



Department of Health, Disability and Aging

AUSTRALIAN WORKPLACE EQUALITY INDEX - ADVANCED SUBMISSION 2026			
LGBTQ+ Bullying, Harassment & Support		Score	Index
1	Tracking of Incidents	4	6
		4	6
Inclusion of Trans and Gender Diverse Employees		Score	Index
2	Gender Affirmation Leave	3	3
3	'All-Gender' Bathrooms	3	3
4	Trans and Gender Diverse Applicants	3	4
		9	10
Strategic Focus & Accountability		Score	Index
5	Personal Accountability for Inclusion	4	4
6	Documented LGBTQ+ Inclusion Strategies and Accountabilities	8	8
7	External-facing Social Media Communications	2	2
8	Strategic LGBTQ+ Inclusion Promotion	4	4
		18	18
LGBTQ+ Employee Network		Score	Index
9	Network Leadership Succession and Sustainability	4	4
10	Research into under-represented LGBTQ+ Populations	4	4
11	Visibility of under-represented LGBTQ+ Populations	3	3
12	Broader Inclusion Support	3	3
13	Network Reporting	5	5
		19	19
Visibility of LGBTQ+ Inclusion		Score	Index
14	LGBTQ+ Days of Significance	4	4
15	Visibility in the Workplace	4	4
16	Individual LGBTQ+ Inclusion Work Recognition	3	3
		11	11
Training, Awareness & Professional Development		Score	Index
17	LGBTQ+ Training Delivered	4	4
18	LGBTQ+ Training for People Managers	4	6
19	LGBTQ+ Training for Critical Functions	4	4
20	LGBTQ+ Content in Leadership Training	x	2
21	Professional Development for LGBTQ+ Employees	1	2
		13	18
Executive Leadership & Engagement		Score	Index
22	Internal Executive / Senior Leadership Advocacy	2	3
23	Internal CEO (or equivalent) Advocacy	3	3
24	External Senior Leadership Advocacy	3	3
25	Peer Support for Senior Leadership	3	3
		11	12
Data Collection & Reporting		Score	Index
26	LGBTQ+ Employee Data Analysis	4	4
27	LGBTQ+ Employee Data Review	4	4
		8	8

Community Engagement			Score	Index	Notes
28	Employer Branded Participation at Community Events		2	2	
29	Pro-Bono or Financial Support: LGBTQ+ Charities / Organisations		2	4	Springout Volunteer could be better verified if it allowed/empowered time in lieu or direct organisational support.
			4	6	
Optional Survey			Score	Index	Notes
30	AWEI Employee Survey Participation		4	4	638 Response.
Total Section 9 Score			4	4	
Additional Work			Score	Index	Notes
31	Additional	PIP Conference Video	1	1	
31	Additional	Sharing the Pride	1	1	
31	Additional	SAP Chosen Name	1	1	
31	Additional	Cross APS Pride Collab	1	1	
31	T/GD Inclusion	TGD Working Group	1	1	
31	Additional	Health Design Lab	1	1	
31	Additional	Pride Meeting Room	1	1	
31	Additional	Portfolio Agency Access	0	1	Not specific to LGBTQ+ Inclusion.
Total Section 10 Score			7	8	
Total Advanced Submission Score			108	120	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			19		
Additional Network Activity			0		
Network Activity - Total Score			19		
Core Activity - Inclusion of Trans and Gender Diverse Employees			9		
Additional Activity - Inclusion of Trans and Gender Diverse Employees			1		
Inclusion of Trans and Gender Diverse Employees - Total Score			10		
GENERAL SUBMISSION COMMENTS					
Solid submission with great inclusion work across many facets.					

s47F, s47E(c)

From: AWEI s47G@acon.org.au>
Sent: Monday, 1 June 2026 9:40 AM
To: Inclusion
Cc: s47F
Subject: 2026 AWEI Submission Results - Department of Health, Disability and Aging
Attachments: 2026AWEI_Badge_Gold.png; Gold - Department of Health, Disability and Aging.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: s47F

REMINDER: Think before you click! This email originated from outside our organisation. Only click links or open attachments if you recognise the sender and know the content is safe.

Hello,

We are pleased to provide you with your 2026 AWEI Submission results.

A huge congratulations on your work throughout the last year, another exceptional year across within our submission(s) and efforts in LGBTQ+ workplace inclusion. The continued demonstration of commitment to LGBTQ+ inclusion within your organisation through your AWEI participation is encouraging to see and reflects a strong and sustained focus on workplace inclusion and broader diversity efforts.

All winners and results, as well as the official media release, can be found on our [website](#).

Your AWEI Submission Results

Please find attached the following collateral regarding the results, including your:

- **AWEI Submission Scorecard**, including comments and feedback regarding your Foundation and/or Advanced Submission.
- **Digital Badge** for your tier achievement and any additional awards achieved (if applicable).
- **Benchmarking Results**, which is a [baseline PowerPoint presentation](#) of all AWEI results that you can edit to include your specific data, which will include all benchmarking tables. This deck will also be available on the (linked above), published following the awards.
- **Certificate of Attainment** regarding your achievements (soft copy, available upon request only).

Register For The 2026 – 2027 AWEI Submission Documents

Registration for access to the AWEI submission is required annually, as the criteria are reviewed and updated each year to ensure they remain current, relevant, and aligned with evolving best practice in LGBTQIA+ workplace inclusion – even where changes may be minor.

All organisations wishing to participate [must register an expression of interest](#), regardless of any previous scores, tiers or achievements. This includes organisations who:

- have not yet submitted a Foundation Submission
- have submitted but not yet obtained Bronze Tier Recognition within the Foundation Submission
- have previously obtained Bronze Tier Recognition within the Foundation Submission and are submitting a 2027 Advanced Submission

- have previously obtained Silver or Gold Tier Recognition within the Advanced Submission, and wish to do so annually
- are Pride in Diversity members
- are not yet Pride in Diversity members

[Register for the AWEI Submissions here.](#)

Upon receiving your request, Pride in Diversity will provide you with access to the relevant criteria, materials and supporting documents based on the information provided including;

- Foundation Submission
- Advanced Submission
- Collaboration Worksheets
- AWEI Submission Toolkit
- AWEI Roadmap
- ACON's Privacy Policy and Research Data Security Policy

Award Nomination Forms

[Consider nominating a colleague or campaign](#) for their outstanding contributions to LGBTQ+ inclusion within your organisation.

These awards are announced at the annual LGBTQ+ Inclusion Awards, hosted by Pride in Diversity. Each award recognises outstanding advocacy, support and/or contribution to LGBTQ+ inclusion within the workplace by leaders, role models, allies and more.

Nominations are due in February each year, with winners announced at the annual Australian LGBTQ+ Inclusion Awards in May.

AWEI Mailing List

As always, please ensure that you are subscribed to our [AWEI Mailing List](#). This list is ONLY used to communicate important information pertaining to the AWEI, including updates to Submission documents, Employee Survey data, Practice Points and more.

If you have new team members looking after this part of your work, please go into the mailing list and add their details. You can add yourself or colleagues to our AWEI mailing list by [clicking here](#).

Should you have any questions, please contact:

- s47F, Index Project Manager: s47G [@acon.org.au](mailto:s47G@acon.org.au) or reply to this email
- Your dedicated Relationship Manager (if you are a Pride in Diversity member)

On behalf of **Pride in Diversity**, we would like to thank you for your commitment to Australian LGBTQ+ inclusion, equality and equity; and for participating in this important benchmarking Index.

