

CERTIFICATE OF ENDORSEMENT

This is to certify that

s 22

Has successfully completed all requirements of the Pride in Diversity Endorsed LGBTQ Trainer Program
and is endorsed by Pride in Diversity to facilitate LGBTQ Inclusion and Awareness Training



ENDORSEMENT
12 JANUARY 2022

A handwritten signature in black ink, appearing to read "Dawn Emerson-Hough".

DAWN EMERSON-HOUGH
DIRECTOR, PRIDE IN DIVERSITY

The Pride in Diversity Endorsed LGBTQ Trainer Program
is a highly specialised training program dedicated to
the development of professional trainers wishing to
facilitate LGBTQ awareness or inclusion training within
Pride in Diversity member organisations.

Document 4

From: s 22
To: s 22
Cc: s 22
Subject: RE: APSC - Exec Awareness Session [SEC=OFFICIAL]
Date: Monday, 16 May 2022 2:18:51 PM
Attachments: [image003.png](#)
[image004.jpg](#)
[image005.jpg](#)
[image007.jpg](#)
[image008.jpg](#)
[APSC Executive LGBTQ Inclusion 2022.pptx](#)
[image001.jpg](#)

OFFICIAL

Hi s 22

Thank you so much for flicking this through! I have removed those slides and saved that as the attached presentation.

We look forward to seeing you on Wednesday ☺

Noting that this meeting is with SES level staff, it would be amazing if you could arrive at least 15 mins beforehand just so we have enough time to sign you in and get the IT all sorted.

Please let me know if you need any further info.

Kind regards

s 22

People Team | Enabling Services Group

Australian Public Service Commission

s 22 B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

t: s 22 w: www.apsc.gov.au

Signature block



From: s 22
Sent: Monday, 16 May 2022 3:25 PM
To: s 22
Cc: s 22
Subject: RE: APSC - Exec Awareness Session [SEC=OFFICIAL]

Hi s 22

Here is the pack I put together for a one hour slot.

I think we take out slides 7, 8 and 9 as well 11, 14 and 15.

Let me know what you think.

Thanks s 22

From: s 22

Document 4

Sent: Monday, 16 May 2022 2:42 PM

To: s 22

Cc: s 22

Subject: RE: APSC - Exec Awareness Session [SEC=OFFICIAL]

OFFICIAL

Hey s 22

Just on top of this, we have confirmed that the agenda for this meeting is pretty packed so we would appreciate if your presentation could be around the 30 minute mark if possible?

Thanks s 22.

Kind regards

s 22

People Team | Enabling Services Group

Australian Public Service Commission

s 22 B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

t: s 22 w: www.apsc.gov.au

Signature block



From: s 22

Sent: Monday, 16 May 2022 12:52 PM

To: s 22

Cc: s 22

Subject: RE: APSC - Exec Awareness Session [SEC=OFFICIAL]

OFFICIAL

Hi s 22

That's totally all good, I thought you would be booked out while you are here in Canberra. Unfortunately we won't be available at 4 so I might just send a calendar invite for a virtual catch up for the following week if that works for you?

While I have you as well, would you mind flicking through your PowerPoint presentation if you have one to ensure that on the day, if there is any access/connection issues, someone from our team will be able to connect your presentation.

If you need any further information, please let me know.

Kind regards

s 22

People Team | Enabling Services Group

Australian Public Service Commission

s 22 B Block, Treasury Building, Parkes Place West, PARKES ACT 2600

Document 4

GPO Box 3176 CANBERRA ACT 2601

t: s 22 w: www.apsc.gov.au

Signature block



From: s 22

Sent: Tuesday, 10 May 2022 6:05 PM

To: s 22

Cc: s 22

Subject: RE: APSC - Exec Awareness Session [SEC=OFFICIAL]

Hi s 22

I do have to go to s 22 for an 11.00 am session, but I am free later in the day at 4.00 if you would like a debrief and just a catch up. In person or virtually is fine.

Let me know what you think.

Thanks s 22

From: s 22

Sent: Tuesday, 10 May 2022 4:06 PM

To: s 22

Cc: s 22

Subject: RE: APSC - Exec Awareness Session [SEC=OFFICIAL]

OFFICIAL

Hi s 22

I hope you have been well.

Thanks again for making the time to come over to the APSC next Wednesday to do the LGBTQ Awareness training for our SES.

When you arrive to the building, we will meet you at the stairs entrance coming off Parkes Place West (see map attached). When you arrive, you can give us a call on s 22 and one of us will be down to collect you. We will then bring you up to the room where the session will be held.

