us in the meantime? As I am on leave from 10-21 October, s. 22(1)(a)(ii) will be kindly supporting this work in my absence 😊

Thank you,
s. 22(1)(a)(ii)

From: s 47F(1)
Sent: Thursday, 18 September 2025 10:19 AM

To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

OFFICIAL

Well that's a bit embarrassing, I think i may have just called s. 22(1)(a)(ii). need to stop opening up so multiple screens. multitasking on one screen isnt handy. Was handling two enquiries then, sorry about that s. 22(1)(a)(ii).

If you are using assistive software, my message ends here. Below is my signature block and contact information.

s 47F(1) (he/him)

Relationship Manager - ACT

Pride in Diversity

Mobile: s 47F(1)

Email: s 47F(1)

[Book time with s 47F\(1\)](#)

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

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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

OFFICIAL

From: s. 22(1)(a)(ii)
Sent: Thursday, September 18, 2025 10:16 AM
To: s 47F(1)
Subject: RE: 7Oct [SEC=OFFICIAL]

OFFICIAL

Thanks s 47F(1). s. 22(1)(a)(ii) is a gorgeous name, but I am s. 22(1)(a)(ii) haha.

I'll go back to s 47F(1) office and firm up some timing 😊

OFFICIAL

From: s 47F(1)
Sent: Thursday, 18 September 2025 9:57 AM
To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

OFFICIAL

Hi s. 22(1)(a)(ii)

10th is good 14th is fine too. ☺☺

If you are using assistive software, my message ends here. Below is my signature block and contact information.

s 47F(1) (he/him)

Relationship Manager - ACT

Pride in Diversity

Mobile: s 47F(1)

Email: s 47F(1)

[Book time with s 47F\(1\)](#)

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

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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OFFICIAL

From: s. 22(1)(a)(ii)
Sent: Thursday, September 18, 2025 9:55 AM
To: s 47F(1)
Subject: RE: 7Oct [SEC=OFFICIAL]

OFFICIAL

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Thanks s 47F(1) just confirming Friday the 10th is the only option and not the 14th? I'd just like to be able to go back to s 47F(1) office with some options 😊

OFFICIAL

From: s 47F(1)
Sent: Thursday, 18 September 2025 9:43 AM
To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

OFFICIAL

Friday 10th is certainly possible.

If you are using assistive software, my message ends here. Below is my signature block and contact information.

s 47F(1) (he/him)

Relationship Manager - ACT

Pride in Diversity

Mobile: s 47F(1)

Email: s 47F(1)

[Book time with s 47F\(1\)](#)

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

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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OFFICIAL

From: s. 22(1)(a)(ii)
Sent: Thursday, September 18, 2025 7:56 AM
To: s 47F(1)
Subject: RE: 7Oct [SEC=OFFICIAL]

OFFICIAL

Hi s. 47F(1)

s. 47F(1) has come back to us and has asked if Friday the 10th is an option, or alternatively Tuesday the 14th.

Please let me know if either of these days would work 😊

s. 22(1)(a)(ii)

OFFICIAL

From: s. 47F(1)
Sent: Friday, 12 September 2025 8:05 AM
To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

OFFICIAL

And yes, sorry that paper would be very handy. We are gonna be very much focused on governance legislation APS standards vetting and data. We might just throw some common sense in there as well :-)

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OFFICIAL

From: s. 47F(1)
Sent: Friday, September 12, 2025 8:04:01 AM
To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

G'day there s. 22(1)(a)(ii) ninth of October works for me. Looking forward to it.

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From: s. 22(1)(a)(ii)
Sent: Friday, September 12, 2025 7:02:46 AM
To: s. 47F(1)
Subject: RE: 7Oct [SEC=OFFICIAL]

OFFICIAL

Hi s 47F(1)

We have had confirmation back from s. 47F(1) office that the Thursday 9 October, in the afternoon would work best for him. As we have senate estimates on 7-8 October.

Could you please let me know if that timing is suitable? I can also provide some high level themes from the paper we shared with the executive, to help shape the messaging for the information session.

Thank you,
s. 22(1)(a)(ii)

OFFICIAL

From: s 47F(1)
Sent: Tuesday, 2 September 2025 9:10 AM
To: s. 22(1)(a)(ii)
Subject: Re: 7Oct [SEC=OFFICIAL]

OFFICIAL

Yes, that works for me.

If you are using assistive software, my message ends here. Below is my signature block and contact information.

s 47F(1) ([he/him](#))

Relationship Manager - ACT

Pride in Diversity

Mobile: s 47F(1)

Email: s 47F(1)

[Book time with s 47F\(1\)](#)

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

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: s. 22(1)(a)(ii)
Sent: Tuesday, September 2, 2025 8:53 AM
To: s 47F(1)
Subject: RE: 7Oct [SEC=OFFICIAL]

OFFICIAL

Hi s 47F(1)

Thank you for letting me know the timing we need to avoid.

As this limits some of the possible availability of s 47F(1), could we also look at Thursday, 9 October from 1pm?

Thank you,
s. 22(1)(a)(ii)

OFFICIAL

From: s 47F(1)
Sent: Tuesday, 2 September 2025 8:25 AM
To: s. 22(1)(a)(ii)
Subject: 7Oct

Hey s. 22(1)(a)(ii)

7 Oct is good but can we avoid 1030 - 1300 if possible

If you are using assistive software, my message ends here. Below is my signature block and contact information.

s 47F(1) (he/him)

Relationship Manager - ACT

Pride in Diversity

Mobile: s 47F(1)

Email: s 47F(1)

Book time with s 47F(1)

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

Facebook: facebook.com/prideindiversity facebook.com/prideinsport




THE AUSTRALIAN LGBTQ+ INCLUSION CONFERENCE
MARVEL STADIUM, MELBOURNE

25 – 26 NOV

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From: s 47F(1)
Sent: Tuesday, 26 August 2025 11:14 AM
To: s. 22(1)(a)(ii)
Subject: Re: Enquiry – Facilitation of Staff Information Sessions on Inclusive Bathroom Signage [SEC=OFFICIAL]

OFFICIAL

Hey s. 22(1)(a)(ii)

I am sure this is something we can help you with and would propose you could either use your remaining training hours 1.5 hours or use some FFS. Up to you.

Am chatting with a colleague who may be better placed than myself to assist, or of course I can manage this too. But perhaps aim for October?

.If you are using assistive software, my message ends here. Below is my signature block and contact information.

s 47F(1) (he/him)
Relationship Manager - ACT
Pride in Diversity

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