Kind Regards,

s47F

Index Project Manager, ACON's Pride Inclusion Programs

[Pride in Diversity](#) | [Pride in Sport](#) | [Pride in Health + Wellbeing](#)

My pronouns: he/him/his

I work from home on Dharug land, Monday through Thursday.



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

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**pridein**
diversity**pridein**
sport**prideinhealth**
+wellbeing

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

TAX INVOICE

BILL TO:

INVOICE NO : PID001204
Invoice Date : 27/03/2025
Customer Code : 43001573
P.O. number :

DESCRIPTION	AMOUNT
Fee for Service 4 hours LGBTQ+ Awareness Training April 2025	\$1,596.00

Subtotal	\$1,596.00
GST	\$159.60
Total	\$1,755.60

Remittance Advice

EFT Payment Details

s47G

**Debtor Details**

Debtor No 43001573
Invoice No PID001204
Invoice Total \$1,755.60

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

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

Please send a copy of remittance advice to s47G

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



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

TAX INVOICE

BILL TO:
Department of Health, Disability and Ageing
Level 16 595 Collins Street
MELBOURNE, VIC 3000
ATTN : [REDACTED]

INVOICE NO : PID002108
Invoice Date : 04/06/2026
Customer Code : 430002956
P.O. number :

DESCRIPTION	AMOUNT
Pride in Diversity Essential Membership renewal from 29/6/26 to 28/6/27	\$7,158.00

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

Remittance Advice

EFT Payment Details

s47G

Debtor Details

Debtor No 430002956
Invoice No PID002108
Invoice Total \$7,873.80

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

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

Please send a copy of remittance advice to s47G

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



2025 PRIDE IN PRACTICE CONFERENCE

Department of Health,
Disability and Ageing

Tax Receipt

PIP-ALIASNALFQ

PAID

Thursday, October 2, 2025

Payment Amount

Tickets to the 2025 Pride in Practice Conference (Amount:
2,849.00 AUD)

Total

\$2,849.00 AUD

Terms & Conditions

Our full terms and conditions and your agreement with us are [available here](#).

Some of the important terms are set out below but you should always consult the full terms and conditions.

Quick Links

[Contact us](#)

[Terms & Conditions](#)

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ABN

38 136 883 915

Our Address

414 Elizabeth Street, Surry Hills NSW 2010

Phone

02 9206 2000



PRIDE
INCLUSION
PROGRAMS



Invoice Number

PIP-ALIASNALFQ

Name



Organisation

Department of Health, Disability and Ageing

Email



Number

2849

Calculation

2849

Email



**Payment Form: 2025 Pride in Practice
Conference**

BPOINT Payment Receipt

ACON Health Ltd

ABN: 38 136 883 915

414 Elizabeth Street

Surry Hills, NSW 2010

Phone: +61 2 9476 1476

Email: accounts@aconhealth.com.au

Payment Details

You Have Paid:	ACON Health Ltd
Biller Code:	1445519
Company Name:	ACON Health Limited
Cardholder Name:	[REDACTED]
Invoice Number:	002108
Source:	Payment Page
Original Amount:	AUD 7,873.80
Surcharge Amount:	AUD 0.00
Total Amount:	AUD 7,873.80
Card Number:	456480...554
Expiry Date:	0229

Authorisation Result - Approved

Type	Payment
Transaction Date:	22/06/2026 09:48 AM
Time Zone:	Sydney, Australia
Receipt Number:	64643786239

© Commonwealth Bank of Australia 2009-2026 ABN 48 123 123 124

[? Help](#)



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

TAX INVOICE

BILL TO:
Department of Health Disability and Ageing
PO BOX 9848
CANBERRA, ACT 2601
ATTN : [REDACTED]

INVOICE NO : PID001379
Invoice Date : 12/06/2025
Customer Code : 43001573
P.O. number :

DESCRIPTION	AMOUNT
Pride in Diversity Essential membership renewal from 29/6/25 to 28/6/26	\$6,990.00

Subtotal	\$6,990.00
GST	\$699.00
Total	\$7,689.00

Remittance Advice

EFT Payment Details

s47G

Debtor Details

Debtor No 43001573
Invoice No PID001379
Invoice Total \$7,689.00

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

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

Please send a copy of remittance advice to s47G

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



2025 AUSTRALIAN LGBTQ+ INCLUSION AWARDS

Department of Health and
Aged Care

Tax Receipt

PIP-ALIA30DZJ0

PAID

Friday, March 14, 2025

Payment Amount

Tickets to the 2025 Australian LGBTQ+ Inclusion Awards
(Amount: 1,315.60 AUD)

Total

\$1,315.60 AUD

Terms & Conditions

Our full terms and conditions and your agreement with us are [available here](#).
Some of the important terms are set out below but you should always consult the full terms and conditions.

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Our Address

414 Elizabeth Street, Surry Hills NSW 2010

Phone

02 9206 2000



PRIDE
INCLUSION
PROGRAMS



FOI 26 3302
Document 10

2026 AUSTRALIAN LGBTQ+ INCLUSION AWARDS

Department of Health,
Disability and Ageing

Tax Receipt

PIP-ALIA1IQ4XQ

PAID

Friday, March 6, 2026

Payment Amount

Tickets to the 2025 Australian LGBTQ+ Inclusion Awards
(Amount: 1,973.40 AUD)

Total

\$1,973.40 AUD

Terms & Conditions

Our full terms and conditions and your agreement with us are [available here](#).

Quick Links

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Our Address

414 Elizabeth Street, Surry Hills NSW 2010

Phone

02 9206 2000

PRIDE IN DIVERSITY'S AUSTRALIAN WORKPLACE EQUALITY INDEX ADVANCED SUBMISSION

APPLICATION FOR SILVER OR GOLD TIER RECOGNITION 2026
Covering work completed between 1st January 2025 – 31st December 2025



AUSTRALIAN WORKPLACE EQUALITY INDEX

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	Department of Health, Disability and Ageing Please check this carefully, as Pride in Diversity will not take any responsibility for organisation names if different to the above. In all circumstances, we will revert to the name entered here for any publications, announcements, trophies.
Contact Person for the Index: Please provide full contact details. - This is the person we should contact if we have any questions. - Results will be emailed to this person	Name: [REDACTED] Position Title: A/g Assistant Director Postal address (including postcode): 23 Furzer St, Phillip, Australian Capital Territory 2606, Australia Phone number: [REDACTED] Email: [REDACTED]

DISCLOSURE RECOGNITION	
Please select the tier recognition point (at a minimum) at which you are happy to be publicly identified regarding participation and achievement within the AWEI.	We list employers annually that reach each of the employer recognition tiers within the AWEI, unless you choose to be anonymous. Some employers choose only to be identified should they reach a certain recognition tier. Select the recognition tier at which you would like to be publicly identified: ☒ We are happy to be identified at Bronze Tier (based on Foundation Submission score) if we do not reach a higher tier ☒ Only identify us if we reach Silver Tier or higher ☒ Only identify us if we reach Gold Tier or higher ☐ We are participating anonymously and do not want to be identified

PERMISSION FOR USE OF CONTENT	
We often like to profile images and video of people/events over the assessed year within the opening video of our awards event. Please advise if you give permission for us to use relevant visual images provided within your submission for this purpose.	Please confirm: ☐ Yes, you may use anything ☐ Yes, you may use anything – but please advise us first ☒ Yes, but please ask us for permission first ☐ No, please do not use any of our visuals

NEGATIVE PRESS / COMPLAINTS DISCLOSURE

☐ **We have received negative press that could impact our reputation as an LGBTQ+ inclusive employer within the assessed year.**

In relation to the above (maintaining required confidentiality), please outline your course of action or response internally or externally to this negative press:

Click or tap here to enter text.