We were also wanting to see if you might be available for around half an hour after the training session as we would be keen on catching up over a coffee to receive any feedback on the engagement throughout the session. If you aren't available and need to duck off after the training session, we will look at scheduling in a quick catch up virtually another day when you are available.

We look forward to meeting you in person next week.

Kind regards

s 22

People Team | Enabling Services Group

Australian Public Service Commission

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GPO Box 3176 CANBERRA ACT 2601

t: s 22 w: www.apsc.gov.au

Signature block



From: s 22
Sent: Wednesday, 23 March 2022 2:59 PM
To: s 22
Cc: s 22
Subject: RE: APSC - Exec Awareness Session [SEC=UNOFFICIAL]
Works perfectly!

From: s 22
Sent: Wednesday, 23 March 2022 2:29 PM
To: s 22
Cc: s 22
Subject: RE: APSC - Exec Awareness Session [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s 22

Excellent that sounds great. Can I tentatively book you the 18th from 10-11am? This will be a session with all of the SES B1 in the Commission, usually around 8-12 people. I would like to invite s 22 in her capacity as our Commission LGBTQ trainer.

If this works for you, I will send you through a meeting request.

Thanks

s 22

Assistant Director | Enabling Services Group

Please note I work Monday – Wednesday.

Australian Public Service Commission

s 22 B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
GPO Box 3176 CANBERRA ACT 2601

t: s 22 w: www.apsc.gov.au



I acknowledge the traditional owners of the First Nations throughout Australia, and their continuing connection to land, sea and community. I pay my respects to their elders past, present and into the future.

From: s 22
Sent: Tuesday, 22 March 2022 3:08 PM
To: s 22
Cc: s 22

Document 4

Subject: RE: APSC - Exec Awareness Session [SEC=UNOFFICIAL]

Hi s 22 and s 22,

I am in Canberra the week commencing 16th May and am free on Wednesday 18th up until 2.00pm and all day Thursday 19th.

The session is really for Executive teams to help them understand

- What LGBTQ inclusion is and what it is not
- Why LGBTQ inclusion is important
- What their role is in championing this inclusion
- How to tackle difficult questions from senior stakeholders

The session can also deal with any specifics from the Exec team and be open for questions. We can make it as long or as short as necessary; anywhere from 30 minutes to 90 minutes. It uses many of the slides from the LGBTQ Awareness pack.

Thanks s 22

From: s 22

Sent: Tuesday, 22 March 2022 2:20 PM

To: s 22

Cc: s 22

Subject: APSC - Exec Awareness Session [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s 22

I hope you're well!

When we spoke last week you indicated that you would be in Canberra soon? Can you please remind me of the dates and let me know your availability over this time?

I have raised the idea of an exec awareness session with our manager and she was really interested. Can you please provide a short summary of the session, and an idea of length?

In other news, s 22, our PID trainer delivered her first session today and it was fantastic!

Thanks,

s 22

Assistant Director | Enabling Services Group

Please note I work Monday – Wednesday.

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t: s 22 w: www.apsc.gov.au



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ENDORSEMENT
12 JANUARY 2022

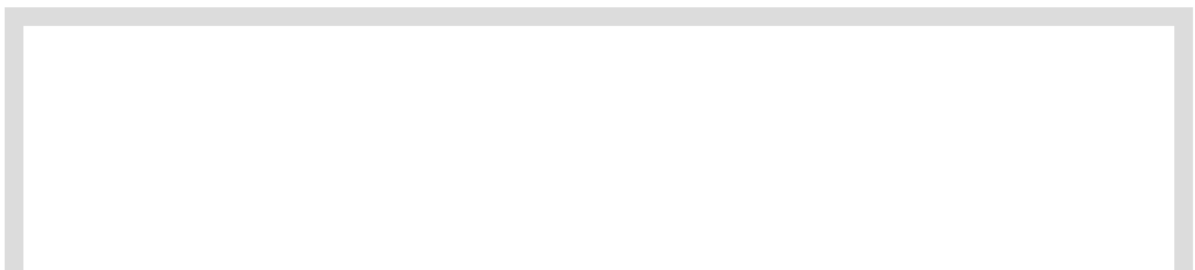
s 22

s 22
DIRECTOR, PRIDE IN DIVERSITY

The Pride in Diversity Endorsed LGBTQ Trainer Program
is a highly specialised training program dedicated to
the development of professional trainers wishing to
facilitate LGBTQ awareness or inclusion training within
Pride in Diversity member organisations.

s 22

From: s 22
Sent: Friday, 15 September 2023 2:12 PM
Cc: s 22
Subject: Pride in Diversity's Endorsed LGBTQ+ Trainer Re-endorsement



Document 7



Dear Endorsed LGBTQ+ Trainer Program Trainers

Pride in Diversity's (PID) Endorsed LGBTQ+ Trainer Program yearly re-endorsement process will begin next month and for those who wish to continue as accredited trainers will need to undertake the annual re-endorsement process.

