

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]  
**Date:** Wednesday, 27 May 2020 2:58:42 PM  
**Attachments:** [image002.png](#)  
[image003.jpg](#)  
[image004.png](#)  
[image005.png](#)  
[image001.jpg](#)

---

Hi s 22(a)(ii)

Our next Rainbow Regulators meeting will be held on June 11 at 3pm.

I'll send you an invitation and hopefully we'll see you on the call.

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



---

**From:** s 22(a)(ii)  
**Sent:** Wednesday, 27 May 2020 12:48 PM  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]

Dear s 22(a)(ii) [and Rainbow Regulators and hello to s 22(a)(ii) at Austrac]

Just an update – we had a Rainbow Regulator telephone conference on 7 May 2020 covering:

- 
1. How are our networks coping with WFH
  2. What was our AWEI results
  3. What's next / what are we doing
  4. Covid-19 impacts?

One take away was that we wanted to organise a **Pride in Diversity Rainbow Regulators** session which APRA thinks could specifically be an ally based webinar

(how to be an ally, how to be an ally working remotely, what allies need to do more of etc). We were thinking

1. A sixty to ninety minute session.
2. Would be hosted by Pride in Diversity on MS Teams or Zoom etc
3. Have interstate presenters from Pride in Diversity (so not Sydney centric)
4. Would be advertised by the Rainbow Regulators to their ally and supporters network.

s 22(a)(ii) do you think this would be **possible in say August or September** this year? Not sure what dates might work in with other regulator timetables but being August it could feed into Wear it Purple thinking as well (how allies support Wear it Purple etc).

Regards

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

Title: Australian Coat of Arms and APRA logo



---

From: s 22(a)(ii)

Sent: Wednesday, 27 May 2020 11:45 AM

To: s 22(a)(ii)

Subject: RE: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]

Hi s 22(a)(ii),

Here's my details. To be honest things have been somewhat quiet with COVID. We marked IDAHOBIT but at this point no plans for Pride Month.

s 22(a)(ii)

RESERVE BANK OF AUSTRALIA | s 22(a)(ii)

HR Email Sig ERG Group LBGTI+ Allies[1][1]



---

**From:** s 22(a)(ii)

**Sent:** Wednesday, 27 May 2020 11:31 AM

**To:** s 22(a)(ii)

**Subject:** FW: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]

 **EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hello Rainbow Regulators,

s 22(a)(ii) from AUSTRAC would like to connect with you all.

Would one of you mind contacting him?

Thanks s 22(a)(ii)

---

**From:** s 22(a)(ii)

**Sent:** Wednesday, 27 May 2020 10:56 AM

**To:** s 22(a)(ii)

**Cc:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22(a)(ii)

I hope all is going well for you in the lead up to a very unique Pride Month. I just wanted to follow up on our enquiry about connecting with the Rainbow Regulators group – I am happy to touch base with anyone directly if that helps.

Warm regards

s 22(a)(ii) | AUSTRAC | P s 22(a)(ii)

**OFFICIAL**

---

**From:** s 22(a)(ii)

**Sent:** Tuesday, 19 May 2020 6:54 PM

To: s 22(a)(ii)  
Cc: s 22(a)(ii)  
Subject: RE: Rainbow Regulators [SEC=OFFICIAL] [EXTERNAL]

Hi s 22(a)(ii),

The Rainbow Regulators are quite Sydney focused, I'm afraid, but happy to get you involved.

Thanks s 22(a)(ii)

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From: s 22(a)(ii)  
Sent: Thursday, 14 May 2020 10:18 AM  
To: s 22(a)(ii)  
Subject: Rainbow Regulators [SEC=OFFICIAL]

**OFFICIAL**

Good morning s 22(a)(ii),

I'd like to introduce my colleague s 22(a)(ii) (cc'd), a member of our D&I Leadership Group in s 22(a)(ii). He would like to reach out to the members of the Rainbow Regulators if you are able to assist with this?

Kind regards,

---

s 22(a)(ii)

@AUSTRAC W: [www.austrac.gov.au](http://www.austrac.gov.au)



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**OFFICIAL**

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]  
**Date:** Wednesday, 27 May 2020 4:14:00 PM  
**Attachments:** [image008.jpg](#)  
[image009.png](#)  
[image010.jpg](#)  
[image011.png](#)  
[image012.png](#)  
[image001.png](#)  
[image002.png](#)

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**OFFICIAL**

Hi s 22(a)(ii) and Rainbow Regulators,

Thanks very much for the invitation! s 22(a)(ii) (copied into this email) and myself would be very interested in attending these meetings with a view to getting AUSTRAC further involved in the group.

Looking forward to meeting you all over Zoom in June.

Warm regards,

s 22(a)(ii)

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s 22(a)(ii)

s 22(a)(ii)

□@AUSTRAC W: [www.austrac.gov.au](http://www.austrac.gov.au)



**OFFICIAL**

---

**From:** s 22(a)(ii)  
**Sent:** Wednesday, 27 May 2020 2:59 PM  
**To:** s 22(a)(ii)  
[Redacted]  
[Redacted]  
[Redacted]  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]

Hi s 22(a)(ii),

Our next Rainbow Regulators meeting will be held on June 11 at 3pm.

I'll send you an invitation and hopefully we'll see you on the call.

Kind regards,

s 22(a)(ii)

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



---

From: s 22(a)(ii)

Sent: Wednesday, 27 May 2020 12:48 PM

To: s 22(a)(ii)

Cc: s 22(a)(ii)

Subject: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]

Dear s 22(a)(ii) [and Rainbow Regulators and hello to s 22(a)(ii) at Austrac]

Just an update – we had a Rainbow Regulator telephone conference on 7 May 2020 covering:

- 
1. How are our networks coping with WFH
  2. What was our AWEI results
  3. What's next / what are we doing
  4. Covid-19 impacts?

One take away was that we wanted to organise a **Pride in Diversity Rainbow Regulators** session which APRA thinks could specifically be an ally based webinar (how to be an ally, how to be an ally working remotely, what allies need to do more of etc). We were thinking

1. A sixty to ninety minute session.
2. Would be hosted by Pride in Diversity on MS Teams or Zoom etc
3. Have interstate presenters from Pride in Diversity (so not Sydney centric)
4. Would be advertised by the Rainbow Regulators to their ally and supporters network.

s 22(a)(ii) do you think this would be **possible in say August or September** this year? Not sure what dates might work in with other regulator timetables but being August it could feed into Wear it Purple thinking as well (how allies support Wear it Purple etc).

Regards

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]  
**Date:** Thursday, 4 June 2020 11:30:06 AM  
**Attachments:** [image002.jpg](#)  
[image003.png](#)  
[image004.png](#)  
[image005.jpg](#)  
[image006.png](#)  
[image007.jpg](#)  
[image008.png](#)  
[image009.png](#)  
[image001.jpg](#)

---

Hi s 22(a)(ii),

Its great to see your excitement!

The Rainbow Regulators is not a formal gathering as such, its more of a think-tank/support network between the different regulators. As such, we don't have any formal documentation or terms of reference.

However, some of the main purposes of the group are:

- To establish LGBTIQ+ connections across agencies (e.g. social and networking events)
- Pool resources and efforts to jointly-participate in LGBTIQ+ community events (e.g. Fair Day and MG Parade)
- Share ideas, lessons learnt and opportunities for development – including training, education and celebrations of days of significance.

Hope that helps, if you'd like to discuss anything further feel free to give me a call.

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



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**From:** s 22(a)(ii)  
**Sent:** Thursday, 4 June 2020 11:17 AM  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators [EXTERNAL] [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22(a)(ii),

I'm looking forward to joining you all next week for the Zoom meeting – I am just wondering if you have any background documents or terms of reference about the Rainbow Regulators group to give us an idea about the role and scope of the group?

Warm regards,

s 22(a)(ii)

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Monthly Meeting [EXTERNAL] [SEC=OFFICIAL]  
**Date:** Monday, 15 June 2020 9:43:00 AM

---

**OFFICIAL**

Hi s 22(a)(ii),

Hope you are doing well - could you please add s 22(a)(ii) from AUSTRAC to your Rainbow Regulators email list.

Looking forward to meeting everyone this Thursday!

Regards,

s 22(a)(ii)

s 22(a)(ii) | AUSTRAC | P s 22(a)(ii)

**OFFICIAL**

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

**From:** s 22(a)(ii)  
**Sent:** Thursday, 11 June 2020 11:51 AM  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Monthly Meeting [SEC=OFFICIAL] [EXTERNAL]  
**When:** Thursday, 18 June 2020 2:00 PM-3:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.  
**Where:** Zoom Meeting

Meeting rescheduled due to conflicts for a number of members.

Please advise if you are unable to make the new time.

---

Hi all,

As agreed, we have set up a monthly meeting for the Rainbow Regulators.

At present the meeting will be held on the Zoom meeting platform.

For the best functionality it is recommended that you download the Zoom app onto your phone or tablet or personal computer (most agencies will not be able to use video and audio on their work computers due to security reasons).

**You must have a Zoom account (free, paid or enterprise), and be signed in, to join this meeting.**

**Join Zoom Meeting by link:**

**s 22(a)(ii)**

**Dial in on the app:**

**Meeting ID: s 22(a)(ii)**

**Password: s 22(a)(ii)**

**Dial by your location (phone audio only):**

- **s 22(a)(ii)**
- **s 22(a)(ii)**
- **s 22(a)(ii)**

**Find your local number: s 22(a)(ii)**

Kind regards,

**s 22(a)(ii)**

**s 22(a)(ii)**

Australian Securities and Investments Commission

**s 22(a)(ii)**

s 22(a)(ii)

<< File: image003.jpg >>

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Meeting Summary - 18/06/2020 [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 18 June 2020 3:12:17 PM  
**Attachments:** [image002.jpg](#)

---

Hi all,

Thank you for joining us today on the monthly Rainbow Regulators call.

A big welcome to our new members from AUSTRAC – s 22(a)(ii).

This meeting focused primarily on s 22(a)(ii) proposal for the RRs to host a webinar to celebrate Wear It Purple Day on August 28.

All in attendance were very supportive of the idea and were eager to be a part of the planning process. I have outlined a summary of the discussion below:

- s 22(a)(ii) has agreed to contact Pride in Diversity to assist with planning this event.
- The kick-off meeting will likely be held next week (please email s 22(a)(ii) if you want to be involved).
- The webinar will most likely be open to all employees at our agencies.
- ASIC will investigate product licenses for videoconferencing in order to host the webinar.
- Content, logistics and speakers will be discussed at the planning meeting next week.

We also agreed that if this event is successful we will look at planning additional events later in the year, the next focus will likely be on intersectionality.

Our next meeting is scheduled for **Thursday 9 July at 3pm**. However, I would like to propose a reschedule as this clashes with ASIC's internal Diversity Council quarterly meeting.

How is everyone placed to move the meeting to 3.30pm-4.30pm on the same day?

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulator Session - Hosted by Pride in Diversity 28 August 2020 [DLM=For-Official-Use-Only]  
[EXTERNAL]  
**Date:** Friday, 19 June 2020 5:28:39 PM  
**Attachments:** [image001.png](#)

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## For Official Use Only

Dear s 22(a)(ii)

We had a Rainbow Regulator session this week and wanted to move forward with the Allies + Supporters Webinar for Rainbow Regulator staff.

The intent was to work with Pride in Diversity and the Rainbow Regulators to land on:

1. Content for the session addressing the state of inclusion on the workplace (and the Federal Public Sector).
2. Content for the session addressing allies and supporter engagement, including additional challenges where we are partially or fully working remotely.

Beyond the content we wanted to land on:

1. Enrolment mechanism (e.g. Eventbrite), ticketing and managing attendees and invitations
2. Artwork and branding via PowerPoints etc
3. Speakers and contributors, within Pride in Diversity and elsewhere if desired.

The event would be hosted by Pride in Diversity but be sponsored by:

ACCC, Austrac, APRA, ASIC and RBA pride and employee resource group networks.

We would be looking for organisation support for the exercise from within Pride in Diversity if possible. If necessary APRA would be willing to commit some of its 6 hours of annual consulting work by Pride in Diversity to the exercise if that assists resource wise (other Rainbow Regulators may be able to do the same but we have not canvased that amongst ourselves).

### Next Steps

Representatives from the Rainbow Regulators would like to undertake a planning session for this the week after next if possible. This involves volunteers from the agencies (cc'd above).

We are very keen on this exercise and are looking forward to working with you and others from Pride in Diversity on the exercise.

Please let us know if you can be the point person for this.

I suggest a meeting on 3 July 2020 at say midday?

s 22(a)(ii)

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

Title: Australian Coat of Arms and APRA logo



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Today's Meeting [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 9 July 2020 8:15:01 AM  
**Attachments:** [image002.jpg](#)

---

Hi all,

Today's Rainbow Regulators meeting is scheduled for 3.30pm.

I will be adding the following items to the agenda:

- Update on Ally Awareness event with PiD
- Action/Strategy Plans – main areas of focus for FY20/21
- Changing our monthly meeting – finding a more suitable regular meeting time for all

If anyone has any other agenda items, please send them through and I'll add them to the list.

If you are unable to attend today's meeting, please send me your preferences for a new regular meeting time.

The current meeting is scheduled for the second Thursday of every month (usually 3-4pm).

Looking forward to seeing you all there

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Pride in Diversity - Allies Session Working Group [DLM=For-Official-Use-Only] [EXTERNAL]  
**Date:** Tuesday, 14 July 2020 2:01:18 PM  
**Attachments:** [image001.png](#)

---

Hello All,

Can I get a hi res logo from you all, except APRA?

And do the Rainbow Regulators have a logo? If so I could have that too.

Thanks s 22(a)(ii)

---

**From:** s 22(a)(ii)  
**Sent:** Tuesday, 14 July 2020 10:55 AM  
**To:** s 22(a)(ii)  
[REDACTED]  
[REDACTED]  
**Subject:** RE: Pride in Diversity - Allies Session Working Group [DLM=For-Official-Use-Only]

Thanks s 22(a)(ii)

Can Pride in Diversity do the artwork for the invitations to go out as well, that would include reference to the Zoom details? Hopefully you have someone that can craft something up? The invitation could include Pride in Diversity logos and inclusion of Rainbow Regulator motifs from the agencies (I believe s 22(a)(ii) from APRA has sent you previously the APRA logo in hi-res, not sure what you have from ASIC, ACCC, RBA and APRA.