☐ **Formal complaints have been lodged against us for LGBTQ+ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act) within the assessed year; OR**

☐ **A complaint has won an LGBTQ+-related case against us within the assessed year.**

In relation to the above (maintaining required confidentiality), please outline your course of action or response/outcomes of any formal complaints lodged:

Click or tap here to enter text.

We understand that up to 25 points **may be** deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ+ incident where our organisation was responsible and insufficient action was taken to rectify this; or we were found *at fault* for a lodged complaint regarding LGBTQ+ individuals and this was not acted on.

ACCURACY STATEMENT

☒ We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false; points and rankings will be adjusted accordingly.

☒ We understand that for questions where evidence is not required, there may be random audits or requests for information. If required, we are willing to supply these to validate our responses.

Name of person signing off accuracy:

██████████

Position within organisation:

A/g Assistant Secretary

Contact Email:

████████████████████

Contact Phone:

██████████

AN IMPORTANT NOTE

Welcome to the fifth iteration of the AUSTRALIAN WORKPLACE EQUALITY INDEX...

The **Australian Workplace Equality Index (AWEI)** follows a 3-yearly cycle of local index review and international benchmarking. Upon review, new criteria are set with the intention of advancing LGBTQ+ workplace inclusion practice within Australia and aligning it with any new work being done internationally to ensure that Australian organisations continue to meet global standards of best practice. Within each new iteration, there is an expectation that entry points into the respective tiers will change, and overall scores decrease. This is a pattern we see with the release of every new iteration. It is important that the expectations of submitting organisations take this into account when aiming for a particular tier within a new iteration. It is important to note that the journey to maintain leading practice is not a 6-month journey; it's a 3-year journey.

It is also important to note that for the fifth iteration, the methodology of determining recognition for **Bronze**, **Silver** and **Gold** tier entry levels is changing. Entry points to each of these tiers in previous iterations have been determined by ranking the scores of all participating organisations and calculating the top consecutive percentages. This meant that, as practices improved or shifted, the entry points would change from year to year.

Starting with the 5th iteration of the AWEI, we will be introducing fixed entry points for each of the tiers making it easier to estimate, realistically, where your tier recognition may fall.

To achieve **Silver Tier Status** within the **AWEI Advanced Submission**, participating organisations must obtain 60% of allocated points. For Standard Employers (501 or more employees), this is 72 points out of 120 points.

To achieve **Gold Tier Status** within the **AWEI Advanced Submission**, participating organisations must obtain 80% of allocated points. For Standard Employers (501 or more employees), this is 96 points out of 120 points.

We wish you all the best with your submission.

SUBMISSION DETAILS

**The AWEI Advanced Submission
is for Silver or Gold Tier Status.**

This application can be completed and submitted between Monday, 12 January 2026 – Monday, 23 February 2026.

SUBMITTING YOUR INDEX:

Soft copies are to be sent via large file transfer systems to: awei@acon.org.au.

- Note: Pride in Diversity will not accept attachments sent via email.
- We will contact you should we have any difficulty accessing or downloading your files.

Hard copies and USBs are also acceptable and can be sent to: *Pride in Diversity, 414 Elizabeth Street, Surry Hills NSW 2010*

For non-member organisations who wish request a review of their AWEI Advanced Submission at any time, a consulting fee would apply.

IMPORTANT: *Pride in Diversity will not accept submissions that do not use this document in its original format.*

- Portions of this document have been locked for security purposes.
- Any AWEI submissions made on altered documents, or in another format will not be marked.

Please select: ☒ ***We accept these terms and conditions; and understand that changing this document or submitting in another format will result in our submission not being assessed.***

SUBMISSION ELIGIBILITY

Please note: If your organisation has not already obtained a Bronze Tier within this iteration of the AWEI, this part of your submission will *not* be marked.

Please select: ☒ ***We understand and accept these terms.***

PROVIDING EVIDENCE TO ENSURE THAT YOUR RESPONSES ARE ASSESSED

Please read each question carefully and provide only the evidence requested.

- If evidence is contained within a broader document or policy, please extract only the detail requested.
- If inadequate or incomplete evidence is provided for any question, full points will not be obtained.

Regarding tick boxes, text responses and and files:

- Please ensure you select the appropriate the tick-box when tick-boxes are presented within the question.
- Pride in Diversity will not assess responses if tick boxes have not been selected (these are critical to how your responses will be assessed).
- Pride in Diversity will not be responsible for non-assessment of questions where there is conflict between evidence provided and tick-box selected.
- Where evidence is by way of written responses, please use the text box provided. These will auto-expand to accommodate your written responses.
- Where evidence is contained within a file, it is essential that you note the filename that applies to that question within the Evidence column. Your filename should also indicate the question number, e.g. 'Q7 File Name.' No responsibility will be taken for missing evidence where incorrect filenames have been recorded, or when filenames have not been identified within the Evidence column.

ABOUT THE ADVANCED SUBMISSION – WORKING TOWARDS SILVER AND GOLD RECOGNITION

The Advanced Submission focuses on the following areas:

- **LGBTQ+ Bullying, Harassment & Support** – to assist in reducing heightened levels of targeted bullying & harassment that LGBTQ+ people face
- **Inclusion of Trans and Gender Diverse Employees** – an area that typically does not have the same level of awareness and/or support but one that is becoming critical for employers as more people openly identify with a diverse gender at work
- **Strategic Focus & Accountability** – to show that you have targeted initiatives or plans in place to support LGBTQ+ inclusion on an ongoing basis
- **LGBTQ+ Employee Network; Visibility of Inclusion; and LGBTQ+ Training, Awareness & Professional Development** – areas that contribute significantly to an LGBTQ+ inclusive culture
- **Executive Leadership & Engagement** – culture is led from the top and Senior Executive support for D&I speaks to the importance of inclusion, strategically, and the expectation of leadership within the organisation

- **Data Analysis** – which provides valuable information about the impact of your inclusion initiatives, highlighting where focus needs to be channelled or celebrated
- **Community Engagement** – which sends a significant message of inclusion to those outside of your organisation
- **Survey Participation** – optional participation within the annual AWEI Employee Survey but one the provides invaluable information and insight for a participating organisation's own impact of initiatives
- **Additional Work** – any workplace-related LGBTQ+ inclusion work accomplished, not covered elsewhere within this submission

REGARDING INTERNATIONAL POLICIES AND WORK

It is important to realise that the AWEI measures policy and practice here within Australia. Globally, policies, law and terminology can differ. International activity will not have the same impact on inclusion locally that local activity will have. It is therefore important to understand the following:

International Policies – need to have relevance within Australia

Where international policies are given as evidence for the Australian Index; it is important to note that laws, terminology, protected attributes under discrimination acts and entitlements can differ and impact an employee's perception of what may or may not be applicable locally. As such, no points will be given for simply referencing an international policy (unless written here in Australia in which case you would need to clearly state this) unless there are accompanying statements or addendums that relate specifically to the Australian context, differences in language, benefits and/or law (where applicable). These addendums can form part of the policy or be articulated on the intranet page where policies can be found. Typical areas impacted would include family leave benefits, staff entitlements, discrimination statements, protected attributes under discrimination law and health or leave benefits for those affirming their gender.