PID re-endorsed trainers will receive our most up to date LGBTQ+ Awareness presentation slides and AWEI data, and enjoy ongoing support for 12 months from the time of the confirmed re-endorsement renewal. The cost for re-endorsement is \$550 per person plus GST.

To complete the re-endorsement process, participants will need to:

1. Register your interest for re-endorsement by completing the Eventbrite [registration form](#)
2. Attend / watch the recording of the re-endorsement information webinar scheduled for **Thursday 12 October, 3pm-4pm AEST**. You will receive the calendar invite and video conference joining details once registered. (Please note if you cannot attend on the day we will make the recording available only to those of you that have registered via the link above)
3. Post webinar, you'll need to complete an online submission component of the updated LGBTQ Awareness presentation and address other key assessment criteria similar to the endorsed Trainer program:
 - Provide an updated session plan
 - Present and upload a 5 minute training video for assessment
 - Provide details of training delivered in the last 12 months (dates / attendees)
 - Provide your training strategy for the next 12 months

Further re-endorsement details will be issued and discussed with participants during the information webinar.

Invoices will need to be issued before registrations are finalised and materials issued. For more information, please review our [website](#) or for any questions please contact me directly below.

Thanks

Document 7

s 22

Executive Programs & Operations Support, ACON's Pride Inclusion Programs

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

Switch: **s 22** Mob: **s 22**

Address: 414 Elizabeth St Surry Hills NSW 2010 | Email: **s 22**

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

My pronouns: he/him

s 22

Senior Relationship Manager, VIC Lead & [LGBTQ+ Trainer Program Manager](#), Pride in Diversity

ACON's Pride Inclusion Programs

Direct: **s 22**

Email: **s 22**

My pronouns: he/him



[Facebook](#) | [LinkedIn](#) | [Instagram](#)

s 22

Executive Programs & Operations Support, ACON's Pride Inclusion Programs

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

On Gadigal Land

Switch: **s 22** Mob: **s 22**

Address: 414 Elizabeth St Surry Hills NSW 2010 | Email: **s 22**

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

My pronouns: he/him

Document 7

cid:image001.png@01D9E656.59C68A60



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

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ENDORSEMENT
31 October 2024

A handwritten signature in black ink, appearing to read "Dawn EmSen-Hough".

DAWN EMSEN-HOUGH
DIRECTOR, PRIDE IN DIVERSITY

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is a highly specialised training program dedicated to
the development of professional trainers wishing to
facilitate LGBTQ awareness or inclusion training within
Pride in Diversity member organisations.

s 22



From: s 22

Sent: Tuesday, 1 October 2024 3:57 PM

Cc: s 22

Subject: Pride in Diversity's Endorsed LGBTQ+ Trainer Program | Re-Endorsement 2024

Document 11



Dear Endorsed LGBTQ+ Trainer Program Trainers

Pride in Diversity's (PID) Endorsed LGBTQ+ Trainer Program yearly re-endorsement process will begin next month and for those who wish to continue as accredited trainers will need to undertake the annual re-endorsement process.

PID re-endorsed trainers will receive our most up to date LGBTQ+ Awareness presentation slides and AWEI data, and enjoy ongoing support for 12 months from the time of the confirmed re-endorsement renewal. The cost for re-endorsement is \$550- per person plus GST.

To complete the re-endorsement process, participants will need to:

1. Register your interest for re-endorsement by completing the [registration form](#) (please note you will be invoiced post registration and do not need to pay via Humanitix).
2. Attend the re-endorsement information webinar scheduled for **Tuesday 22 October, 2.30pm-3.30pm AEDT / or watch the recording once published**. You will receive the calendar invite and video conference joining details once registered. (Please note if you cannot attend on the day we will make the recording available only to those of you that have registered via the link above.)
3. Post webinar, you'll need to complete an online submission component of the updated LGBTQ+ Awareness presentation and address other key assessment criteria similar to the Endorsed Trainer program:
 - Provide an updated session plan.
 - Present and upload a 5-minute training video for assessment.
 - Provide details of training delivered in the last 12 months (dates / attendees).
 - Provide your training strategy for the next 12 months.

Further re-endorsement details will be issued and discussed with participants during the information webinar.

For more information, please review our [website](#) or for any questions please contact me directly below.