It could also name the speakers from Pride in Diversity (including you) plus the nominated agency representatives noting that RBA and AUSTRAC are in process of landing their representatives as at Friday.

Thanks so much.

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**Sent:** Tuesday, 14 July 2020 10:46 AM  
**To:** s 22(a)(ii)  
[REDACTED]  
[REDACTED]  
**Subject:** RE: Pride in Diversity - Allies Session Working Group [DLM=For-Official-Use-Only]

Hi All,

Here are the Zoom meeting details: PID Extra is inviting you to a scheduled Zoom meeting.

Topic: Rainbow Regulators Wear It Purple

Time: Aug 28, 2020 12:00 PM Canberra, Melbourne, Sydney

Join Zoom Meeting

s 22(a)(ii)

Meeting ID: s 22(a)(ii)

Password: s 22(a)(ii)

One tap mobile

s 22(a)(ii)

Dial by your location

s 22(a)(ii)

Meeting ID: s 22(a)(ii)

Password: s 22(a)(ii)

Find your local number: s 22(a)(ii)

It is easier not to use Eventbrite. We can have up to 500 participants.

Thanks

---

**From:** s 22(a)(ii)

**Sent:** Friday, 10 July 2020 11:24 AM

**To:** s 22(a)(ii)

**Subject:** Pride in Diversity - Allies Session Working Group [DLM=For-Official-Use-Only]

### For Official Use Only

Sorry my phone crashed out – poor connection.

s 22(a)(ii) – are you able to convene the next meeting and let us know about the Eventbrite invitation process and PiD co-presenters so we can get ready the send out an email link to Eventbrite to all staff?

s 22(a)(ii) – can you update the agenda as discussed and confirm s 22(a)(ii) is able to do either part 3 (Data set part) or part 4 (what we want for allies).

s 22(a)(ii) – can you get us the name of the speaker for AUSTRAC.

s 22(a)(ii) – can you advise the RBA speaker.

– can you ask if s 22(a)(ii) could perhaps be the compare and question monitor person for the executive allies section (on the assumption that s 22(a)(ii) from ASIC does part 3 or part 4 with PiD. Alternatively if s 22(a)(ii) is unable to do or you prefer to why not nominate yourself?

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

Title: Australian Coat of Arms and APRA logo



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WIP Day Allies Event [EXTERNAL] [SEC=OFFICIAL]  
**Date:** Friday, 24 July 2020 12:47:15 PM  
**Attachments:** [image001.gif](#)

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**OFFICIAL**

Thanks all, really great points, I have nothing further to add except if we can please explicitly label the time as AEST, so our interstate offices are not confused.

I'm also happy to report that s 22(a)(ii) from the ACCC is happy to participate in some form, as mentioned in the last meeting. I've asked her to join this afternoon's call so she can get across the event and where she might be able to contribute.

Many thanks,

s 22(a)(ii)

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**Sent:** Thursday, 23 July 2020 11:59 AM  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WIP Day Allies Event [EXTERNAL] [SEC=OFFICIAL]

Some points sorry I should have mentioned this before

1. The zoom link isn't a registration function so this may confuse. I would say in the flyer that you click the link to join at the time rather than register for the event.
2. There needs to be a few words about the session including how it is structured, the aim, a reference to the state of inclusion in public sector agencies. There needs to be reference to the session being designed to support and encourage allies, including a reference to working remotely in the Covid-19 environment (we must mention Covid-19 in the flyer to come across as relevant).
3. There should be pics of the two Pride in Diversity trainers to give it a personal feel.
4. The reference to representatives from the regulators should state why they are at the event and what they will do.
5. Also at APRA we refer to LGBTIQ to state intersex so this could go in to the acronym?

I love the colour work.

I will stand by for what others might say as well.

Shame the Pride in Diversity creatives are so under the pump I was really hoping to leverage off that resource.

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**Sent:** Thursday, 23 July 2020 10:15 AM  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WIP Day Allies Event [EXTERNAL] [SEC=OFFICIAL]

**OFFICIAL**

Hi folks,

I agree, I like option 1 as well.

I hope you don't mind, but I made some tweaks to the formatting and logos, and I added some text to make the graphic more connected to the details beneath. I also added the word "empowered" to the title, as we discussed in the last working group. Just suggestions, so happy for any further edits or comments!

Regards,

s 22(a)(ii)

s 22(a)(ii) | AUSTRAC | P s 22(a)(ii)  
**OFFICIAL**

**From:** s 22(a)(ii)

**Sent:** Thursday, 23 July 2020 9:51 AM

**To:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators WiP Day Allies Event [DLM=For-Official-Use-Only] [EXTERNAL]

### For Official Use Only

Thanks my preference is for the first version. Happy if anyone else wants to edit / suggest things too.

s 22(a)(ii)

**From:** s 22(a)(ii)

**Sent:** Tuesday, 21 July 2020 6:11 PM

**To:** s 22(a)(ii)

**Subject:** Rainbow Regulators WiP Day Allies Event

Hi team,

Our creatives are under the pump, so I have had to do this all myself.

Here are two versions of the event invitation.

Make comments, no matter how harsh, as to your thoughts.

We can discuss on Friday.

Thanks s 22(a)(ii)

s 22(a)(ii)

### Pride in Diversity

s 22(a)(ii)

A picture containing drawing Description automatically generated



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From: § 22(a)(ii)  
To: § 22(a)(ii)  
Subject: WIP Event Agenda/Run sheet [SCL=OFFICIAL] [EXTERNAL]  
Date: Friday, 24 July 2020 5:30:40 PM  
Attachments: image002.jpg

Hi all,

I have updated the agenda/run sheet for the event based on our discussion today (see below).

§ 22(a)(ii), I don't know the name of your PID co-presenter (or if you will have one), could you fill that in please?

| Item | Time                | Topic                                                                                                                                                                                                                                      | Presenter                    | Comments                                                                                                                                                                                                                                                                   |
|------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1    | 12.30pm<br>(5mins)  | <b>Welcome</b> <ul style="list-style-type: none"><li>Acknowledgement of Country</li><li>Overview of event – organised by RR, agenda items</li><li>Housekeeping</li></ul>                                                                   | § 22(a)(ii) (ASIC)           |                                                                                                                                                                                                                                                                            |
| 2    | 12.35pm<br>(20mins) | <b>LGBTIQ inclusion today</b> <ul style="list-style-type: none"><li>State of LGBTIQ inclusion in the Federal Public Sector</li></ul>                                                                                                       | § 22(a)(ii) & ??? (PID)      |                                                                                                                                                                                                                                                                            |
| 3    | 12.55pm<br>(30mins) | <b>Getting Started as an Ally</b> <ul style="list-style-type: none"><li>Importance of allyship</li><li>How to be an effective ally</li><li>How to be an ally during COVID-19</li></ul>                                                     | § 22(a)(ii) & ??? (PID)      |                                                                                                                                                                                                                                                                            |
| 4    | 1.25pm<br>(30mins)  | <b>Ally Panel Q&amp;A</b> <ul style="list-style-type: none"><li>Sean Hughes – Commissioner - ASIC</li><li>Heidi Snell - General Manager – ACCC</li><li>Suzanne Smith – Executive Director - APRA</li><li>RBA –</li><li>AUSTRAC -</li></ul> | Hosted by § 22(a)(ii) (ACCC) | Suggest providing panellists with list of question areas/topics to prepare for: <ul style="list-style-type: none"><li>Why are you an ally/How did you become an ally?</li><li>Why is being an ally important?</li><li>What do you think constitutes a good ally?</li></ul> |
| 5    | 1.55pm<br>(5mins)   | <b>Event Close</b>                                                                                                                                                                                                                         | § 22(a)(ii) (ASIC)           |                                                                                                                                                                                                                                                                            |

My suggestions for the wording on the poster are:

Celebrate the 10<sup>th</sup> anniversary of Wear it Purple Day with the Rainbow Regulators as we learn about the current state of LGBTIQ inclusion in the Federal Public Service and how to be an effective ally during COVID-19.  
We will also have the chance to hear from executive sponsors and allies from ASIC, ACCC, APRA, AUSTRAC and the RBA as they participate in a live Q&A panel.

Kind regards,

§ 22(a)(ii)

Australian Securities and Investments Commission

§ 22(a)(ii)

ASIC logo



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Invite [EXTERNAL] [SEC=OFFICIAL:Sensitive]  
**Date:** Wednesday, 29 July 2020 3:27:22 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.jpg](#)  
[Rainbow Regulators Invite v0.4.docx](#)

---

Hi team,

Here is the latest iteration of the invitation. Please take a look for any more changes.

I have clicked on the link to register and noticed we have an incorrect starting time, so I will get that fixed.

Thanks s 22(a)(ii)

---

**From:** s 22(a)(ii)  
**Sent:** Wednesday, 29 July 2020 1:57 PM  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Invite [EXTERNAL] [SEC=OFFICIAL:Sensitive]

**OFFICIAL:Sensitive**

Hello everyone,

Thanks for bearing with me, if you could please add Nathan Newman, National Manager, AUSTRAC as our panellist for the event.

The APS is getting smaller and smaller, I had no idea!

Regards,

s 22(a)(ii)

---

s 22(a)(ii)

s 22(a)(ii)

□@AUSTRAC W: [www.austrac.gov.au](http://www.austrac.gov.au)



*AUSTRAC acknowledges the traditional owners of country throughout Australia and their continuing connection to land, sea and community. We pay our respects to them and their cultures and to their elders both past and present.*

**OFFICIAL:Sensitive**

---

**From:** s 22(a)(ii)  
**Sent:** Wednesday, 29 July 2020 8:49 AM

To: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Invite [SEC=OFFICIAL, DLM=Sensitive] [EXTERNAL]

Agreed we are not APS in APRA either thanks for picking up s 22(a)(ii).

---

From: s 22(a)(ii)

**Sent:** Tuesday, 28 July 2020 5:51 PM

To: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Invite [SEC=OFFICIAL:Sensitive]

ASIC are also no longer part of the APS.

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



On 28 July 2020 at 5:43:15 pm AEST, THOMPSON, s 22(a)(ii) wrote:

s 22(a)(ii),

The RBA is not part of the APS (we are an independent body corporate established under an act of parliament and wholly owned by the Commonwealth).

I don't think APRA is part of the APS either, from memory (?)

That said, it would make sense for you to include RBA with Federal Government departments and agencies when looking at the AWEI results.

---

From: s 22(a)(ii)

**Sent:** Tuesday, 28 July 2020 5:05 PM

To: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Invite [SEC=OFFICIAL:Sensitive]



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Hi s 22(a)(ii)

I thought you were all APS. Who is not?

Still the data I will be using includes all Federal Government departments and agencies who participated in the survey and Index. I have removed the ABC and SBS.

Thanks s 22(a)(ii)

---

**From:** s 22(a)(ii)

**Sent:** Tuesday, 28 July 2020 4:51 PM

**To:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Invite [SEC=OFFICIAL:Sensitive]

Hi all,

I had some edits on the text. I wanted to remove the APS reference because not all of our organisations are part of the APS. There are a few other suggestions marked up.

Join the Rainbow Regulators and Pride in Diversity as we explore the state of LGBTIQ inclusion ~~in the APS~~ in public sector organisations and how to be an active and empowered LGBTIQ Ally, especially during the COVID-19 pandemic during and after the pandemic.

We will also hear from senior leaders from the Rainbow Regulator organisations in a Q&A ~~panel~~ discussion on ~~the~~ why they are allies and how they are contributing to an inclusive workplace culture.

---

**From:** s 22(a)(ii)

**Sent:** Tuesday, 28 July 2020 3:04 PM

**To:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Invite [SEC=OFFICIAL:Sensitive]



**EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hi s 22(a)(ii),

Will this suffice?

Kind regards,

s 22(a)(ii)

s 22(a)(ii)

Australian Securities and Investments Commission

---

**From:** s 22(a)(ii)

**Sent:** Tuesday, 28 July 2020 2:47 PM

**To:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Invite [DLM=For-Official-Use-Only]

**EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Also there needs to be reference to Covid-19 in the flyer as well. For example a line about "the fresh challenges of inclusion amongst the Rainbow Regulators during Covid-19"...

---

**From:** s 22(a)(ii)

**Sent:** Tuesday, 28 July 2020 10:03 AM

**To:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Invite [DLM=For-Official-Use-Only]

### For Official Use Only

Thanks for this.

We still use an "I" in LGBTIQ at APRA but if others have dropped it we can leave out.

I think it needs a sentence about the invitees from the regulators saying "A panel session with senior leaders from the Rainbow Regulator organisations as to why they're LGBTIQ champions and how they've moved the dial on LGBTIQ inclusion in their organisations and what lessons they can share with us".

---

**From:** s 22(a)(ii)

**Sent:** Tuesday, 28 July 2020 9:36 AM

**To:** s 22(a)(ii)

**Subject:** Rainbow Regulators Invite

Hi Team,

Here is the updated flyer. We are missing the AUSTRAC name.

Please make changes if you feel it is necessary.

Thanks s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Invite [EXTERNAL] [SEC=OFFICIAL:Sensitive]  
**Date:** Friday, 31 July 2020 5:10:33 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.jpg](#)  
[Rainbow Regulators Invite Final.pdf](#)

---

Hi s 22(a)(ii),

You can still use the same link. We have fixed it in the background.

Here is a pdf version too.

Thanks s 22(a)(ii)

---

**From:** s 22(a)(ii)  
**Sent:** Friday, 31 July 2020 4:04 PM  
**To:** s 22(a)(ii)  
[REDACTED]  
[REDACTED]  
**Subject:** RE: Rainbow Regulators Invite [EXTERNAL] [SEC=OFFICIAL:Sensitive]

s 22(a)(ii),  
Is there an updated link zoom link for the event? I think you were going to send it around.  
s 22(a)(ii).

---

**From:** s 22(a)(ii)  
**Sent:** Wednesday, 29 July 2020 3:27 PM  
**To:** s 22(a)(ii)  
[REDACTED]  
[REDACTED]  
**Subject:** RE: Rainbow Regulators Invite [EXTERNAL] [SEC=OFFICIAL:Sensitive]

 **EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hi team,

Here is the latest iteration of the invitation. Please take a look for any more changes.

I have clicked on the link to register and noticed we have an incorrect starting time, so I will get that fixed.