Work completed internationally – but not here

You will not be able to gain points for any work completed in international offices UNLESS your local team has been involved in the development of that work. You can gain points in the additional work section of the index for any LGBTQ+ inclusion work that you have contributed to overseas. Exceptions will be made for any work completed overseas that you have actively shown, utilised, promoted internally in Australia to promote your organisation's global inclusion efforts PROVIDING that this has been built into an event, a learning activity, a discussion point within a training, etc. Simply referencing overseas work without any localisation or activity around that work here in Australia will not attract points.

LGBTQ+ BULLYING/HARASSMENT & SUPPORT

1. Tracking of Incidents	6 points
We have a formal process to extract and report on LGBTQ+-related incidents of bullying, harassment and risks to psychological safety of LGBTQ+ people throughout the assessed year. <i>For full points, please outline:</i> a) <i>how you collect and report on LGBTQ+-related incidents of bullying, harassment and risks to psychological safety in the workplace; and</i> b) <i>any processes you have in place to ensure that LGBTQ+-related complaints are escalated or managed in a way that is sensitive to disclosure of one's diverse sexuality and/or gender; and</i> c) <i>what you are currently doing to ensure the psychological safety of LGBTQ+ employees given the global backlash against LGBTQ+ workplace inclusion initiatives (and DEI more broadly); and the growing propensity for these conversations and attitudes to extend into the workplace</i>	2 points for (a) an outline of how the organisation extracts and reports on the information 2 points for (b) a process for sensitively managing LGBTQ+-related disclosures in escalating or managing the complaint 2 points for (c) what you are currently doing to ensure the psychological safety of LGBTQ+ employees
Why this question? This advanced question looks at the responsibility Australian organisations have to create a safe and inclusive environment for all employees. The ability of an organisation to extract and report on incidents of LGBTQ+-related bullying and harassment allows employers to understand the extent of such incidents within their organisation. How these complaints are dealt with is also critical for the safety of LGBTQ+ employees. Having an understanding of sensitivities around disclosure of one's diverse sexuality and gender are necessary to ensure that these formal processes do not put employee(s) in a situation in which they no longer feel safe. In addition, the escalating levels of anti-LGBTQ+ commentary both globally and locally are seemingly "permitting" individuals with similar views to speak out, share misinformation and hate speech, and perpetuate harmful narratives. According to the most recent AWEI Employee Survey data, this trend was increasingly observed in workplace settings, where such behaviour can significantly affect the psychological safety and wellbeing of LGBTQ+ employees. Additional points have been added to this question for recognising and addressing this. Providing Evidence: To obtain points for this question, you will need to outline both (a), (b) and (c) above. Please include as much detail as possible.	
Answer: a) and b) LGBTQ+ staff are able to make formal reports of bullying and harassment via a My Self Service Portal form, including anonymously, and directly to	

People Management via email or phone call.

People Management maintain data in our case management system regarding investigations into reports of Bullying and Harassment. The team provides monthly reporting on cases including those related to bullying and harassment to senior executive. We analyse this data for trends (including staff cohorts such as LGBTQ+ employees) and where needed, meet with relevant areas to discuss. The department's Bullying and Harassment policy was developed in consultation with all staff diversity networks, including the Health Pride Network (HPN) and LGBTQ+ identifying people.

All reports of bullying and harassment, including those made by LGBTQ+ staff are sensitively managed and escalated in line with the departments Complaints Guideline. The department also has responsibilities under the 'respect at work' legislation that mean we should be providing a person-centred trauma informed approach. Part of meeting these responsibilities include providing multiple reporting avenues and resolution options which the department does.

c) In response to local and global issues which affect the LGBTQ+ community, particularly trans and gender diverse staff, the department's Secretary met and spoke with the HPN executive to hear their concerns and how the department can support LGBTQ+ staff. He highlighted this discussion in his weekly all-staff video message which is available on the intranet which is accessible to all staff, reassuring that the Secretary has a clear commitment to support and value all staff, including our LGBTQ+ staff. The Secretary plans on continuing the conversation during challenging times on how to support the psychological safety of staff from all diversity groups to help shape how the department is run. The HPN executive also sent out communications to all network members (consisting of LGBTQ+ staff and allies) offering support and resources.

LGBTQ+ staff can access free, confidential counselling 24/7 through our Employee Assistance Program (EAP) which also includes a dedicated LGBTQ+ helpline. LGBTQ+ staff can request a psychologist, social worker or counsellor who has specialist training in providing support to members of the LGBTQ+ community and their allies. If a LGBTQ+ employee has been adversely impacted by bullying, harassment, and/or discrimination in the workplace and their mental or physical health is subsequently affected, they can access the department's early intervention program. The department's early intervention policy aims to support recovery and improve health, wellbeing and employment outcomes for LGBTQ+ staff. This is achieved through identification of workplace adjustments, in-person and virtual workstation assessments, and financial support which may include access to miscellaneous leave and reimbursement of medical and allied health appointments.

Please see evidence under:

File 1: Q1. Screenshot of Secretary weekly all-staff video

File 2: Q1. Transcript of Secretary weekly all-staff video

File 3: Q1. Email notifying all staff of Secretary weekly message

File 4: Q1. Screenshot of Secretary weekly all-staff video on intranet

File 5: Q1. Message of support from the Health Pride Network executive

INCLUSION OF TRANS AND GENDER DIVERSE EMPLOYEES

2. Gender Affirmation Leave	3 points
Employees can access additional paid leave (over and above annual, sick, or generic personal/special leave) if they require time away to undertake or manage their gender affirmation. <i>Please provide evidence that this <u>additional</u> paid leave is supported by policy and not at the discretion of a manager.</i>	3 points if employees can access additional paid leave (over and above annual, sick, or generic personal leave) and that this is supported by policy so as not to be at the sole discretion of the manager There are no partial points for this question.
Why this question? For this advanced area of the Index, we are looking for employers to recognise that people affirming their gender should not have to utilise sick leave for gender affirmation – this reduces their ability to utilise leave at times of illness. Similarly annual leave is designed for people to take time out of work and refresh – necessary for ongoing mental health and work life balance. The same applies to organisational wide special leave which is often used for things such as caring responsibilities, moving home, unexpected emergencies. In this question, we are allocating advanced points for employers who can accommodate additional paid leave options for people affirming their gender. This needs to be documented within a policy to ensure that this is not at the sole discretion of a manager. Providing Evidence: The points allocated for this question will focus on the paid leave provisions available over and above the use of sick leave/special leave/annual leave, please ensure that you clearly outline these. Different organisations have different paid leave terminology and considerations. If you believe your general paid leave is enough for someone affirming their gender, please very clearly and comprehensively outline your case for this. For example, if you reference an extensive accumulation of sick leave, please advise what would happen if enough sick leave had not yet been accumulated or if this sick leave were then required at a later stage to cover significant illness.	
Answer: The department is proud to support employees affirming their gender by offering additional paid leave options (over and above annual, long service, sick, or generic	<i>File name/s as evidence for this question:</i>

personal/special leave) that recognise the importance of this journey. Employees can access up to 5 days of paid miscellaneous leave, in addition to their standard leave entitlements, to undertake or manage their gender affirmation. This paid leave is fully recognised as service for all purposes. Employees can also access up to 12 months of unpaid miscellaneous leave for this purpose, which does not count as service. Gender affirmation leave requires approval by the Assistant Secretary of People Branch and is not at the sole discretion and approval of the individuals' managers. This leave and approval process is documented in the department's Gender Affirmation Policy and Guidelines and Miscellaneous Leave Policy. All these policies can be found on the department's intranet which is accessible to all staff.	<i>File 1:</i> Q2. Gender Affirmation Guidelines highlighted <i>File 2:</i> Q2. Gender Affirmation Policy highlighted Please see additional evidence under: <i>File 3:</i> Q2. Miscellaneous Leave Policy highlighted
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3. 'All-Gender' Bathrooms	3 points
We have implemented inclusive signage and/or iconography at bathroom(s) within our organisation to ensure that trans and non-binary people feel both safe and comfortable to use their bathroom of choice. <i>Please provide evidence of the signage and/or iconography used.</i>	3 points for already implemented dedicated 'All-Gender' inclusive signage and/or iconography at bathroom(s) within our organisation OR 1 point if the only option is on ambulant/accessible bathroom(s) Note: Points will not be awarded for work still in progress. <u>Points will not be obtained for:</u> • Unisex signage • Iconography reinforcing binary genders or non-binary as a 'third gender'