Thanks

Document 11

s 22

Executive Programs & Operations Support, ACON's Pride Inclusion Programs

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

Switch: **s 22** **Mob:** **s 22**

Address: 414 Elizabeth St Surry Hills NSW 2010 | **Email:** **s 22**

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

s 22

VIC & ACT State Lead, Senior Relationship Manager

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

ACON's Pride Inclusion Programs

Direct: **s 22**

Email: **s 22**



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Document 14

From: [Internal Communications](#)
To: [All Staff](#)
Subject: For awareness: International Non-Binary People's Day [SEC=OFFICIAL]
Date: Friday, 12 July 2024 10:58:59 AM
Attachments: [PID Factsheet - LGBTQ terminology - 2023v1.0.pdf](#)
[PID 10 Tips for being a nonbinary ally.pdf](#)
[image001.png](#)

OFFICIAL

OFFICIAL

Hi everyone,

International Non-Binary People's Day takes place on 14 July. It is a time each year to celebrate and raise awareness of non-binary people, who do not identify within the traditional gender binary.

What does non-binary mean?

I have attached a great People In Diversity factsheet to explain different terminology, including non-binary. Non-binary is an umbrella term for people who do not prescribe to a sole gender identity or do not align themselves with the definition of prescribed gender by society. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely. People may consider themselves to be genderfluid, genderqueer, agender or something else.

The Commission has a corporate membership to ACON's Pride Inclusion Programs. You are welcome to join me at the upcoming Lunch and Learn session in celebration of International Non-Binary People's Day.

The 'They-s' of Our Lives: A Special Lunch and Learn, Tuesday 16 July 1pm-2pm AEST. [Register for the free event here](#)

What can you do?

There are many things you can do to acknowledge and embrace that we work with all gender identities.

I've attached a fact sheet with top ten tips to consider. Two that the Network spoke about in our last meeting that would really mean a lot and are easy to do include:

1. Put your pronouns in your email signature. How to change your signature block is here [Engagement and Communications Branch - APSC Intranet \(pmc.gov.au\)](#) and you can see my signature block below where I've put mine. Many non-binary people prefer the pronouns they/them/their. You can also read more about [non-binary pronouns here](#).
2. Use pronouns in your meetings when you are introducing yourselves – even if your teams do this for one day next week it will make a big difference. Instead of addressing people in meetings with binary language such as 'ladies and gentlemen', use more inclusive alternatives such as 'folks' or 'everyone'.

Want to read more?

Ten years ago, Katje van Loon wrote a blog post calling for the creation of International Non-Binary Day on 14 July - exactly half way between International Women's Day and International Men's Day. Read about Katje's identity correspondent, Megha Mohan, why it is important that the day has become a reality. ['Why I invented Non-Binary Day' \(bbc.com\)](#)

Thanks all

Nicole

Dr Nicole Steele (she/her)

Assistant Commissioner, People Insights Branch

APSC LGBTQ+ Network Champion

Australian Public Service Commission

\$ 22 B Block, Treasury Building, Parkes Place West

PARKES ACT 2600

GPO Box 3176 CANBERRA ACT 2601

t: **\$ 22**

Document 14

W: www.apsc.gov.au

Executive Assistant:

S 22

P: S 22

E: S 22

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ENDORSEMENT
12 December 2025

s 22

s 22

DIRECTOR, PRIDE IN DIVERSITY

The Pride in Diversity Endorsed LGBTQ+ Trainer Program is a highly specialised training program dedicated to the development of professional trainers wishing to facilitate LGBTQ+ awareness or inclusion training within Pride in Diversity member organisations.

S 22



From: ACON's Pride Inclusion Programs <order@humanitix.com>

Sent: Wednesday, 22 October 2025 11:43 AM

To: [REDACTED]

Subject: Order confirmation for Endorsed LGBTQ+ Trainer Re-endorsement Program 2025 (Order: FS75APKA)



Document 16

Endorsed LGBTQ+ Trainer Re-endorsement Program 2025 banner artwork



You're in [REDACTED], here is your order confirmation for:
**Endorsed LGBTQ+ Trainer Re-endorsement
Program 2025**

Online event

Laptop



Order number: FS75APKA

This is an online event. When you're ready to join, view the access details using the button below. Online event via Teams. Access link will be issued day prior to the webinar.

View access info

Manage order



Document 16

Event details

 Thu, 6 Nov, 4pm - 5pm AEDT

[View event information](#)

Add to calendar

[Apple](#) [Google](#) [Outlook](#) [Yahoo](#)

Order summary

Order date: 22nd Oct 2025

Order number: FS75APKA

Name: **s 22**

Ticket type

1 x General Admission

Total order price: FREE

Have questions?

Contact host

s 22