Thanks s 22(a)(ii)

---

**WEAR IT  
PURPLE**

# WE ARE THE CHANGE

## CELEBRATING 10 YEARS!

On the 10<sup>th</sup> year of **Wear it Purple Day**, the Rainbow Regulators and Pride in Diversity are holding a webinar

## How to be an **empowered** LGBTIQ Ally

Friday 28 August at 12.30pm – 2pm AEST

Join the Rainbow Regulators and Pride in Diversity as we explore the state of LGBTIQ inclusion in the Federal public sector and how to be an active empowered LGBTIQ Ally especially during the COVID-19 pandemic.

We will also hear from senior leaders from the Rainbow Regulator organisations in a Q&A discussion on why they are allies and how they are contributing to an inclusive workplace culture. Our panellists for this event are:

**Heidi Snell**

General Manager, ACCC

**Suzanne Smith**

Executive Director, APRA

**Nathan Newman**

National Manager, AUSTRAC

**Sean Hughes**

Commissioner, ASIC

**Michael Anderson**

Head of Human Resources, RBA

Simply click on the link below to register:

**s 22(a)(ii)**



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Australian Securities &  
Investments Commission



**ACCC**  
AUSTRALIAN COMPETITION  
& CONSUMER COMMISSION



**AER**  
AUSTRALIAN  
ENERGY  
REGULATOR

**APRA**



**RESERVE BANK OF AUSTRALIA**

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WiP Day Meeting [DLM=For-Official-Use-Only] [EXTERNAL]  
**Date:** Thursday, 6 August 2020 1:31:11 PM

---

### For Official Use Only

Hi there

I can't make this meeting tomorrow but in terms of going forward it would be good to get a "run sheet" that covers the event for participants (timing of each section and content – based on what s 22(a)(ii) sent around by email). I can give this to the APRA guest.

Specifically whether the guest speakers have their own Zoom access details (not sure if they have separate log-ins to audience members)? I could also give this to the APRA guest.

Thanks

s 22(a)(ii)

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

**From:** s 22(a)(ii)

**Sent:** Monday, 27 July 2020 9:35 AM

**To:** s 22(a)(ii)

**Subject:** Rainbow Regulators WiP Day Meeting [DLM=For-Official-Use-Only]

**When:** Friday, 7 August 2020 2:30 PM-3:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.

**Where:** Microsoft Teams Meeting

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WiP Day Meeting [DLM=For-Official-Use-Only] [EXTERNAL]  
**Date:** Friday, 7 August 2020 8:41:20 AM

---

Hi s 22(a)(ii),

We can get the run sheet together after today's meeting.

All our speakers can use their own access details, which are sent to them on registering. By making them co-presenters and making sure that they have their cameras on, they remain at the top of the Brady Bunch screen of faces.

We should have all speakers join 15 minutes earlier, just to make sure everything is working.

Thanks s 22(a)(ii)

---

**From:** s 22(a)(ii)  
**Sent:** Thursday, 6 August 2020 1:31 PM  
**To:** s 22(a)(ii)  
[Redacted]  
[Redacted]  
**Subject:** RE: Rainbow Regulators WiP Day Meeting [DLM=For-Official-Use-Only]

### For Official Use Only

Hi there

I can't make this meeting tomorrow but in terms of going forward it would be good to get a "run sheet" that covers the event for participants (timing of each section and content – based on what s 22(a)(ii) sent around by email). I can give this to the APRA guest.

Specifically whether the guest speakers have their own Zoom access details (not sure if they have separate log-ins to audience members)? I could also give this to the APRA guest.

Thanks

s 22(a)(ii)

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

**From:** s 22(a)(ii)  
**Sent:** Monday, 27 July 2020 9:35 AM  
**To:** s 22(a)(ii)

**s 22(a)(ii)**

**Subject:** Rainbow Regulators WiP Day Meeting [DLM=For-Official-Use-Only]

**When:** Friday, 7 August 2020 2:30 PM-3:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.

**Where:** Microsoft Teams Meeting

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WiP Day Meeting [SEC=UNOFFICIAL] [EXTERNAL]  
**Date:** Friday, 7 August 2020 1:44:26 PM  
**Attachments:** [image001.jpg](#)

---

Hi all

I'm not able to make this afternoon's meeting, and s 22(a)(ii) is on leave today, so we would appreciate if you could send through a quick email afterwards if there's anything you need us to action?

A quick update from the ACCC/AER:

- s 22(a)(ii) (our Pride Network champion) sent the invite to all staff on Tuesday this week
- Is it possible to check registration numbers from each agency at the end of each week? That way we can target further internal comms to encourage attendance.

We're planning to have an internal ACCC/AER Wear it Purple Day Event earlier in the week, and are in the process of finalising the details of this.

Thanks – and hope you are all doing well.

s 22(a)(ii)

s 22(a)(ii)

s 22(a)(ii)  
**Australian Competition & Consumer Commission**  
s 22(a)(ii)  
[www.accc.gov.au](http://www.accc.gov.au)



The ACCC acknowledges the traditional owners and custodians of Country throughout Australia and recognises their continuing connection to the land, sea and community. We pay our respects to them and their cultures; and to their Elders past, present and future.

**PRIDE Network** - Supporting diversity of sexuality and gender identity at ACCC and AER

---

**From:** s 22(a)(ii)  
**When:** 7 Aug 2020 at 2:30 pm  
**Subject:** Rainbow Regulators WiP Day Meeting  
**Location:** Microsoft Teams Meeting

---

**From:** s 22(a)(ii)  
**Sent:** Sunday, July 26, 2020 11:35:08 PM UTC  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators WiP Day Meeting  
**When:** Friday, August 7, 2020 4:30 AM-5:30 AM.  
**Where:** Microsoft Teams Meeting

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** WiPD run sheet [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 21 August 2020 4:14:44 PM  
**Attachments:** [image002.jpg](#)  
[RR WiPD Event - run sheet.pdf](#)  
[WiPD Background.png](#)

---

Hi everyone,

Great to see we are all on track for next Friday – I am particularly excited for our first virtual Rainbow Regulators event!

You will find attached the Zoom background and run sheet which also includes the panellist questions.

Please note the following:

- During the welcome I will cover some basic housekeeping and Zoom etiquette, this will include:
  - Participant microphones should be muted at all times, video is optional (I'm hoping PiD can disable everyone's microphones except for those speaking/presenting)
  - Any questions throughout the event should be sent through the chat function directly to me (I will then field these to the presenter)
- I have noted that the Live Q&A will be subject to timing in case the pre-set question discussion is particularly engaging

Here are [some instructions on how to enable a virtual background](#) – skip to the section titled “Using a virtual background” and read the instructions relevant to your operating system/device.

In your briefings with your speakers, please ask them to join the Zoom **at least 15 minutes early** to ensure microphones/cameras are all in working order.

Can't wait to see everyone, please let me know if you have any questions.

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



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# Rainbow Regulators – Wear it Purple Day Event

## Event run sheet

| Item | Time                | Topic                                                                                                                                                                                                                                                                                                                                                                                | Presenter                                                                                                                                                                                                                                                                                                                                 |
|------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1    | 12.30pm<br>(5mins)  | <b>Welcome</b> <ul style="list-style-type: none"> <li>Acknowledgement of Country</li> <li>Overview of event – organised by RR, significance of WiPD</li> <li>Housekeeping</li> </ul>                                                                                                                                                                                                 | s 22(a)(ii) (ASIC)                                                                                                                                                                                                                                                                                                                        |
| 2    | 12.35pm<br>(20mins) | <b>LGBTIQ inclusion today</b> <ul style="list-style-type: none"> <li>State of LGBTIQ inclusion in the Federal Public Sector</li> </ul>                                                                                                                                                                                                                                               | s 22(a)(ii) (PiD)                                                                                                                                                                                                                                                                                                                         |
| 3    | 12.55pm<br>(30mins) | <b>Getting Started as an Ally</b> <ul style="list-style-type: none"> <li>Importance of allyship</li> <li>How to be an effective ally during COVID-19</li> </ul>                                                                                                                                                                                                                      | s 22(a)(ii) (PiD)                                                                                                                                                                                                                                                                                                                         |
| 4    | 1.25pm<br>(30mins)  | <b>Ally Panel Q&amp;A</b> <ul style="list-style-type: none"> <li>Introduction of panel members</li> <li><b>Introductory question</b></li> <li><b>Pre-set questions</b> (panellists will be asked to respond to 1-2 of these questions)</li> <li><b>Live Q&amp;A</b> (time permitting)<br/>s 22(a)(ii) to moderate chat section and send through questions to s 22(a)(ii).</li> </ul> | <b>Host:</b> s 22(a)(ii) (ACCC)<br><b>Panellists:</b> <ul style="list-style-type: none"> <li>ASIC Commissioner, Sean Hughes</li> <li>ACCC General Manager, Heidi Snell</li> <li>APRA Executive Director, Suzanne Smith</li> <li>RBA Head of Human Resources, Michael Anderson</li> <li>AUSTRAC National Manager, Nathan Newman</li> </ul> |
| 5    | 1.55pm<br>(5mins)   | <b>Event Close</b>                                                                                                                                                                                                                                                                                                                                                                   | s 22(a)(ii) (ASIC)                                                                                                                                                                                                                                                                                                                        |

## Panellist questions

### Introductory question (all panellists to respond):

- Why is being an Ally important to you, and how did you become an Ally within your organisation?

### Pre-set questions (panellists will be asked to respond to 1-2 of these questions):

- How does promoting LGBTI allyship benefit your agency as a whole?
- Are we able to provide support to LGBTIQ youth (such as through mentoring) without it conflicting with our regulatory roles?
- What has been your biggest learning in your journey as an Ally?
- What would you like to see your organisation do next in support of LGBTI employees and allies?

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators WIP Day Event [EXTERNAL]  
**Date:** Friday, 21 August 2020 4:40:19 PM  
**Attachments:** [image001.gif](#)

---

Hi team,

Here are the numbers:

Total Registrations – 281

- ACCC – 9
- APRA – 96
- ASIC – 136
- AUSTRAC – 10
- RBA – 29

And s 22(a)(ii) have yet to register.

Thanks s 22(a)(ii)

s 22(a)(ii)

#### Pride in Diversity

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WiP Day Event [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 21 August 2020 5:01:04 PM  
**Attachments:** [image001.gif](#)

---

Thanks s 22(a)(ii).

Sorry I wasn't able to make it today – I've been in meetings all day!

s 22(a)(ii) has just confirmed with me (a second time) that he has registered and he has the zoom details in his calendar. Not sure why he's not showing up in your list?

Also, can I ask where the group got to on questions for the panel? I would like to brief s 22(a)(ii) early next week on the sorts of questions that are likely to come up.

We'll have a last push next week to get some more registrations from RBA.

s 22(a)(ii).

---

**From:** s 22(a)(ii)  
**Sent:** Friday, 21 August 2020 4:40 PM  
**To:** s 22(a)(ii)  
[Redacted]  
[Redacted]  
**Subject:** Rainbow Regulators WiP Day Event

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Hi team,

Here are the numbers:

Total Registrations – 281

- ACCC – 9
- APRA – 96
- ASIC – 136
- AUSTRAC – 10
- RBA – 29

And s 22(a)(ii) have yet to register.

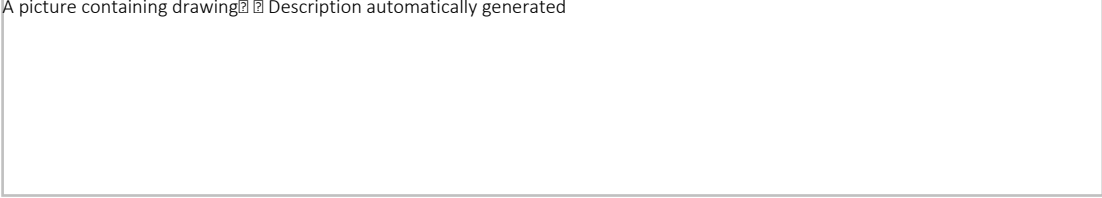
Thanks s 22(a)(ii)

s 22(a)(ii)

**Pride in Diversity**

s 22(a)(ii)

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**From:** S 22(a)(ii)  
**To:** S 22(a)(ii)  
**Cc:** S 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Question [SEC=OFFICIAL:Sensitive] [EXTERNAL]  
**Date:** Wednesday, 26 August 2020 8:18:04 AM  
**Attachments:** [image001.jpg](#)  
[image002.gif](#)  
[RR\\_WIPD Event - run sheet.pdf](#)  
**Importance:** High

---

Hi everyone,

After some consideration we have made the decision to substitute one of the questions for the Q&A segment.

Apologies if this causes any confusion or additional work for anyone in their briefing with their panel member.

However, we believe the new question will allow for more discussion/participation by the panel members.

The question:

**Are we able to provide support to LGBTIQ youth (such as through mentoring) without it conflicting with our regulatory roles?**

Will be replaced with:

**Do agencies have a role in supporting the LGBTIQ community broadly (i.e. beyond the workplace)? How does your agency do this?**

I have attached the updated run sheet with the questions included.

If you have any questions/concerns, please let me know.

See you all Friday!

Kind regards,

S 22(a)(ii)

Australian Securities and Investments Commission

---

**From:** S 22(a)(ii)  
**Sent:** Tuesday, 25 August 2020 10:04 AM  
**To:** S 22(a)(ii)

**Subject:** RE: Rainbow Regulators Question [DLM=For-Official-Use-Only]

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Thanks S 22(a)(ii) and S 22(a)(ii).

The pre-prepared questions for the panellists are at the bottom of the run sheet that S 22(a)(ii) sent around on Friday (copied below for easy reference).

The live questions will depend on what people ask through the chat during the event, but I'll have a few backups on hand, including a question about intersectionality like the one below.

### **Panellist questions**

#### **Introductory question (all panellists to respond):**

- Why is being an Ally important to you, and how did you become an Ally within your organisation?

#### **Pre-set questions (panellists will be asked to respond to 1-2 of these questions):**

- How does promoting LGBTI allyship benefit your agency as a whole?
- Are we able to provide support to LGBTIQ youth (such as through mentoring) without it conflicting with our regulatory roles?

- What has been your biggest learning in your journey as an Ally?
- What would you like to see your organisation do next in support of LGBTI employees and allies?

s 22(a)(ii)

s 22(a)(ii)

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s 22(a)(ii)

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PRIIDE Network - Supporting diversity of sexuality and gender identity at ACCC and AER

---

From: s 22(a)(ii)

Sent: Tuesday, 25 August 2020 9:58 AM

To: s 22(a)(ii)

Subject: RE: Rainbow Regulators Question [DLM=For-Official-Use-Only]

Hi s 22(a)(ii),

I think s 22(a)(ii) and s 22(a)(ii) were compiling the list.