Why this question? This is an advanced question. To obtain points, 'All-Gender' signage and iconography used should:

- be inclusive to LGBTQ+ people
- signal safety and inclusion to those who identify as trans, non-binary and/or gender diverse
- be inclusive of ALL employees, regardless of their gender identity or experience
- not reinforce the cisgender binary like 'unisex' terminology (unisex definition 'both genders')
- ideally would not be shared usage with a separate accessible/ambulant bathroom reducing availability to those who require accessible bathrooms.

This question considers The National Construction Code, which is Australia's primary set of technical design and construction provision for buildings. These codes can prove restricting for LGBTQ+ populations. Therefore, a considered approach to what your organisation can do to be safe and inclusive while adhering to any provisional restrictions is essential for LGBTQ+ employees.

If you have any questions surrounding this, please contact Pride in Diversity or your Relationship Manager.

Providing Evidence: To obtain any points, your organisation will need to have already implemented inclusive signage and/or iconography for 'All-Gender' bathrooms.

For more details and recommendations, please refer to **Pride in Diversity's LGBTQ+ Inclusive Bathrooms** factsheet.

Only one point may be obtained if your signage is only located at an ambulant/accessible bathroom(s).

Please note, concerns have been raised regarding:

- accessible/ambulant facilities also being utilised as an all-gender bathroom reducing availability to those who require ambulant facilities
- the use of 'unisex' terminology (unisex meaning 'both genders') as it reinforces a concept that is not inclusive of all genders, thus by definition, excluding the people we are seeking to support here
- iconography or signage that may be considered offensive (e.g., the image of half man / half woman OR 'Mars' and 'Venus' symbols are seen by many as offensive)

Please provide photographic evidence of one such example of inclusive bathroom signage or iconography.

Answer: The department occupies a number of buildings across all states and territories. Across these buildings, the department has already implemented dedicated 'All-Gender' inclusive signage and iconography for bathrooms and showers. This includes ambulant and accessible bathrooms and showers.

File name/s as evidence for this question:

File 1: Q3. All Gender Inclusive Bathroom Signage 1

File 2: Q3. All Gender Inclusive Bathroom Signage 2

Please see additional evidence under:

	File 3: Q3. Inclusive Accessible Bathroom Signage File 4: Q3. Inclusive Bathroom and Shower Signage
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4. Trans and Gender Diverse Applicants	4 points
For trans or gender diverse applicants applying for a role in our organisation, we have: a) a documented resource of the recruitment barriers faced by trans and gender diverse people, which can be accessed by those recruiting b) a documented resource of the internal processes for navigating these recruitment barriers c) an easily located avenue of support available for trans and gender diverse people at the start of the application process, which they can access when first applying for a job <i>For full points, please provide evidence for a), b) and c).</i>	2 points for (a) a documented understanding of the recruitment barriers faced by trans and gender diverse people, which can be accessed by those recruiting 1 additional point for (b) a documented resource of the internal processes for navigating these recruitment barriers 1 additional point for (c) an easily accessible avenue of support available for trans and gender diverse people at the start of the application process.
Why this question? Meaningful recruitment is a significant challenge for many trans and gender diverse employees, leading to a significant gap in employment rates between cisgender and transgender people. There are numerous roadblocks, hurdles and challenges to navigate. For those organisations that wish to be leaders in LGBTQ+ inclusion, removing some of the barriers faced by trans and gender diverse people from the recruitment process is critical. How you do this will depend on your individual recruitment practices and ability to influence external recruiters. Identifying the barriers is important; working to reduce and potentially eliminate these barriers is critical. Providing Evidence: To obtain points for this question, you will need to provide evidence for (a), (b), and (c) above. Evidence of training alone will not obtain marks here. • Addressing barriers documentation may include but is not limited to: ○ Barriers of fear/exclusion/judgement	

- o Barriers in traditional recruitment processes or mindsets
- o Legal identification documentation Issues
- o Challenges re: Reference checks, Record checks
- o Names on professional license /accreditations/qualifications

Answer:

a) For trans or gender diverse applicants applying for a role in the department, we have a documented factsheet that outlines the recruitment barriers faced by trans and gender diverse people such as silent discrimination. When staff begin their recruitment process, they are directed by the Recruitment team to go to all Recruitment intranet pages, the only source of accurate and true information for all recruitment resources, guides, steps and processes. In order to progress any recruitment process, staff must access the Inclusive recruitment intranet page which hosts the factsheet and consider assembling an inclusive recruitment panel and advice given for LGBTQ+ applicants, including trans and gender diverse applicants.

b) At the commencement of a recruitment process, staff who are recruiting are directed to the Recruitment lifecycle intranet page which is accessible to all staff and outlines a detailed step by step recruitment process. This intranet page is owned and regularly updated by the Recruitment team to ensure information is current, accurate and inclusive. The third step in the recruitment lifecycle is 'plan'. At the beginning of the Recruitment lifecycle:plan intranet page, panel members and delegates are directed to complete the 'attracting and selecting the right person for the job' eLearning module which is located on the department's learning management system. This module helps recruiting staff navigate the recruitment barriers such as being able to better identify and combat bias and fairly evaluate candidates. Additionally, staff who are recruiting are directed to complete the Inclusive Recruitment eLearning module on the department's learning management system which covers topics such as recruiting people who may be protected under anti-discrimination legislation, unconscious bias and inclusive candidate assessment processes. Staff who are recruiting are also encouraged to reach out to the Inclusion Team for more detailed information and support. All these resources inform discussions on the recruitment barriers faced by trans and gender diverse people between recruitment panel members, future inclusive recruitment training opportunities for all staff and general review of departmental recruitment processes.

File name/s as evidence for this question:

File 1: Q4. Trans and gender diverse recruitment factsheet

File 2: Q4. Inclusive recruitment intranet page

Please see additional evidence under:

File 3: Q4. Recruitment lifecycle plan intranet page

File 4. Q4. Attracting and selecting the right person for the job eLearning module

File 5: Q4. Inclusive Recruitment eLearning module

File 6: Q4. Inclusion Framework Action Plan 2025-26

c) As part of the development and implementation of the Inclusion Framework Action Plan 2025-26, under Action 4.1 – Review departmental processes and systems to incorporate inclusion and accessibility considerations, deliverable number 4.3 is to 'consider publishing the department's Gender Affirmation Policy on the department's website'. Publishing this policy on the department's external website allows trans and gender diverse people to have an easily accessible avenue of support available at the start of the application process.