Is that true?

Thanks s 22(a)(ii)

---

From: s 22(a)(ii)

Sent: Tuesday, 25 August 2020 9:55 AM

To: s 22(a)(ii)

Subject: RE: Rainbow Regulators Question [DLM=For-Official-Use-Only]

### For Official Use Only

Someone more "woke" from the panellists may have a go at answering this but it brings out a valid point (we don't have people in leadership that have these identities, especially in financial sector regulators).

s 22(a)(ii): Is there going to be a combined list of all the questions that I can send to my panellist? This would help her be prepared.

---

From: s 22(a)(ii)

Sent: Tuesday, 25 August 2020 8:23 AM

To: s 22(a)(ii)

Subject: Rainbow Regulators Question

Hi All,

We received this question yesterday. It's a good one but it might be complex to answer.

*"We have seen strides in the public discourse for Gay, Lesbian and Bisexual folks, particularly those who are white. How do we prioritise culturally safe workspaces for those among us who are still absent in representation, absent in narratives, absent in policies and absent in leadership? That is transgender and gender expansive people, queer people of colour, queer*

*First Nations folks and others who hold intersectional identities.”*

Thanks s 22(a)(ii)

s 22(a)(ii)

### Pride in Diversity

s 22(a)(i)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RR WiP Day Event [EXTERNAL]  
**Date:** Thursday, 27 August 2020 3:49:56 PM  
**Attachments:** [image001.gif](#)

---

Hello Rainbow Regulators,

We have 374 registrations so far for tomorrow's event.

Can we break 400?

Thanks s 22(a)(ii)

s 22(a)(ii)

### Pride in Diversity

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Question [EXTERNAL] [SEC=OFFICIAL:Sensitive]  
**Date:** Thursday, 27 August 2020 4:09:00 PM  
**Attachments:** [Release Form Nathan Newman.pdf](#)  
[image001.jpg](#)  
[image002.gif](#)

---

**OFFICIAL:Sensitive**

Hi s 22(a)(ii),

It is a great idea! Nathan's release form is also attached, and AUSTRAC would be keen to support a post on Linked In as well.

See you all tomorrow!

Thanks,

s 22(a)(ii)

s 22(a)(ii) | AUSTRAC | P + s 22(a)(ii)

**OFFICIAL:Sensitive**

---

**From:** s 22(a)(ii)  
**Sent:** Thursday, 27 August 2020 3:53 PM  
**To:** s 22(a)(ii)  
[Redacted]  
[Redacted]  
**Subject:** RE: Rainbow Regulators Question [SEC=OFFICIAL:Sensitive] [EXTERNAL]

**OFFICIAL:Sensitive**

Hi s 22(a)(ii),

This is a great idea. s 22(a)(ii) from the ACCC is happy to participate and attached is her release form. Our social media team is also happy to support it on linkedin. Our General Manager of strategic communications is also on board.

Regards

s 22(a)(ii)

---

**From:** s 22(a)(ii)  
**Sent:** Tuesday, 25 August 2020 12:48 PM  
**To:** s 22(a)(ii)  
[Redacted]  
[Redacted]  
**Subject:** RE: Rainbow Regulators Question [SEC=OFFICIAL:Sensitive]

Hi all,

Our Corporate Affairs team have proposed publishing a LinkedIn post to recognise WiPD and the event we are hosting.

What are your thoughts on asking the panellists to stay on the call after the event finishes so that we can take this photo? Because the call is not set up as a webinar it will be much easier to get the panellists on one screen for the photo once the event is over.

If everyone is on board, there's just one piece of paperwork ASIC need in order to publish the photo and that is our standard media release form. If you could pass this onto your panellist and get it back to me before Friday, that would be very much appreciated.

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

---

**From:** s 22(a)(ii)

Sent: Tuesday, 25 August 2020 10:04 AM

To: s 22(a)(ii)

Subject: RE: Rainbow Regulators Question [DLM=For-Official-Use-Only]

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**For Official Use Only**

Thanks s 22(a)(ii) and s 22(a)(ii).

The pre-prepared questions for the panellists are at the bottom of the run sheet that s 22(a)(ii) sent around on Friday (copied below for easy reference).

The live questions will depend on what people ask through the chat during the event, but I'll have a few backups on hand, including a question about intersectionality like the one below.

### Panellist questions

#### Introductory question (all panellists to respond):

- Why is being an Ally important to you, and how did you become an Ally within your organisation?

#### Pre-set questions (panellists will be asked to respond to 1-2 of these questions):

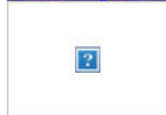
- How does promoting LGBTI allyship benefit your agency as a whole?
- Are we able to provide support to LGBTIQ youth (such as through mentoring) without it conflicting with our regulatory roles?
- What has been your biggest learning in your journey as an Ally?
- What would you like to see your organisation do next in support of LGBTI employees and allies?

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

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**PRIDE Network** - Supporting diversity of sexuality and gender identity at ACCC and AER

From: s 22(a)(ii)

Sent: Tuesday, 25 August 2020 9:58 AM

To: s 22(a)(ii)

Subject: RE: Rainbow Regulators Question [DLM=For-Official-Use-Only]

Hi s 22(a)(ii),

I think s 22(a)(ii) and s 22(a)(ii) were compiling the list.

Is that true?

Thanks s 22(a)(ii)

From: s 22(a)(ii)

Sent: Tuesday, 25 August 2020 9:55 AM

To: s 22(a)(ii)

Subject: RE: Rainbow Regulators Question [DLM=For-Official-Use-Only]

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Well done everyone! [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 28 August 2020 4:00:08 PM  
**Attachments:** [image001.jpg](#)  
[image002.jpg](#)

---

Fantastic pic and thanks for doing this everyone. I think the interest across Australia was a real milestone for the Rainbow Regulators. I know many APRA executives were dialled in so a really good touch!

---

**From:** s 22(a)(ii)  
**Sent:** Friday, 28 August 2020 3:08 PM  
**To:** s 22(a)(ii)  
**Subject:** RE: Well done everyone! [SEC=OFFICIAL]

Here you go

Kind regards,

s 22(a)(ii)  
Australian Securities and Investments Commission

---

**From:** s 22(a)(ii)  
**Sent:** Friday, 28 August 2020 3:03 PM  
**To:** s 22(a)(ii)  
**Subject:** RE: Well done everyone! [SEC=OFFICIAL]

**OFFICIAL**

Thanks all for the work in organising today's event, I agree it went really well. s 22(a)(ii) would you mind sending around the panellist photo at somepoint, we'd like to include in our internal comms to wrap up the day (no rush!)

I'll be on leave when our September meeting is on, so look forward to seeing you all again at the October meeting.

Thanks  
s 22(a)(ii)

s 22(a)(ii)  
Australian Competition & Consumer Commission  
s 22(a)(ii)  
s 22(a)(ii)



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**PRIDE Network** - Supporting diversity of sexuality and gender identity at ACCC and AER

---

**From:** s 22(a)(ii)

**Sent:** Friday, 28 August 2020 2:07 PM

**To:** s 22(a)(ii)

**Subject:** RE: Well done everyone! [SEC=OFFICIAL]

Yes, thanks everyone, especially to s 22(a)(ii) It was a fantastic event and great discussion. It was good to see such a high turnout.

---

**From:** s 22(a)(ii)

**Sent:** Friday, 28 August 2020 1:58 PM

**To:** s 22(a)(ii)

**Subject:** Well done everyone! [SEC=OFFICIAL]



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Thank you all for your contributions for this event – we had over 430 people sign in to attend.

Please pass on a special thank you to our panellists, they were very engaging.

See you all at our monthly catch-up in September.

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Wear It Purple Day event [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Saturday, 29 August 2020 6:33:37 AM  
**Attachments:** [image001.jpg](#)  
[image002.png](#)  
[image003.jpg](#)

---

Just brilliant! Great work everyone!!

s 22(a)(ii)  
RESERVE BANK OF AUSTRALIA | s 22(a)(ii) | w: [www.rba.gov.au](http://www.rba.gov.au)

---

**From:** s 22(a)(ii)  
**Sent:** Friday, 28 August 2020 4:21 PM  
**To:** s 22(a)(ii)  
s 22(a)(ii)  
s 22(a)(ii)  
s 22(a)(ii)  
**Subject:** Wear It Purple Day event [SEC=OFFICIAL]

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Hello all

I just wanted to pass on my thanks to all involved for the event today. Super successful and s 22(a)(ii) you did an amazing job (as did s 22(a)(ii) but have already told him that).

s 22(a)(ii) as ever, really impactful presentation and approach to the session. I had lots of contact from colleagues here about that part.

I'm really grateful you all made the day so meaningful for all the attendees, so ... thanks!

s 22(a)(ii), I saw your sneaky chat – nice try.)

Cheers

s 22(a)(ii)

s 22(a)(ii)  
s 22(a)(ii)  
Australian Securities and Investments Commission

s 22(a)(ii)

NextGen-Email-Signature (002)



**From:** S 22(a)(ii)  
**To:** S 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WiP Event Registrations and Attendance [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 2 September 2020 2:34:49 PM  
**Attachments:** [image001.gif](#)

---

This has been sent to our Chairman who was quite interested in the event and its success.

BTW we had a domestic and family violence session today run by the Aspire (gender network) and had 183 dial in attendees.

---

**From:** S 22(a)(ii)  
**Sent:** Wednesday, 2 September 2020 2:33 PM  
**To:** S 22(a)(ii)  
**Subject:** RE: Rainbow Regulators WiP Event Registrations and Attendance [SEC=OFFICIAL]

Hi All,

So there were 529 attendees. There were 27 who joined by phone, so I am unable to allocate them.

Otherwise:

- ACCC – 66
- APRA – 190
- ASIC – 163
- AUSTRAC – 27
- RBA – 54

I think that this is a wonderful attendance and shows that people are interested and supportive of LGBTQ inclusion in the workplace.

Thanks

---

**From:** S 22(a)(ii)  
**Sent:** Wednesday, 2 September 2020 12:15 PM  
**To:** S 22(a)(ii)  
**Subject:** Rainbow Regulators WiP Event Registrations and Attendance

**EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hi Team,

Here are the final numbers from the WiP Day event. Attendance was as high as 529. I have a report that I will investigate to show attendance by agency.

There were 636 registrations in total.

- ACCC – 80
- APRA – 217
- ASIC – 240
- AUSTRAC – 33
- RBA – 65

And someone from the Superannuation Complaints Tribunal. (I'll admit that I have never heard of them.)

Thanks [REDACTED]



## Pride in Diversity



A picture containing drawing [REDACTED] Description automatically generated



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Monthly Meeting - call for agenda items [EXTERNAL] [SEC=OFFICIAL]  
**Date:** Friday, 4 September 2020 12:20:23 PM  
**Attachments:** [image001.png](#)  
[image002.jpg](#)

---

**OFFICIAL**

Hi All,

Unfortunately, s 22(a)(ii) and I are both going to be on leave Thursday 10 September. Our fellow ACCC Pride Network coordinators, s 22(a)(ii) (from Tas) and s 22(a)(ii) (from Vic) will be joining in our stead. I have copied them both here and would be grateful if the agenda can be shared with them when available.

Many thanks,

s 22(a)(ii)

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

---

**From:** s 22(a)(ii)

**Sent:** Thursday, 3 September 2020 11:21 AM

**To:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Monthly Meeting - call for agenda items [EXTERNAL]  
[SEC=OFFICIAL]

**OFFICIAL**

Thanks s 22(a)(ii),

MS Teams is also the better option for the ACCC, it's the only video conferencing software we are meant to use on our work computers.

I think it would be great to invite s 22(a)(ii) from PiD going forward.

Unfortunately, I'm on leave next Tuesday so will be an apology to the meeting.

Many thanks

s 22(a)(ii)

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

From: s 22(a)(ii)

Sent: Thursday, 3 September 2020 10:30 AM

To: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Monthly Meeting - call for agenda items [EXTERNAL]  
[SEC=OFFICIAL]

**OFFICIAL**

Thanks s 22(a)(ii) – Teams is the better option for AUSTRAC, as we don't have access to Zoom at work.

I like the idea of having s 22(a)(ii) attend our meetings as well.

Regards,

s 22(a)(ii)

s 22(a)(ii)

| AUSTRAC | P

**OFFICIAL**

From: s 22(a)(ii)

Sent: Thursday, 3 September 2020 10:12 AM

To: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Monthly Meeting - call for agenda items [SEC=OFFICIAL]  
[EXTERNAL]

I don't think there are any issues with using MS Teams from an RBA perspective.

I'm away next week, so I'll need to find someone else from RBA to attend this meeting.

From: s 22(a)(ii)

Sent: Thursday, 3 September 2020 9:45 AM

To: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Monthly Meeting - call for agenda items [SEC=OFFICIAL]

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Thanks s 22(a)(ii) APRA has no issue with using Teams as it is our go-forward default communication program.

I think it would be good to include PiD in the regular attendances, this should also increase the strategic support that PiD offers us in the future as we're all sponsoring organisations.

Regards

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

[www.apra.gov.au](http://www.apra.gov.au)

Title: Australian Coat of Arms and APRA logo



---

From: s 22(a)(ii)

Sent: Thursday, 3 September 2020 9:12 AM

To: s 22(a)(ii)

**Subject:** Rainbow Regulators Monthly Meeting - call for agenda items [SEC=OFFICIAL]

Hi everyone,

Our next meeting is scheduled for Thursday 10 September at 3pm.

Could you please provide me with any agenda items by **COB Tuesday 8 September**?

A few other items for email consultations:

- Do we want to invite **s 22(a)(ii)** (PiD) as an optional attendee going forward? I'm hoping he can join us next week to talk about our next event on intersectionality.
- ASIC's videoconferencing technology will be changing to MS Teams in the near future. Does anyone have any issues with being able to use this platform for our meetings going forward? If not, I will be changing the platform starting with next week's meeting.

Kind regards,

**s 22(a)(ii)**

Australian Securities and Investments Commission

**s 22(a)(ii)**

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Meeting: Thursday 12 November at 3pm AEST [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 12 November 2020 9:49:58 AM  
**Attachments:** [image001.jpg](#)

---

Dear all

We have a short agenda for the Rainbow Regulators meeting today at 3pm AEST.

### Agenda

| Item | Description                                                                                   | Presenter            |
|------|-----------------------------------------------------------------------------------------------|----------------------|
| 1    | Welcome                                                                                       | s 22(a)(ii)          |
| 2    | Update from each Rainbow Regulator                                                            | All – for discussion |
| 3    | Trans Day of Remembrance (20 Nov) to the agenda                                               | All – for discussion |
| 4    | Sydney Mardi Gras <ul style="list-style-type: none"><li>• Parade</li><li>• Fair Day</li></ul> | All – for discussion |
| 5    | Any other business                                                                            | All – for discussion |

Many thanks & kind regards s 22(a)(ii)

Kind regards

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

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s 22(a)(ii) Australia, Sydney (Toll)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Monthly Meeting [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 18 November 2020 5:03:06 PM

---

## OFFICIAL

Hi all,

As mentioned on the call, below is our list of resources for transgender day of remembrance, This forms the second half of our overall intranet article today. Hope it assists in some way for your organisations.

Best,

s 22(a)(ii)

### Show solidarity

Transgender Awareness Day is a good time to remember the ways we can show our support throughout the year.

Here are some things you can do:

- be considered about your language and how you refer to transgender people, including pronouns (ACON has [some handy tips](#))
- read the ACCC/AER's [Guidelines for gender transition in the workplace](#)
- attended the LGBTIQ awareness training on **18 November**, if you haven't already
- join the [Pride Network](#) to help foster a culture of inclusion, regardless of sexual orientation or gender identity
- engage with stories about being transgender or a gender diverse person.

A few great shows and documentaries you can watch include Episode 4, Season 1 of [You Can't Ask That](#) and [Transblack](#) on ABC iView; [Twiz and Tuck](#), [Being Transgender](#), [Growing Up Trans](#) and Episode 15, Season 2019 of [Insight](#) on SBS On Demand

In 2015 the Human Rights Commission published a report, [Resilient Individuals: sexual orientation, gender identity and intersex status](#).

The report identified a number of significant barriers that trans and gender diverse people face in Australia including access to health care and legal recognition in official identification documents.

The Human Rights Commission's own research and the research of others has also identified that trans and gender diverse people report disproportionately high rates of violence, harassment, bullying and exclusion related to their identity. Rates are particularly high for trans and gender diverse young people. For example, in the 2014 report, From Blues to Rainbows: Mental health and wellbeing of gender diverse and transgender young people in Australia, 66% of survey participants reported that they had experienced verbal abuse on the basis of their gender identity and 21% reported that they had experienced physical abuse on the same basis.

It is important that we all do our part to work towards creating a kinder and more respectful community. The ACCC/AER is committed to a diverse and inclusive workplace and all employees are responsible for upholding the APS Values and Code of Conduct, which include respecting all people.

We recognise how people choose to express their gender is very personal and although not everyone who identifies as transgender will choose to transition, as part of our commitment to creating a diverse and inclusive workplace, the ACCC/AER has [Guidelines for gender transition in the workplace](#). The guidelines are to help increase understanding of gender diversity and help managers and employees to understand relevant roles and responsibilities in supporting positive workplace transitions. These guidelines support the Australian Government [Guidelines on the recognition of sex and gender](#).

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

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From: s 22(a)(ii)

Sent: Thursday, 12 November 2020 3:54 PM

To: s 22(a)(ii)

Cc: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Monthly Meeting [SEC=OFFICIAL]

Dear all,

Thanks for the call today. I promised to share some materials prepared here for world aids day awareness. Please feel free to use as you see fit. No copy right ;-)

Thanks

s 22(a)(ii)

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

From: s 22(a)(ii)

Sent: Thursday, 12 November 2020 3:03 PM

To: s 22(a)(ii)

Cc: s 22(a)(ii)

**Subject:** Rainbow Regulators Monthly Meeting [SEC=OFFICIAL]

**When:** Thursday, 12 November 2020 3:00 PM-4:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.

**Where:** Microsoft Teams Meeting

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Agenda - 10/12/2020 [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 10 December 2020 7:49:16 AM  
**Attachments:** [image001.jpg](#)

---

Hi all,

Updated agenda below.

| Item | Description                        | Presenter   |
|------|------------------------------------|-------------|
| 1    | ASIC's Rainbow Network Action Plan | s 22(a)(ii) |
| 2    | Pride in Practice Conference       | s 22(a)(ii) |
| 3    | Intersectionality event - IWD      | s 22(a)(ii) |
| 4    | Gender Affirmation Policy          | s 22(a)(ii) |

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

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**From:** s 22(a)(ii)  
**Sent:** Wednesday, 9 December 2020 8:58 AM  
**To:** s 22(a)(ii)  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
**Subject:** Rainbow Regulators Agenda - 10/12/2020 [SEC=OFFICIAL]

Hi all,

The agenda for tomorrow's meeting is below.

| Item | Description                        | Presenter   |
|------|------------------------------------|-------------|
| 1    | ASIC's Rainbow Network Action Plan | s 22(a)(ii) |
| 2    | Pride in Practice Conference       | s 22(a)(ii) |
|      |                                    |             |

Let me know if you have any questions (or late entries).

Kind regards,

s 22(a)(ii)

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s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Final agenda - Rainbow Regulators Thursday 11 February 2021 [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 10 February 2021 9:19:11 AM  
**Attachments:** [image001.jpg](#)

---

Good morning everyone

Based on input, here is the final agenda for the Rainbow Regulators meeting on Thursday afternoon.

s 22(a)(ii) will be an apology but has asked for a discussion about potential inputs into the intersectionality event to occur.

| Item | Description               | Presenter   |
|------|---------------------------|-------------|
| 1    | Action plan updates       | All         |
| 2    | Days of significance 2021 | s 22(a)(ii) |
| 3    | Celebrating Mardi Gras    | s 22(a)(ii) |
| 4    | Intersectionality event   | All         |
| 5    | PID NSW Roundtable update | s 22(a)(ii) |
| 6    | Gender Affirmation Policy | s 22(a)(ii) |

Regards

s 22(a)(ii)  
Australian Securities and Investments Commission

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators: agenda [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 11 March 2021 9:34:58 AM  
**Attachments:** [image001.jpg](#)

---

Good morning everyone

Please see agenda items for today's Rainbow Regulators meeting scheduled 3pm AEST 11 March 2021.

| Item | Description                        | Presenter   |
|------|------------------------------------|-------------|
| 1    | Update from each regulator and PiD | All         |
| 2    | Intersectionality event            | s 22(a)(ii) |
| 3    | Gender Affirmation Policy          | All         |
| 4    | Any other business                 | All         |

Kind regards

s 22(a)(ii)

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s 22(a)(ii)

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**From:** s 22(a)(ii)

**Sent:** Friday, 5 March 2021 10:28 AM

**To:** s 22(a)(ii)

**Subject:** Rainbow Regulators: call for agenda items [SEC=OFFICIAL]

Good morning everyone

Happy Mardi Gras!!

Please provide agenda items for next week's Rainbow Regulators meeting by COB 9 March 2021 (for meeting scheduled 3pm AEST 11 March 2021).

Proposed items:

| Item | Description                        | Presenter   |
|------|------------------------------------|-------------|
| 1    | Update from each regulator and PiD | All         |
| 2    | Intersectionality event            | s 22(a)(ii) |
| 3    | Gender Affirmation Policy          | All         |

Grateful if you could please double check if I have inadvertently left any colleagues off the distribution list.

Kind regards

s 22(a)(ii)

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s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow regulators - invite [EXTERNAL]  
**Date:** Friday, 7 May 2021 2:06:49 PM  
**Attachments:** [image001.png](#)

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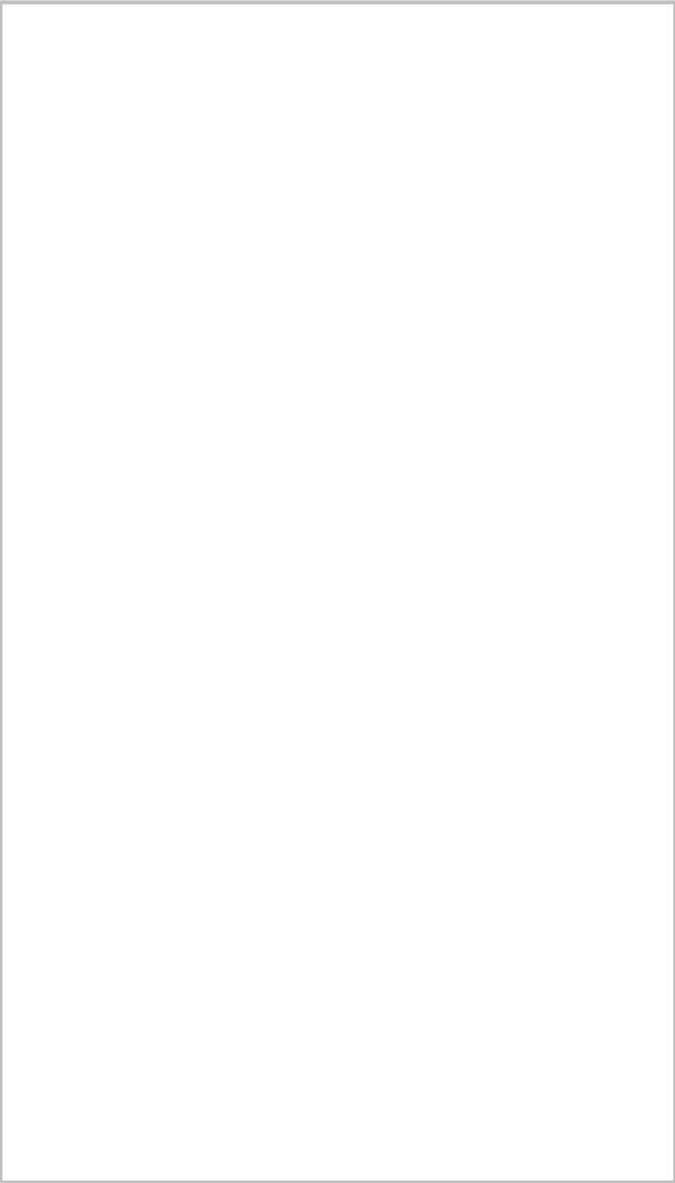
Happy Friday everyone!

I know that this might be a little last minute but we are holding a webinar in just over a week to coincide with IDHOBIT and GAAD. We have a great speaker coming in to present and answer questions in the session so if you are interested please register. I've included a small bio on Jackie Leach Scully who is our speaker.

### **Jackie Leach Scully Biography**

Jackie Leach Scully is Professor of Bioethics and Director of the Disability Innovation Institute at UNSW. With a background in biomedical science, she has specialised for many years in ethical issues in biomedicine and the life sciences, and particularly their relevance to people with disability. She is currently leading several projects looking at the uses of genetic information in prenatal testing and care, and the impact of automated decision-making on disability. She is also writing on the patient experience in organ transplantation. Jackie is a Fellow of the Academy of Social Sciences and of the Royal Society of Arts in the UK, and of the Hastings Center in New York, and in 2020 was named as one of Australia's Outstanding 50 LGBTI+ Leaders.

Register at: s 22(a)(ii)



Thanks

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: FOR COMMENT: Treasury & ATO joining Rainbow Regulators [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 25 June 2021 3:59:16 PM  
**Attachments:** [image001.jpg](#)  
[APS Pride CoP - Terms of Reference - DRAFT.docx](#)

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**OFFICIAL**

Thanks s 22(a)(ii).

While on the topic of collaboration, the ACCC has been contacted by s 22(a)(ii) from the Department of the Prime Minister and Cabinet about APS Pride – an APS wide Community of Practice for LGBTQIA+ networks. Myself and a couple of others from the ACCC have joined the GovTeams group for it – I haven't had the time to explore it in detail yet but I have attached their draft Terms of Reference. s 22(a)(ii) is interested in having others from the Rainbow Regulators group join, so if you're interested please either contact him on the details below, or let me know if you are comfortable for me to provide your email address to s 22(a)(ii) so that he can reach out.

Cheers (and have a great weekend all – thinking of those of you who are based in Sydney).

s 22(a)(ii)

s 22(a)(ii)

/ Department of the Prime Minister and Cabinet

s 22(a)(ii)

---

**From:** s 22(a)(ii)  
**Sent:** Thursday, 24 June 2021 4:01 PM  
**To:** s 22(a)(ii)

**Cc:** s 22(a)(ii)

**Subject:** RE: FOR COMMENT: Treasury & ATO joining Rainbow Regulators [SEC=OFFICIAL]

Hi s 22(a)(ii),

I don't have any concerns, it will be good to have them on-board as well.

s 22(a)(ii)  
RESERVE BANK OF AUSTRALIA | s 22(a)(ii)  
| w: [www.rba.gov.au](http://www.rba.gov.au)

---

**From:** s 22(a)(ii)

**Sent:** Thursday, 24 June 2021 3:15 PM

**To:** s 22(a)(ii)

**Cc:** s 22(a)(ii)

**Subject:** FOR COMMENT: Treasury & ATO joining Rainbow Regulators [SEC=OFFICIAL]

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Hi team!

At last month's meeting I discussed the interest from Treasury and the ATO in joining our merry band of pride promoters.

From memory, the general consensus was in favour of including both entities, however, there were concerns over how 'big' the group might be getting.

While I share these concerns, and don't want to detract from our effectiveness as a group, I think the addition of these two entities in particular will be very advantageous for us, reasons including:

- Treasury – a number of our member agencies are part of the Treasury portfolio and having their support in driving some of our more strategic goals (i.e. Gender Affirmation leave as part of APSC policy) would carry substantial weight.
- ATO – AWEI Gold Tier employer, significantly resourced in the D&I/LGBTIQ+ space and very successful in driving LGBTIQ+ inclusion. Likely to bring a lot of new/different ideas that each of us could benefit from.

In turn, there are areas where these entities are lacking that some of our current members are well advanced in, so there is mutual benefit in this partnership.

If you have any concerns with me inviting these entities to our next meeting, please email me by **COB Monday 28 June**.