STRATEGIC FOCUS & ACCOUNTABILITY

5. Personal Accountability for Inclusion	4 points
Our organisation has put steps in place to ensure LGBTQ+-related work delivered by network leadership and/or working groups is formally recognised: a) as critical work within standard working hours (e.g., billable codes, hours allocated, etc.) b) with formal accountability (e.g., KPIs) built into performance-based evaluation/s c) as contributing toward individual employee/s career development within working hours <i>For full points, please outline a), b) and c).</i>	If LGBTQ+-related work is formally recognised: 2 points for (a) as critical work within standard working hours (e.g., billable codes, hours allocated, etc.) 1 point for (b) formal accountability (e.g., KPIs) within performance-based evaluation/s 1 point for (c) as contributing toward individual employee/s career development within working hours
Why this question? Many organisations rely on volunteers attached to employee networks to deliver LGBTQ+ inclusion work. This work adds tremendous value to organisations and <u>is</u> the business of the organisation. Too often it falls to a small number of people, with an expectation that this will happen in their own time and with little formal recognition. Time spent on this work within working hours may be viewed negatively by others and may well end up being a career barrier as opposed to something that is actively contributing to their skill set, the organisation, or their career development. Providing Evidence: To obtain points for this question, you will need to outline (a), (b), and (c) above.	

Answer:

a) The department ensures that all LGBTQ+ related work delivered by the HPN leadership team is formally recognised as critical work and is to be completed within standard working hours. Recognition of work is achieved through the use of Performance Development Agreements (PDAs), which form part of the department's broader Performance Development Scheme. PDAs provide a formal mechanism for accountability by outlining agreed performance expectations between each employee and their manager.

Within the HPN leadership team's PDAs, LGBTQ+ inclusion activities are explicitly incorporated. These activities include attending HPN meetings, organising days of significance events, contributing to AWEI submission responses, providing input into departmental policy development, and engaging in other LGBTQ+ inclusion initiatives. By including these responsibilities in PDAs, the department formally recognises them as critical work performed during standard working hours.

b) This approach demonstrates that all the HPN leadership team and HPN members are formally supported by their managers and line areas to fully participate in LGBTQ+ related work. HPN work is captured in either the Development Goals or Performance Goals sections of individual PDAs, outlining how managers will support these responsibilities, how the individual will be held accountable and also how the work will contribute to each employee's professional growth. All PDA activities are discussed and agreed upon during the department's bi-annual PDA review discussions and evaluations.

c) To further embed this practice across the HPN, the HPN leadership team actively promotes the inclusion of LGBTQ+ related work in PDAs at HPN meetings. The HPN leadership team shares its approach with other HPN members to encourage broader uptake and to reinforce the importance of recognising LGBTQ+ inclusion-related work as part of ongoing individual career development. The work specific to the HPN leadership team further contributes to their individual employee and career development by strengthening leadership skills, stakeholder engagement and management skills, collaboration and supporting committee members to achieve the overarching HPN goals. These skills are then utilised during their standard working hours.

Please see additional evidence under:

File 1: Q5. [REDACTED] PDS 2025-26

File 2: Q5 [REDACTED] PDS 2025-26

6. Documented LGBTQ+ Inclusion Strategies and Accountabilities

8 points
We have:

2 points for a documented organisational D&I strategy with an LGBTQ+ component

Please select all that apply: ☒ an organisational D&I strategy with an LGBTQ+ component ☒ a documented stand-alone Network Strategy or articulated accountability for the LGBTQ+ component of the organisational strategy ☒ a working action plan clearly stating deliverables, accountabilities and timelines that can be used to track progress ☒ a process for reporting against the plan <i>For full points, please provide evidence for all of the items above.</i>	2 points for documented Network accountability for LGBTQ+ inclusion (be it part of the organisational D&I strategy or a standalone Network strategy) 2 points for a working action plan clearly stating deliverables, accountabilities and timelines that can be used to track progress 2 points for a process for reporting against the plan
Why this question? There are different ways in which organisations tackle D&I, some take a ‘pillared’ approach by focusing on specific elements of D&I (e.g., LGBTQ+, First Nations, Women etc) others take an overarching approach focusing on the output of D&I (e.g., inclusive culture, business readiness etc.), melding all the streams into achieving the same overarching results. Regardless of the approach, it is important that we don’t lose focus of LGBTQ+ inclusion and that there remain some clearly defined outcomes in order to maintain focus and momentum. We are looking here for a strategic document that shows clearly defined organisational LGBTQ+ objectives/outcomes along with clearly defined actions plans or targets for the assessed year. Providing Evidence: For this question, please provide evidence for all of the items selected.	
Answer: a) As stated on the department’s external website, the department is committed to being inclusive, culturally aware, and responsive to the needs of individuals in our policies and practices. Program initiatives have been developed and continue to be implemented to broaden diversity and inclusion in our workplace, supporting a wide range of diversity dimensions including gender, age, disability, neurodiversity, LGBTIQ+, Aboriginal and Torres Strait Islander and cultural diversity. There are staff diversity networks for a number of these diversity issues and senior executive (SES) diversity champions to provide leadership that creates a positive and inclusive culture.	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q6. Inclusion Framework 2025-30 <i>File 2:</i> Q6. External webpage - Inclusion Framework 2025-30 - part 1 <i>File 3:</i> Q6. External webpage - Inclusion Framework 2025-30 - part 2

The department has developed an Inclusion Framework 2025-30 that has been published externally. It is the overarching Diversity and Inclusion strategy for the organisation that includes an LGBTQ+ component. The Inclusion Framework 2025-30 includes a visual of a rainbow on its front page to signal LGBTQ+ staff and references the department's 6 staff diversity networks and SES diversity champions within the strategy. The LGBTQ+ component of this overarching organisation strategy is clearly stated on the same external webpage hosting the Inclusion Framework 2025-30 with the HPN referenced as being part of the staff diversity networks and HPN Champions being part of the SES diversity champions.

b) HPN accountability for LGBTQ+ inclusion is documented in the Inclusion Framework 2025-26 Action Plan which supports the implementation of the Inclusion Framework 2025-30. The Action Plan details the associated deliverables and owners for each action. Examples of how LGBTQ+ inclusion is reflected throughout the Action Plan include a reference to sharing rainbow stories under building awareness (deliverable 1.2), opportunities for additional LGBTIQ+ learning (deliverable 1.3), maintaining gold status under the 2025 Australian Workplace Equality Index (deliverable 1.8) and consideration of publishing the department's Gender Affirmation Policy (deliverable 4.3). In addition to these deliverables, HPN and HPN Champions are referenced as action owners for deliverables 1.1 (highlighting intersectionality), 1.4 (rolling out Hidden Disabilities membership and training), 2.1 (exemplify inclusive behaviours and language), 2.2 (engage with diversity and inclusion initiatives regularly) and 3.4 (updating recruitment processes to embed diversity and inclusion). The Action Plan demonstrates the clearly defined objectives and deliverables the department has defined for LGBTQ+ inclusion as a core priority.

The Inclusion Framework 2025-26 Action Plan was developed in consultation with staff and staff diversity networks and endorsed by the department's People Committee. The actions and deliverables were agreed to by responsible stakeholders, are aligned with current or planned work and are in line with available budget and resources. This ensures that progress is achievable and embedded into the department's business-as-usual operations. Progress reporting is made regularly to the People Committee with an annual report to the department's Executive Committee. One of HPN's Champions is a member of both the People Committee and the Executive Committee. The Action Plan is located on the diversity and inclusion intranet page which is accessible to all staff.