Kind regards,

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Meeting follow up actions [EXTERNAL]  
**Date:** Friday, 13 August 2021 1:35:41 PM  
**Attachments:** [PID Pronoun Guide 2020.pdf](#)  
[ABS Standard for Sex, Gender, Sexual Orientation.docx](#)  
[Trans-Affirming Language Guide 2020.pdf](#)  
[Transgender and Gender Diverse Allies Guide 2020.pdf](#)  
[The Australian Workplace Equality Index Employee Survey 2021 - Federal Government.docx](#)  
[image001.png](#)

---

Hi Team,

Attached are some items I spoke about yesterday:

- Federal Government AWEI Survey responses compared to all responses
- PiD Pronoun Guide – a great initiative is to hyperlink this sheet to your pronouns in your signature
- ABS Standard for Sex, Gender and Sexual Orientation
- Woolworths TGD Ally Guide
- SBS LGBTQ History Timeline - [A definitive timeline of LGBT+ rights in Australia | SBS Sexuality](#)

The last one is for s 22(a)(ii) for Pride History Month.

Thanks s 22(a)(ii)

[Redacted signature block]

## Pride in Diversity

s 22(a)(ii) [Redacted content]



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Meeting follow up actions [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Tuesday, 31 August 2021 11:38:53 AM  
**Attachments:** [image001.png](#)

---

**OFFICIAL**

Hi Rainbow Regulator colleagues!!

I thought I'd use this email chain to just do a quick follow up on one of the discussion items from the last rainbow regulators meetings.

Pride at Treasury are very keen to just get some clarity on exactly the approach that ASIC, RBA, ATO, ACCC, AEC and Austrac have taken in terms of their gender affirmation policies. We'd be really keen to know if your agencies:

1. Have a big "p" policy document that is on equal footing to other policies, such as your leave policy, domestic violence policy and harassment policy.
  - a. ASIC – we note you have kindly shared your big "p" policy we us – thankyou!
2. Is miscellaneous leave allowed to be used under the gender affirmation policy for matters relating to gender affirmation?
  - a. If so, what kinds of things can a person take misc leave for?

At this stage we are attempting to meet our HR areas concerns that APS agencies should not have a big "P" policy as there is currently no APSC position on gender affirmation and further a big P is only to provide advice to employees about the negotiated employment terms and conditions. HR also noted the gender affirmation initiative is a really important one, but does not stem from new legislation or industrial relations negotiations (as yet) and formal entitlements to support gender affirmation are not yet reflected in broader employment law. There are also concerns about when and where miscellaneous leave can be used.

It would assist us in meeting our HR areas concerns if we could acknowledge the great work of portfolio and other APS agencies – and provide examples of where policies do already exist and/or where miscellaneous leave is available.

If you'd like to discuss, please give me a call. Number below.

Best regards,

s 22(a)(ii)

[Redacted signature block]

s 22(a)(ii)

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**OFFICIAL**

---

**From:** s 22(a)(ii)  
**Sent:** Friday, 13 August 2021 1:35 PM  
**To:** s 22(a)(ii)

[Redacted email body]

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Agenda - 09/09/2021 [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 8 September 2021 5:02:14 PM  
**Attachments:** [image001.gif](#)

---

Hi everyone,

The agenda items for tomorrow's meeting are below:

| Item | Description                              | Presenter(s)                                            |
|------|------------------------------------------|---------------------------------------------------------|
| 1    | Agency update                            | APRA, ACCC, AUSTRAC, RBA, ATO, AEC, ASIC (by exception) |
| 2    | Leveraging action plans between agencies | s 22(a)(ii) (APRA)                                      |
| 3    | Delegating DoS between agencies          | s 22(a)(ii) (APRA)                                      |
| 4    | Monthly meeting host                     | s 22(a)(ii) (ASIC)                                      |

I look forward to seeing you all tomorrow.

Kind regards,

s 22(a)(ii)  
Australian Securities and Investments Commission

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Meeting - Chair role and Secretary [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 23 September 2021 8:45:49 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)

---

Good morning all,

- s 22(a)(ii) at APRA has put his hand up to take on the role of lead/chair of the Rainbow Regulators. Is there anyone else that has also expressed an interest at this point?

s 22(a)(ii) is a s 22(a)(ii) at APRA in the s 22(a)(ii) has been a key member of the LGBTIQ+ network since it was formed 5 years ago, and is also a member of the SGLBA board. s 22(a)(ii)

I guess as a first step, has anyone else put there hand up for the role at this stage? If not, I will forward the invite for the next meeting to s 22(a)(ii) and we can discuss the way forward at the next meeting.

- Additionally, s 22(a)(ii) and I (Co-chairs of the LGBTIQ+ Network at APRA), have recently appointed s 22(a)(ii) as the new secretary to our Network and if s 22(a)(ii) becomes the new s 22(a)(ii), s 22(a)(ii) will attend the meetings also to support with minutes and meeting scheduling.

s 22(a)(ii) and s 22(a)(ii) are both included in the distribution list above.

Regards

s 22(a)(ii)

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

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Title: Australian Coat of Arms and APRA logo



cid:image005.png@01D70A06.09D4C6E0



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

**From:** s 22(a)(ii)

**Sent:** Wednesday, 22 September 2021 5:20 PM

**To:** s 22(a)(ii)

**Subject:** Rainbow Regulators Meeting

**When:** Occurs the second Thursday of every 1 month(s) effective 14/10/2021 until 9/12/2021 from 3:00 PM to 4:00 PM AUS Eastern Standard Time.

**Where:** Microsoft Teams Meeting

**EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hello Rainbow Regulators,

It is your interim meeting organiser here, taking over from s 22(a)(ii) form ASIC.

I am booking you in for our monthly meeting.

Thanks s 22(a)(ii)

---

Microsoft Teams meeting

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Agenda [EXTERNAL]  
**Date:** Wednesday, 13 October 2021 10:32:39 PM  
**Attachments:** [image001.png](#)

---

Hello Rainbow Regulators,

The agenda items for today's meeting are below:

| Item | Description               | Presenter(s)                             |
|------|---------------------------|------------------------------------------|
| 1    | Agency update             | APRA, ACCC, AUSTRAC, RBA, ATO, AEC, ASIC |
| 2    | APRA World AIDS Day Event | s 22(a)(ii) (APRA)                       |
| 3    | Rainbow Regulators Chair  | s 22(a)(ii) (APRA)                       |
| 4    | FOI Requests              | s 22(a)(ii) (ASIC) & s 22(a)(ii) (PiD)   |
| 5    | All other business        | All                                      |

I look forward to seeing you all later.

Thanks s 22(a)(ii)

s 22(a)(ii)

## Pride in Diversity

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Meeting 11 Nov - Agenda [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 10 November 2021 11:43:20 AM  
**Attachments:** [image003.png](#)

---

Hi all

Please find below the agenda for the Rainbow Regulators meeting tomorrow at 3:30pm:

| Item | Description                           | Presenter(s)                                            |
|------|---------------------------------------|---------------------------------------------------------|
| 1    | Agency update                         | APRA, ACCC, AUSTRAC, RBA, ATO, AEC, ASIC, Treasury, PiD |
| 2    | Communication and information sharing | s 22(a)(ii)                                             |
| 3    | 2021 AWEI benchmarking data           | s 22(a)(ii)                                             |
| 4    | All other business                    | All                                                     |

Please reach out if you have any questions.

Regards,

s 22(a)(ii)

[Redacted signature block]

[Redacted signature block]

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s 22(a)(ii)

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From: s 22(a)(ii)  
To: s 22(a)(ii)  
Cc: s 22(a)(ii)  
Subject: 11/11 Rainbow Regulators meeting - minutes and action items [SEC=OFFICIAL] [EXTERNAL]  
Date: Friday, 19 November 2021 10:59:08 AM  
Attachments: [20211111 Rainbow Regulators Meeting.docx](#)  
[image002.png](#)

---

Dear all

Please find **attached** the minutes and actions items of the Rainbow Regulators meeting on 11 November.

Regards,

s 22(a)(ii)

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s 22(a)(ii)

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## Minutes of the Rainbow Regulators

|                   |                                                                                                                                                                                            |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Attendees:</b> | APRA – s 22(a)(ii) (Chair), s 22(a)(ii) s 22(a)(ii) (Secretary)<br>ASIC – s 22(a)(ii)<br>RBA – s 22(a)(ii) (TR)<br>Treasury – s 22(a)(ii)<br>ACCC – s 22(a)(ii)<br>ACON – s 22(a)(ii) (CN) |
| <b>Date:</b>      | 11 November 2021                                                                                                                                                                           |
| <b>Location:</b>  | Microsoft Teams                                                                                                                                                                            |

### Item 1 – Agency updates

- RBA published on its intranet a short publication for Pronoun Day which was well received. RBA agreed to share its publication (subject to internal approval).
- APRA is preparing for its World Aids Day event on 1 December 2021. APRA is happy for the event invite to be shared amongst each agency's LGBTIQ+ network.
- ACCC prepared a series of articles for pride history month and shared it via email amongst its internal network. The articles were well received.
- Treasury is preparing a new inclusion and diversity strategy for 22 – 24. Treasury is also planning an internal event next Monday to celebrate the anniversary of its pride network.
- ASIC pride members are talking to various teams across ASIC about their lived experiences to increase visibility and awareness. ASIC is also finalising its decision about the Freedom of Information request relating to its Pride network.
- ACON has prepared talking points about the Freedom of Information request for the executives at each agency if they need them. The employee survey is now live and open until February 2022. ACON has the following events upcoming:
  - Pride and Practice conference (tickets on sale until the Friday before it is live);
  - Roundtables; and
  - Pride March on 27 November in WA (reach out to CN for further information).

### Item 2 – Communication and information sharing

- Exploring whether to use GovTeams for communication and information sharing.
- Each agency needs to ensure that there are no impediments to using GovTeams before we make a decision.

### Item 3 – 2021 AWEI benchmarking data

- 2021 AWEI benchmarking data is available and will be circulated to the Rainbow Regulators following the meeting.

## Action items open as at 11 November 2021

| # | Action                                                                                                        | Who | Due                                  |
|---|---------------------------------------------------------------------------------------------------------------|-----|--------------------------------------|
| 1 | Share publication prepared for Pronoun Day with Rainbow Regulators                                            | TR  | ASAP                                 |
| 2 | Check internal status of GovTeams and whether it could be used for information sharing for Rainbow Regulators | All | 9 December 2021                      |
| 3 | Circulate that AWEI benchmarking data                                                                         | CN  | ASAP<br>(completed 11 December 2021) |

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: 11/11 Rainbow Regulators meeting - minutes and action items [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 2 December 2021 10:07:41 AM  
**Attachments:** [image001.jpg](#)  
[image003.png](#)

---

**OFFICIAL**

Hi everyone

Regarding 'Exploring whether to use GovTeams for communication and information sharing' discussed at the last meeting, Treasury staff have access to GovTeams (Official) and can upload documents to Official: Sensitive security classification.

Some staff have created individual logins and some have not. Creating a login can be a bit tricky.

Kind regards

s 22(a)(ii)

Working from home s 22(a)(ii)

*The Treasury acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, water and community. We pay our respects to them and their cultures and to elders past, present and emerging.*

LGBTIQ+ Ally

**OFFICIAL**

---

**From:** s 22(a)(ii)  
**Sent:** Friday, 19 November 2021 10:59 AM  
**To:** s 22(a)(ii)

[Redacted content]

**Cc:** s 22(a)(ii)  
**Subject:** 11/11 Rainbow Regulators meeting - minutes and action items [SEC=OFFICIAL]

Dear all

Please find **attached** the minutes and actions items of the Rainbow Regulators meeting on 11 November.

Regards,

s 22(a)(ii)

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s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** 9/12 Rainbow Regulators Meeting - Agenda [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Tuesday, 7 December 2021 4:45:37 PM  
**Attachments:** [image003.png](#)

---

Dear All

Please find below the agenda for the 9 December Rainbow Regulators meeting and action items from our previous meeting:

**Agenda – 9 December meeting**

| Item | Description            | Presenter(s)                                            |
|------|------------------------|---------------------------------------------------------|
| 1    | Agency update          | APRA, ACCC, AUSTRAC, RBA, ATO, AEC, ASIC, Treasury, PiD |
| 2    | World Aids Day event   | s 22(a)(ii) and s 22(a)(ii)                             |
| 3    | Update on action items | APRA, ACCC, AUSTRAC, RBA, ATO, AEC, ASIC, Treasury, PiD |
| 4    | AOB                    | All                                                     |

**Action items – 11 November meeting**

| # | Action                                                                                                        | Who | Due                          |
|---|---------------------------------------------------------------------------------------------------------------|-----|------------------------------|
| 1 | Share publication prepared for Pronoun Day with Rainbow Regulators                                            | TR  | ASAP                         |
| 2 | Check internal status of GovTeams and whether it could be used for information sharing for Rainbow Regulators | All | 9 December 2021              |
| 3 | Circulate that AWEI benchmarking data                                                                         | CN  | Completed - 11 November 2021 |

Regards,

s 22(a)(ii)

[Redacted signature block]

s 22(a)(ii)

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s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators - 9 December minutes & actions [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Monday, 13 December 2021 5:24:22 PM  
**Attachments:** [20211209 Rainbow Regulators meeting minutes.docx](#)  
[image003.png](#)

---

Dear All

Please find attached the minutes and action items of the Rainbow Regulators meeting on 9 December.

Regards,

s 22(a)(ii)

[Redacted signature block]

[Redacted signature block]

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s 22(a)(ii)

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## Minutes of the Rainbow Regulators

|                   |                                                                                                                              |
|-------------------|------------------------------------------------------------------------------------------------------------------------------|
| <b>Attendees:</b> | APRA – s 22(a)(ii) (Chair), s 22(a)(ii) (Secretary)<br>AUSTRAC – s 22(a)(ii)<br>Treasury – s 22(a)(ii)<br>ASIC – s 22(a)(ii) |
| <b>Apologies:</b> | RBA – s 22(a)(ii)<br>PiD – s 22(a)(ii)                                                                                       |
| <b>Date:</b>      | 9 December 2021                                                                                                              |
| <b>Location:</b>  | Microsoft Teams                                                                                                              |

### Item 1 – Agency updates

- Treasury is progressing its AWEI submission, developing a gender affirmation strategy and refreshing its inclusion and diversity strategy. Treasury is seeking to establish links with other agencies in relation to inclusion and diversity.
- ASIC is progressing its 2022 AWEI submission and developing its 2022/2023 LGBTIQ+ action plan. The action plan will be focused on engagement (increasing presence in regional offices, growing membership base, establishing more ways for employees to get involved) and training.
- AUSTRAC is thinking about potential events for days of significance in 2023. AUSTRAC is also focusing on its AWEI submission.
- APRA is focusing on its AEWI submission, and enhancing internal policies and administration.

### Item 2 – World Aids Day Event

- APRA hosted a successful World Aids Day event on 1 December.

### Item 3 – Update on Action Items

- Action item 1: RBA to share Pronoun Day publication – remains outstanding.
- Action item 2: each agency to check internal status of GovTeams – remains outstanding/to be discussed at the next meeting. New Action Item: Chair to apply for a community in GovTeams and work through whether each agency is able to use this to share information.
- Action item 3: s 22(a)(ii) to circulate the AWEI benchmarking data – completed on 11 November.

### Item 4 – AOB

- First Rainbow Regulators meeting of 2022 to occur in February.

### Action items open as at 9 December 2021

| # | Action item                                                                                                   | Responsible | Due      |
|---|---------------------------------------------------------------------------------------------------------------|-------------|----------|
| 1 | Share publication prepared for Pronoun Day with Rainbow Regulators                                            | s 22(a)(ii) | ASAP     |
| 2 | Check internal status of GovTeams and whether it could be used for information sharing for Rainbow Regulators | All         | Feb 2022 |
| 3 | Apply for a community in GovTeams and invite Rainbow Regulators                                               | Chair       | Feb 2022 |

**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: 10/2 Rainbow Regulators Meeting - Agenda items [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Tuesday, 8 February 2022 10:37:31 AM  
**Attachments:** [image001.png](#)

---

**OFFICIAL**

Hi s 22(a)(ii),

I'd be keen to give a very brief update on TSY's gender affirmation guidelines and new TSY signature blocks.

Kind regards,

s 22(a)(ii)

[Redacted signature block]

[www.treasury.gov.au](http://www.treasury.gov.au)

*The Treasury acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, water and community. We pay our respects to them and their cultures and to elders past, present and emerging.*

**OFFICIAL**

---

**From:** s 22(a)(ii)  
**Sent:** Monday, 7 February 2022 3:47 PM  
**To:** s 22(a)(ii)  
[Redacted email body]  
**Cc:** s 22(a)(ii)  
**Subject:** 10/2 Rainbow Regulators Meeting - Agenda items [SEC=OFFICIAL]

Dear all

Please let me know by **COB tomorrow** if you have any agenda items for the Rainbow Regulators meeting on Thursday, 10 February.

Thank you very much.

Kind Regards,

s 22(a)(ii)

[Redacted signature block]

[Redacted signature block]

[Redacted signature block]

W [www.apra.gov.au](http://www.apra.gov.au)



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** 10/2 Rainbow Regulators Meeting - Agenda [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 9 February 2022 3:52:30 PM  
**Attachments:** [image002.png](#)

---

Dear All

Please find below the agenda and action items for tomorrow's Rainbow Regulators meeting:

**Agenda – 10 February meeting**

| Item | Description                                                 | Presenter(s)                                            |
|------|-------------------------------------------------------------|---------------------------------------------------------|
| 1.   | Agency updates                                              | APRA, ACCC, AUSTRAC, RBA, ATO, AEC, ASIC, Treasury, PiD |
| 2.   | Treasury Gender Affirmation Guidelines and signature blocks | s 22(a)(ii) (Treasury)                                  |
| 3.   | ATO AWEI Platinum Project                                   | s 22(a)(ii) (ATO)                                       |
| 4.   | Questions on AWEI Submission for s 22(a)(ii)                | All                                                     |
| 5.   | Update on action items                                      | All                                                     |
| 6.   | AOB                                                         | All                                                     |

**Action items open as at 10 February**

| # | Action item                                                                                                   | Responsible | Due      |
|---|---------------------------------------------------------------------------------------------------------------|-------------|----------|
| 1 | Share publication prepared for Pronoun Day with Rainbow Regulators                                            | s 22(a)(ii) | ASAP     |
| 2 | Check internal status of GovTeams and whether it could be used for information sharing for Rainbow Regulators | All         | Feb 2022 |
| 3 | Apply for a community in GovTeams and invite Rainbow Regulators                                               | Chair       | Feb 2022 |

Please reach out if you have any questions.

Regards,  
s 22(a)(ii)

EMMA SPERANZA

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** For action by 17 Feb - GovTEAMS confirmation [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 10 February 2022 5:31:52 PM  
**Attachments:** [image002.png](#)

---

Dear All

As discussed during previous meetings, we would like to set up a GovTEAMS for the Rainbow Regulators to share information and documents. Could one person from each agency please confirm by return email to s 22(a)(ii) by **COB Thursday 17 February** whether:

- Your organisation is able to use GovTEAMS ([www.govteams.gov.au](http://www.govteams.gov.au)) for the purpose of sharing information/documents across the Rainbow Regulators; and
- You have a GovTEAMS account or will make an account prior to our March meeting.

Please reach out to s 22(a)(ii) or I if you have any question or concerns about GovTEAMS.

Regards,

s 22(a)(ii)

[Redacted signature block]

[Redacted signature block]

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

W [www.apra.gov.au](http://www.apra.gov.au)



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From: s 22(a)(ii)  
To: s 22(a)(ii)

Subject: Rainbow Regulators - request for Agenda items 10 Mar 2022 [SEC=OFFICIAL] [EXTERNAL]  
Date: Monday, 7 March 2022 12:03:24 PM  
Attachments: [image002.png](#)

---

Hi Everyone

I have been invited to be the new Secretary to this group, and am honoured and excited by the opportunity.

My role within APRA is EA to Steve Matthews, who is the executive sponsor to the LGBTIQ+ stream.

I have previously attended and organised catering for Rainbow Regulator events held at APRA so may have already met some of you in person and look forward to meeting you all virtually later this week.

Can you please send through any Agenda items you have in preparation for the meeting this Thursday 10 March.

Kind regards

s 22(a)(ii)

[Redacted signature block]

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s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Meeting [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 10 March 2022 3:14:08 PM  
**Attachments:** [Guideline on Gender Affirmation, Transition and Detransition - January 2....docx](#)

---

Afternoon all,

For those on the call I have attached the guide regarding Transition, Detransition

s 22(a)(ii)  
RESERVE BANK OF AUSTRALIA | s 22(a)(ii)  
w: [www.rba.gov.au](http://www.rba.gov.au)

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

**From:** s 22(a)(ii)  
**Sent:** Monday, 1 November 2021 5:10 PM  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Meeting [SEC=OFFICIAL]  
**When:** Thursday, 10 March 2022 3:00 PM-4:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.  
**Where:** Microsoft Teams Meeting

 EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear all

As the new Chair of the Rainbow Regulators group I am sending you a meeting series for our regular meetings so that it is in your diaries.

s 22(a)(ii) from APRA has volunteered to assist me with the secretariat duties.

If you could have any agenda items to s 22(a)(ii) with a cc to me by COB on the Friday before each meeting that would be great.

Please forward the invitation to any who have been missed or let me know if you are no longer attending and representing your agency.

Regards

s 22(a)(ii)

---

## Microsoft Teams meeting

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s 22(a)(ii) ustralia, Sydney

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Meeting [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 13 April 2022 3:12:34 PM

---

Afternoon all, Just reaching out to see if anyone has something planned for IDAHOBIT? Maybe speaker event or function that we could join in on. @ **Austrac & Treasury** I think you may have mentioned in the last meeting that you had planned to hold something for the day?

Thanks in advance.

s 22(a)(ii)  
RESERVE BANK OF AUSTRALIA | s 22(a)(ii)  
w: [www.rba.gov.au](http://www.rba.gov.au)

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

**From:** s 22(a)(ii)  
**Sent:** Monday, 1 November 2021 5:10 PM  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators Meeting [SEC=OFFICIAL]  
**When:** Wednesday, 13 April 2022 3:00 PM-4:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.  
**Where:** Microsoft Teams Meeting

 EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Dear all

As the new Chair of the Rainbow Regulators group I am sending you a meeting series for our regular meetings so that it is in your diaries.

s 22(a)(ii) from APRA has volunteered to assist me with the secretariat duties.

If you could have any agenda items to s 22(a)(ii) with a cc to me by COB on the Friday before each meeting that would be great.

Please forward the invitation to any who have been missed or let me know if you are no longer attending and representing your agency.

Regards

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** FW: Rainbow Regulators: ATOs IDAHOBIT event [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 13 May 2022 9:01:47 AM  
**Attachments:** [image007.png](#)  
[image006.jpg](#)  
[image009.png](#)  
[image004.png](#)  
[image005.png](#)  
[image008.png](#)  
[image011.wmz](#)  
[image001.png](#)  
[image002.png](#)  
[image002.wmz](#)

---

Good morning all,

s 22(a)(ii) from the ATO has kindly forwarded the below invite for you to share within you organisations as discussed during the Rainbow regulators meeting.

The event looks fantastic and a great opportunity to engage your organisations in an event for IDAHOBIT if you do not have one planned.

Regards

s 22(a)(ii)



AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

W [www.apra.gov.au](http://www.apra.gov.au)

Title: Australian Coat of Arms and APRA logo



Hi s 22(a)(ii) – grateful if you could send the below IDAHOBIT invite to the Rainbow Regulations network.

Many thanks



---

### **ATO's IDAHOBIT 2022**

'Our Bodies, Our Lives, Our Rights'

International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT).  
**Join us for the IDAHOBIT 2022 - ATOMIC panel discussion on Tuesday 17 May 2022 at 12:00 pm AEST.**

IDAHOBIT is an opportunity to raise awareness around LGBTIQ+ rights and violations.

The ATO will be marking this important date with an all-staff [ATOMIC](#) webinar. The panel discussion marks the 50th anniversary of the drowning in Adelaide of law lecturer Dr George (Ian) Duncan. His murder led to South Australia becoming the first Australian state to decriminalise homosexuality.

Assistant Commissioner Melanie Casey will introduce a discussion with former ATO staff member **s 22(a)(ii)** local historian **s 22(a)(ii)** and South Australian Police Diversity and Inclusion Branch Manager **s 22(a)(ii)**

Register for the webinar [here](#).

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Meeting [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 14 July 2022 2:23:26 PM  
**Attachments:** [image001.png](#)

---

Hi all,

Since there's no agenda items, today's meeting will just be a very quick around the grounds. s 22(a)(ii) will be attending on our behalf.

Thanks,

s 22(a)(ii)

---

**From:** s 22(a)(ii)  
**Sent:** Wednesday, 13 July 2022 2:23 PM  
**To:** s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Meeting [SEC=OFFICIAL]

Thanks for letting me know

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)

[www.apra.gov.au](http://www.apra.gov.au)



---

**From:** s 22(a)(ii)

Sent: Wednesday, 13 July 2022 12:17 PM

To: s 22(a)(ii)

**Subject:** RE: Rainbow Regulators Meeting [SEC=OFFICIAL]

**EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

**OFFICIAL**

Hi All,  
Unfortunately, the ACCC's PRIDE members won't be able to attend tomorrow as we have a all-staff meeting planned.

Our apologies.

Best regards

s 22(a)(ii)

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

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

**From:** s 22(a)(ii)

**Sent:** Monday, 1 November 2021 5:10 PM

**To:** s 22(a)(ii)

**Subject:** Rainbow Regulators Meeting [SEC=OFFICIAL]

**When:** Thursday, 14 July 2022 3:00 PM-4:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.

**Where:** Microsoft Teams Meeting

Dear all

As the new Chair of the Rainbow Regulators group I am sending you a meeting series for our regular meetings so that it is in your diaries.

s 22(a)(ii) from APRA has volunteered to assist me with the secretariat duties.

If you could have any agenda items to s 22(a)(ii) with a cc to me by COB on the Friday before each meeting that would be great.

Please forward the invitation to any who have been missed or let me know if you are no longer attending and representing your agency.

Regards

s 22(a)(ii)

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators - Agenda items & call to chair today's meeting [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Thursday, 8 September 2022 10:46:48 AM

---

Hi Everyone

This is a request for Agenda items to be added to this month's meeting.

I also wish to advise the group that s 22(a)(ii) is unable to Chair today's call due to a training commitment.

Would someone else like to volunteer to Chair the meeting this afternoon, or alternatively we could move the meeting out a week if this is preferable to the group. Please advise

Regards

s 22(a)(ii)

---

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: Rainbow Regulators Agenda - 10 November 2023 [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 9 November 2022 5:39:33 PM  
**Attachments:** [image002.jpg](#)  
[image003.png](#)

---

Greetings s 22(a)(ii) and all

I hope you are keeping well. Thanks for the agenda for tomorrow.

s 22(a)(ii) from the Australian Financial Security Authority expressed interest in being a part of the Rainbow Regulators. I note we have had some changes in the membership in the last year or so it might be a good opportunity to welcome a new member.

Grateful if we could consider this item as part of tomorrow's agenda.

### **Case for AFSA to become a member of the Rainbow Regulators**

AFSA supports the sustainable flow of credit within the Australian economy, through our role in administering and regulating Australia's personal insolvency and personal property securities systems. Our work supporting these systems helps to protect consumers, and also provides formal options for people to deal with unmanageable levels of debt. We also act as trustee pursuant to court orders under the Proceeds of Crime legislation and administer the Confiscated Assets Accounts. Put simply, while we are a small-medium sized agency, we are an important regulator operating within the broader financial system.

Our work involves close collaboration with ASIC in the regulation of insolvency practitioners which includes dealing with harms that impact both corporate and personal insolvency. We work closely with the AFP on proceeds of crime matters. AFSA is also a member of the Phoenix Taskforce.

In relation to our LGBTIQ+ network's activities, our aim is to:

- create a culture of inclusion and belonging in which all employees can bring their whole selves to work, including those who identify as lesbian, gay, bisexual, intersex, gender and/or sex diverse and queer, and are supported by members and allies who are actively live and promote the culture
- contribute to AFSA's ability to attract and retain engaged and motivated talent while openly drawing on the unique backgrounds, experiences and networks of LGBTIQ+ employees to increase brand awareness, loyalty and reputation
- develop employee understanding of the unique issues LGBTIQ+ people face so AFSA can effectively deliver services to all members of the Australian community.

s 22(a)(ii) is happy to share the AFSA network's charter and 2022-25 inclusion plan with the Rainbow Regulators if there is an opportunity to join the group.