[File 4:](#) Q6. External webpage - Inclusion Framework 2025-30 - part 3

Please see additional evidence under:

File 5: Q6. Inclusion Framework Action Plan 2025-26 – part 1
 File 6: Q6. Inclusion Framework Action Plan 2025-26 – part 2
 File 7: Q6. Inclusion Framework Action Plan 2025-26 – part 3
 File 8: Q6. Inclusion Framework Action Plan 2025-26 – part 4
 File 9: Q6. Inclusion Framework Action Plan 2025-26 – part 5
 File 10: Q6. Inclusion Framework Action Plan 2025-26 – part 6
 File 11: Q6. Inclusion Framework Action Plan 2025-26 – part 7
 File 12: Q6. Inclusion Framework Action Plan 2025-26 – part 8
 File 13: Q6. Inclusion Framework Action Plan 2025-26 – consultation and endorsement timeline
 File 14: Q6. Inclusion Framework Action Plan reporting – part 1
 File 15: Q6. Inclusion Framework Action Plan reporting – part 2
 File 16: Q6. HPN Champion – People Committee
 File 17: Q6. HPN Action Plan
 File 18: Q6. HPN committee planning and strategy session invite to inform Action Plan
 File 19: Q6. Action Plan tracking and reporting - HPN Terms of Reference

c) In addition, the HPN has a network-specific working 2025 action plan which clearly outlines the network's strategic priorities, and areas of focus and responsibility that align with the department's broader Inclusion Framework 2025-30 and Inclusion Framework Action Plan 2025-26.

The HPN Action Plan details the deliverables that are planned to be achieved during the year and lists which network members are accountable for each action item. The status of each action item is also tracked in the action plan. The action plan is 'live' and is revisited continuously throughout the year to track progress against network targets. It is also a deliverable referenced in the HPN's Terms of Reference.

d) The HPN Action Plan was informed by a HPN committee planning and strategy session held on 19 February 2025 to review previous workplans, celebrate achievements from 2024, identify areas to improve on and identify key focus areas for the year ahead. The 2025 Action Plan was reviewed continuously throughout the year, and reported on regularly at each HPN committee meeting, and discussed at each HPN leadership team meeting. The Action Plan was included in an end of year formal report for the department's SES to demonstrate the network's performance against each of the action items listed in the Action Plan. This inclusion in the end of year report is a component of the reporting and evaluation mechanisms in the HPN's Terms of Reference.

7. External-facing Social Media Communications

2 points

Our external-facing organisational social media pages have actively shown our LGBTQ+-inclusion work throughout the assessed calendar year.

Please provide evidence of the ongoing communications.

2 points for evidence of ongoing communications of LGBTQ+-inclusion work on organisational social media pages

There are no partial points to this question.

Why this question? Social media is a popular way to engage with organisations, individuals and areas of interest. Organisational posts on official social media sites that incorporate your work or support for LGBTQ+ inclusion show that this is important to your organisation. It not only sends a message of support in terms of an organisation, but also reflects inclusion from an employee perspective.

Providing Evidence: For this question, please provide either:

- An outline of dates and brief content description of LGBTQ+ related external social media posts throughout the year; or
- An example of several LGBTQ+ related social media posts throughout the year (not all targeting one particular event or launch)

Answer: As a key priority in 2025, the Inclusion team collaborated with the department's Social Media team to identify opportunities to showcase internal LGBTQ+ inclusion work on organisational social media pages, in alignment with the department's social media policy. This resulted in 4 LinkedIn posts and 1 Instagram post highlighting LGBTQ+ inclusion throughout the year.

The department faces challenges in promoting internal inclusion work on its social media platforms, as these channels are primarily used to share information with the Australian public about policies, strategies, and health initiatives. Nevertheless, the department remains committed to finding ways to highlight LGBTQ+ inclusion work, recognising the positive impact this has on the organisation's reputation.

In June 2025, the department published a LinkedIn post acknowledging the organisation's achievement of Gold Status at the 2025 Australian Workplace Equality Index Awards for the second consecutive year. In August 2025, the department also shared a LinkedIn post celebrating Wear It Purple Day, encouraging participation to demonstrate support for diversity and inclusion—particularly for LGBTQ+ young people—while promoting the department's efforts to support LGBTQ+ communities.

Additionally, the [REDACTED] shared a LinkedIn post recognising Canberra's 2025 SpringOUT Pride Festival, acknowledging staff who volunteered at the APS Pride stall and those who supported and attended the event. Finally, in April, the Minister for Health, Disability

File name/s as evidence for this question:

File 1: Q7. AWEI Gold award LinkedIn post 1

Please see additional evidence under:

File 2: Q7. AWEI Gold award LinkedIn post 2

File 3: Q7. Wear it Purple Day LinkedIn post 1

File 4: Q7. Wear it Purple Day LinkedIn post 2

File 5: Q7. Assistant Secretary - SpringOut LinkedIn post - part 1

File 6: Q7. Assistant Secretary - SpringOut LinkedIn post - part 2

File 7: Q7. Assistant Secretary - SpringOut LinkedIn post - part 3 (with date)

File 8: Q7. Assistant Secretary - SpringOut LinkedIn post - part 4 (with date)

File 9: Q7. Minister - Strengthening Medicare Instagram post

and Ageing posted on their official Instagram account about strengthening Medicare by improving access to healthcare for LGBTIQ+ Australians.

8. Strategic LGBTQ+ Inclusion Promotion		4 points
We include our focus on LGBTQ+ inclusion when working with the following: Please select all the apply: ☐ third-party recruiters/career services ☐ suppliers ☒ potential buyers/customers/service users ☒ existing customers/service users ☒ funding bodies ☒ strategic partners or key external stakeholders <i>For full points, please provide details regarding this work in <u>up to four</u> of the areas listed above.</i>	1 point for one example 1 point for a second example 1 point for a third example 1 point for a fourth example Note: Each example must target a different work area. For example, multiple points will not be obtained if for multiple examples of "suppliers."	
Why this question? This question looks at the promotion and incorporation of your LGBTQ+ inclusion work beyond your employee base. For many organisations, moving this work beyond their traditional employee base feeds into their corporate social responsibility charters, ensuring ethical and inclusive practices with and amongst those they do business with. Providing Evidence: Provide details of <u>up to four</u> instances where your LGBTQ+ inclusion work <u>has moved beyond your current employee base</u>. This may include but is not limited to: • providing customers/service users with the ability to change their gender markers and update relevant information within your systems • inviting customers or key stakeholders to your internal training in LGBTQ+ inclusion		

- ensuring product brochures or service design speaks directly to LGBTQ+ people
- providing special hotlines or modes of enquiry for potential LGBTQ+ customers
- requesting evidence of LGBTQ+ inclusive practices from strategic partners or key external stakeholders

Answer: 1. Potential buyers/customers/service users - National Action Plan:

On 11 December 2024, the Australian Government released the National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025–2035, the first national strategy of its kind. Co-designed with LGBTIQ+ communities, peak bodies, researchers, and service providers, the Action Plan establishes a long-term, systemic framework to improve health and wellbeing outcomes for LGBTIQ+ people across Australia. Its vision is for all LGBTIQ+ people to access safe, respectful, high-quality and inclusive health and wellbeing services. The Department of Health, Disability and Ageing is responsible for the ongoing management, delivery and evaluation of the Action Plan, embedding LGBTIQ+ inclusion into the core architecture of national health policy.