Many thanks & regards s 22(a)(ii)

s 22(a)(ii)

Australian Securities and Investments Commission

s 22(a)(ii)

ASIC logo



ASIC acknowledges the Traditional Owners of the lands and waters on which we live and work. We pay respect to Elders past and present as the custodians of the world's oldest continuing cultures. ASIC is committed to [diversity and inclusion](#). ASIC is a place of belonging regardless of difference, where all individuals are accepted, safe and affirmed.

---

**From:** s 22(a)(ii)

**Sent:** Wednesday, 9 November 2022 5:33 PM

**To:** s 22(a)(ii)

[Redacted email body content]

**Cc:** s 22(a)(ii)

[Redacted email body content]

**Subject:** Rainbow Regulators Agenda - 10 November 2023 [SEC=OFFICIAL]

**EXTERNAL EMAIL:** Do not click any links or open any attachments unless you trust the sender and know the content is safe.

| Item | Time   | Topic                                         | Who |
|------|--------|-----------------------------------------------|-----|
| 1    | 4.00pm | Rotation of the Chair / Chair for 2023        | CC  |
| 2    | 4.10pm | Focus of the Rainbow Regulators going forward | CC  |
| 3    | 4.30pm | General updates                               | All |

Let me know if there are any other items you would like added

s 22(a)(ii)

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY

s 22(a)(ii)



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**From:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators mailing list [SEC=OFFICIAL] [ACCC-ACCCANDAER.FID2533188] [EXTERNAL]  
**Date:** Monday, 13 February 2023 1:43:06 PM  
**Attachments:** [image001.jpg](#)  
[Rainbow Regulators mailing list.xlsx](#)

---

**OFFICIAL**

Good afternoon Rainbow Regulators,

As your new Chair, I will shortly be sending round calendar invites for our monthly meetings. Each of you should have received an invite to the Rainbow Regulators GovTEAMS – please let me know if you have not.

Our GovTEAMS is where all files relating to the Rainbow Regulators are currently stored. If you are experiencing issues accessing GovTEAMS, please let me know and if there are many of you, we might instead switch to OurShare, which is marginally easier to access.

Please also find attached the GovTEAMS link to the Rainbow Regulators mailing list: [Rainbow Regulators mailing list.xlsx](#). **Please let me know if you would like to be removed from the mailing list** and the GovTEAM. Additionally, if there are any colleagues who are not on this list, **please send me their details** so I can add them.

Looking forward to meeting you/seeing you all again soon.

Stay safe and well,

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

[www.accc.gov.au](http://www.accc.gov.au)



The ACCC acknowledges the traditional owners and custodians of Country throughout Australia and recognises their continuing connection to the land, sea and community. We pay our respects to them and their cultures; and to their Elders past, present and future.

**PRIDE Network – Supporting diversity of sexuality and gender identity at ACCC and AER**

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From: s 22(a)(ii)  
To: s 22(a)(ii)  
Subject: Rainbow Regulators - next meeting & CALL FOR AGENDA ITEMS [SEC=OFFICIAL] [EXTERNAL]  
Date: Wednesday, 29 March 2023 10:42:37 AM  
Attachments: [image001.png](#)  
[image002.png](#)  
[image003.jpg](#)  
[image004.png](#)

---

**OFFICIAL**

Good morning Rainbow Regulators,

As many of you will have seen, I have moved our next meeting from (Good) Friday to **Thursday the 6<sup>th</sup> of April** next week at 2pm ACDT (national times in linked agenda). Please accept the calendar invite if you haven't already. If you aren't able to attend, please open ☐ [the Standing Agenda](#) and pop your name in the 'Apologies': ☐ [Rainbow Regulators Standing Agenda.docx](#)

At our next meeting, I'd like to have a chat about the ACCC & AER's Pride Network structure (hopefully with ☐ and ☐ assistance) and take you through our Intranet page. I'd also love to hear about your agencies' Networks, what they look like and what they do.

Please add any other agenda items you'd like to discuss to ☐ [the Standing Agenda](#).

Finally, if there are any updates to ☐ [our Mailing List](#), please click the link to open the document at any time, make them and hit save. All RR documents are accessible via [our SharePoint page](#).

Stay safe and well,

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From: s 22(a)(ii)  
To: s 22(a)(ii)  
Subject: Pride Network - LGBTQIA cheat sheet [SEC=OFFICIAL] [EXTERNAL]  
Date: Tuesday, 11 April 2023 2:24:44 PM  
Attachments: [image001.jpg](#)  
[image002.png](#)  
[image003.png](#)  
[Pride Network - LGBTQIA cheat sheet.docx](#)

---

**OFFICIAL**

Good afternoon Rainbow Regulators,

Thank you to all those who attended the session this afternoon, it was great to see you all again.

Please find attached the ACCC & AER Pride Network – LGBTQIA cheat sheet. This is something that I worked on quite a while ago, with the intention of making it an update to an existing Intranet Article, or a new one. It since (involuntarily) morphed into a standalone word doc, now placed on our Pride Network's Intranet page (as shown today).

Please add any upcoming agency network events to [our SharePoint page](#) and any agenda items to [our standing agenda](#).

s 22(a)(ii) if you could please send around those links to the Pride in Diversity training, that would be fantastic – will try to include that in our upcoming Newsletter and on our Intranet page.

Any issues, please let me know.

Stay safe and well,

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Member and ally:

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Follow Up from last Rainbow Regulators Monthly Meeting [EXTERNAL]  
**Date:** Tuesday, 18 April 2023 1:20:24 PM  
**Attachments:** [image001.png](#)

---

Good afternoon Regulators,

I thought that I would get back to you all regarding PiD training options.

We now have a new online Foundations to LGBTQ Inclusion course that you and any of your colleagues can access in our member site or you can request the SCORM file and have your L&D people upload it to your learning management system.

The link to request the SCORM file is here: [Foundations of LGBTQ Inclusion – SCORM Request | Pride Inclusion Programs](#)

We can also provide individual training to your organisations in person or via Teams, Zoom or WebEx on:

- LGBTQ Awareness
- Empowering Allies
- TGD Awareness

And on a range of more targeted topic too.

Thanks s 22(a)(ii)

[Redacted signature block]

**Pride in Diversity**

*I will be on leave from 11<sup>th</sup> May and returning on 14<sup>th</sup> June 2023*

s 22(a)(ii) [Redacted signature block]



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Subject:** Rainbow Regulators - Next meeting agenda [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Wednesday, 31 May 2023 10:26:53 AM  
**Attachments:** [image001.jpg](#)  
[image002.png](#)  
[image003.png](#)

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**OFFICIAL**

Good morning Regulators,

Could a kind someone please send me a copy of the current agenda – it appears my GovTEAMS' Fort Knox security has once again proven too exceptional for me to access it.

A brand new Regulator will be joining us on Friday from Food Standards Australia New Zealand – he founded the ACCC and AER's Pride Network many moons ago and will hopefully have plenty of tales to share with us all.

See you soon.

Stay safe and well,

s 22(a)(ii)

Australian Competition & Consumer Commission

s 22(a)(ii)

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Member and ally:



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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Seeking assistance: Guest speaker for AFSA's Pride month in August [EXTERNAL]  
**Date:** Thursday, 8 June 2023 9:58:49 AM  
**Attachments:** [image001.png](#)

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OFFICIAL

Hello Fellow Rainbow Regulators

Hope everyone is having a good week.

Some of you may be aware that AFSA activates twice a year – for AFSA's Pride month held in August, and in November for Trans Awareness Week. We celebrate our Pride month in August to align with Wear it Purple and the anniversary of our network. We usually don't do anything for international pride month as we like to give space to important First Nations events around that time.

We have started planning our Pride month, and this year our focus is on LGBTQ+ in the APS, supported by intersectionality. Last year, we focused on LGBTQ+ in the industries we regulate.

To kick off Pride Month on Tuesday 1 August, we are hoping to have an APS employee speak and share their experience throughout their APS career. Ideally, we are looking at around 20 mins of content and then time for questions. Position, age etc is not important. If we have a bit of interest, we may also explore doing a panel some time during the month (we aim to have an event in every week of August).

If you or someone you know has a story that should be heard, then please reach out.

I'm very happy to discuss too.

Look forward to hearing from you.

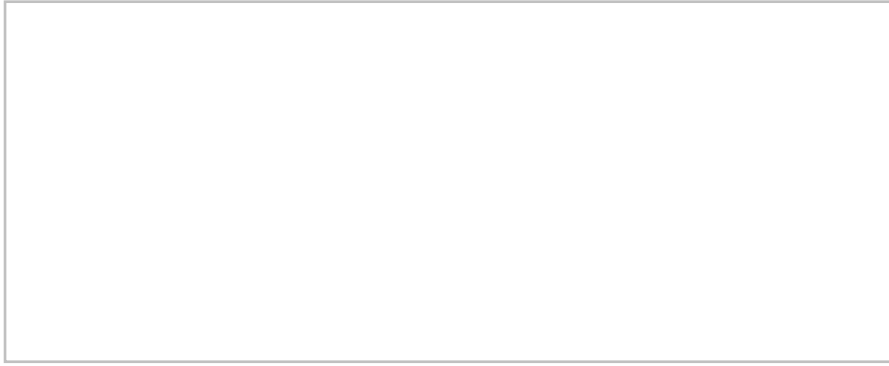
Cheers

s 22(a)(ii)

Australian Financial Security Authority

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** Rainbow Regulators [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 30 August 2024 10:25:19 AM  
**Attachments:** [image002.png](#)

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Hi there,

I am handing over the chair of the RBA ERG to a new exec committee, and I realised that I haven't been to a Rainbow Regulators meeting in ages. What has happened to this forum? I found it very interesting to share information and find out what other agencies are doing in our space. I also thought we might be able to go for a joint float for Mardi Gras like back in the good old days of 2017!

Does anyone know anything? Thank you.

Regards,

s 22(a)(ii)

RESERVE BANK OF AUSTRALIA |

s 22(a)(ii) | w: [www.rba.gov.au](http://www.rba.gov.au)



For more info see [LGBTI+ Allies ERG - Community Home \(rba.gov.au\)](http://LGBTI+ Allies ERG - Community Home (rba.gov.au))

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** RE: AUSTRAC seeking examples of gender affirmation policies [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 1 September 2023 11:59:00 AM  
**Attachments:** [image003.png](#)  
[image004.png](#)  
[image006.png](#)  
[image007.png](#)  
[image001.png](#)  
[Supporting Gender Affirmation and Gender Diversity Guidelines.pdf](#)

---

**OFFICIAL**

H s 22(a)(ii),

My apologies for my delayed response! I just got back from 6 weeks leave on Monday. I have attached our Gender Affirmation Guidelines (HR were happy for me to share!). Please let us know what further assistance we can provide.

s 22(a)(ii)

[treasury.gov.au](https://treasury.gov.au)

s 22(a)(ii)

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**LGBTIQ+ Ally**

**OFFICIAL**

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**From:** s 22(a)(ii)  
**Sent:** Wednesday, 16 August 2023 1:43 PM  
**To:** PRIDE in AGD (Pride Network) s 22(a)(ii)  
**Subject:** AUSTRAC seeking examples of gender affirmation policies [SEC=OFFICIAL]

**OFFICIAL**

Good afternoon AGD and Treasury!

I'm a member of AUSTRAC's Pride Network and the Rainbow Regulators network, and also in our strategic division, and I've been asked to ask around for any gender affirmation policies agencies might be willing to share.

Our Senior HR Specialist attended a Treasury Pride event recently and she was very impressed, so she was hoping to look at Treasury's policy for assistance with ours. And she was also hoping to check AGD's to try and keep things consistent.

If you're able to share your gender affirmation policies, we would very much appreciate it, and would be completely willing to lock it down within HR if needed.

Thanks for your time,

s 22(a)(ii)

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s 22(a)(ii)



Australian Government

AUSTRAC

s 22(a)(ii)

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**From:** s 22(a)(ii)  
**To:** s 22(a)(ii)  
**Cc:** s 22(a)(ii)  
**Subject:** ASIC Event Invitation: Rainbow Families [SEC=OFFICIAL] [EXTERNAL]  
**Date:** Friday, 3 May 2024 2:52:39 PM  
**Attachments:** [image003.png](#)  
[image004.png](#)

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Dear Rainbow Regulators colleagues

Hope you are all keeping well.

In collaboration with our Parents and Carers Network, on 16 May 2024, ASIC's Rainbow Network is hosting a virtual event involving ASIC Commissioner Alan Kirkland and CEO of Rainbow Families, Ashley Scott. The event marks both National Families Week (which this year's theme is 'Celebrating Family Diversity and Connections') and the International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia or IDAHOBIT.

It gives me great joy to be able to extend the invitation to the event to you and your LGBTQI+ networks.

Details of the event are below, including the Microsoft Teams link.

Any questions, including for the speakers on the day, please let me know.

Kind regards

s 22(a)(ii)

---

Dear colleagues,

**Please join us to learn more about the experiences of LGBTQIA+-parented families, known as 'rainbow families', and the action we can all take to reduce the discrimination and disadvantage they may face.**

To mark National Families Week (13-19 May 2024), ASIC Commissioner Alan Kirkland, the Sponsoring Commissioner of the Rainbow Network will join Ashley Scott, Executive Officer and one of the founders of Rainbow Families, to find out about what the organisation does and the rainbow families that they support.

Alan and Ashley are happy to answer any questions you might have. Please send your questions before or during the event to s 22(a)(ii) via Microsoft Teams – these will be asked anonymously unless requested otherwise.

We look forward to seeing you there.

- ASIC Rainbow Network and ASIC Parents and Carers Network

#### **About Rainbow Families**

Rainbow Families is Australia's peak, not-for-profit organisation for LGBTQ+ parents and their children, supporting families in which one or more parents are lesbian, gay, bisexual, transgender or queer. Rainbow Families provides a range of programs, events and resources to assist these families, educate the wider community, and advocate for inclusive policy and research.

#### **About National Families Week**

National Families Week (13-19 May 2024) is an opportunity to celebrate the vital role that families play in Australian society while recognising and embracing the unique circumstances, backgrounds, and dynamics that make each family special.

### **Event details**

**Date:** Thursday 16 May 2024

**Time:** 12.30 pm – 1.30 pm (AEST)

**Location:** Online via Microsoft Teams – details below.

**Accessibility:** Live captions can be accessed during this event.

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## Microsoft Teams [Need help?](#)

### [Join the meeting now](#)

Meeting ID: s 22(a)(ii)

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s 22(a)(ii)

**Australian Securities and Investments Commission**

s 22(a)(ii)



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