As part of the Action Plan, the Australian Government has committed substantial new investments from 2025 to 2035, including:

- \$13 million grants program to expand LGBTIQ+ health and wellbeing services and initiatives, supporting new and emerging providers to meet the needs of diverse communities.
- \$2 million investment in national data initiatives, including La Trobe University's *Private Lives and Writing Themselves In* surveys, strengthening evidence for policy decisions and service planning.
- \$500,000 for the InterLink program, delivered by InterAction for Health and Human Rights, ensuring specialised psychosocial support for people with innate variations of sex characteristics.
- \$10 million to build LGBTIQ+ clinical capability, enabling primary healthcare providers to deliver inclusive and culturally safe care across the health system.

This is the first federal investment of its kind in Australia, marking a significant shift in how health policy, service design, and program delivery respond to needs of LGBTIQ+ people. These commitments create new pathways for potential and future buyers, customers, service providers and service users, establishing a national ecosystem of inclusive care. Through grant programs, capability-building initiatives, and the development of new service models, the department will engage extensively with organisations across the health, community, research and psychosocial support sectors.

For potential service users – particularly those who have historically experienced exclusion or barriers to care – the Action Plan represents a transformative step. It expands the number and diversity of services available, ensures providers are better equipped to deliver inclusive support, and creates more opportunities for LGBTIQ+ people to access fit-for-purpose care regardless of location, identity, or circumstances.

As a new and evolving policy space, the Action Plan also enables the department to partner with new organisations and reach previously underserved communities. This work will continue through to 2035, embedding LGBTIQ+ inclusion across national health policy, service commissioning, provider capability uplift, research, and community-led program delivery.

Through the development and stewardship of the Action Plan, the department demonstrates strategic, long-term leadership in LGBTIQ+ inclusion and system-wide transformation. It ensures that potential and future service users across Australia benefit from expanded, safer, and more inclusive health and wellbeing supports.

2. Existing Customers/service users - eheadspace:

The Department of Health, Disability and Ageing provides sustained national leadership in LGBTIQ+ youth mental health through its long-term investment in qheadspace, delivered via the eheadspace digital platform. qheadspace is a dedicated, safe and supportive online community designed specifically for young people who are sexually diverse, gender diverse, or questioning their identity. Since its launch in 2020, the platform has enabled young people across Australia – including those in rural, regional, and remote areas – to access peer-moderated spaces that foster belonging, supportive connections, and reliable guidance irrespective of geographic or social barriers.

To ensure the continued delivery of this essential service, the department has committed \$22.0 million to eheadspace over 2025-26 to 2027-28. This sustained investment safeguards qheadspace's capacity to meet the mental health and wellbeing needs of LGBTIQ+ young people, positioning it as a vital national resource for those seeking safe community connection, identity exploration, and inclusive mental health support.

qheadspace is underpinned by the headspace Model Integrity Framework, which ensures all services are delivered with inclusivity, safety, and cultural responsiveness. The headspace model supports young people aged 12–25 across mental health, physical and sexual health, alcohol and drug support, and vocational assistance, reaffirming that LGBTIQ+ inclusion is embedded across the full spectrum of youth support, not siloed or treated as an add-on.

Through ongoing funding and the promotion of programs like qheadspace, the department demonstrates a sustained, strategic commitment to LGBTIQ+ inclusion. This investment strengthens national youth mental health infrastructure, ensures equitable access for diverse communities, and embeds inclusive practice within core public health service delivery. These efforts reflect the department's continued leadership in ensuring young LGBTIQ+ people have access to safe, affirming, and community-focused digital support environments across Australia.

3. Strategic partner – ACON for Emen8:

The Department of Health, Disability and Ageing has established a long-term, strategic partnership with the Aids Council of New South Wales (ACON) to strengthen national LGBTQ+ health outcomes through targeted, evidence-based public health campaigns. This partnership reflects the department's commitment to embedding LGBTQ+ inclusion in core public health operations and ensuring that health messaging for gay, bisexual and other men who have sex with men (GBMSM) is informed by community expertise, culturally responsive, and delivered through trusted channels.

A central component of this collaboration is the enhancement and delivery of Mpox vaccination campaigns through ACON's Emen8 platform—Australia's leading tailored sexual health resource for GBMSM. The department has provided sustained investment to this initiative, allocating \$1.479 million from

2022-23 to 2023-24 and a further \$3.0 million over 2024-25 to 2025-26 to expand the platform's reach and strengthen its alignment with diverse sub-communities, including newly arrived, CALD, rural, and outer-metropolitan GBMSM.

Building on the success of the *Prick, Pause, Play* campaign (2022), which significantly contributed to increased double-dose vaccination uptake among GBMSM and other vulnerable groups, the new Mpox campaign launched on 22 November 2024. Developed in partnership with ACON's community experts and delivered through Emen8's established national networks, the campaign rapidly became a trusted digital health hub and played a key role in shaping positive, preventative health behaviours across Australia.

The department's strategic partnership with ACON extends beyond Mpox. In 2025, it funded a new campaign on doxyPEP, supporting GBMSM with accurate, accessible information on emerging STI-prevention strategies. This work demonstrates the department's ongoing commitment to inclusive, community-driven health promotion and its leadership in addressing evolving LGBTQ+ health needs.

Through these multi-year, co-designed initiatives, the department is not only improving health outcomes but also contributing to national best practice in LGBTQ+ inclusion. The partnership exemplifies the Gold-standard criteria by demonstrating sustained investment, sector influence, meaningful stakeholder engagement, and deep integration of LGBTQ+ inclusion into the department's core public health responsibilities.

4. Funding bodies - National Lung Cancer Screening Program (NLCSP) - National Communications Campaign 'It's Good to Know'

As the department is itself a national funding body, we have interpreted this question through the lens of how we use our funding role to drive LGBTIQ+ inclusion across the health sector.

The department demonstrates strong system-level LGBTIQ+ inclusion through its role as a funder, most notably in the National Lung Cancer Screening Program (NLCSP) national communications campaign, 'It's Good to Know'. Lung cancer disproportionately affects LGBTIQ+ communities, and the department has ensured inclusive, targeted outreach by Cancer Council Victoria (CCV) to deliver the national campaign, with ACON engaged as a key partner to ensure cultural safety, visibility and relevance for LGBTIQ+ populations.

As part of this work, ACON has been allocated \$763,456 within the overall \$12.8 million campaign budget to co-design and deliver LGBTIQ+ - inclusive communications, creative elements and peer-led engagement strategies. This includes tailored messaging, representation of LGBTIQ+ talent in campaign materials, and the development of targeted advertising, PR activity, videos and imagery specifically addressing the needs and experiences of LGBTIQ+ people. The campaign also includes a dedicated campaign webpage for LGBTIQ+ communities, providing inclusive information about screening eligibility, what to expect, and how to access the program.

In 2026, ACON will deliver peer-to-peer engagement of LGBTIQ+ events nationwide, further extending the campaign's reach into community settings and increasing awareness among populations often underserved by mainstream health promotion. This work is supported by a bespoke LGBTIQ+ PR strategy

and a community ambassador program, ensuring broad connectivity with LGBTIQ+ consumers and trusted community networks.

Through this investment, the department demonstrates how it uses its role as a national funding body to influence inclusive practice across the health sector. By commissioning partners to embed LGBTIQ+ considerations into a population-level cancer screening initiative, the department is driving equitable access, improving early detection for a priority population, and embedding inclusive communications into national health promotion activities. This represents a clear and mature example of Gold-standard practice within AWEI's Advanced criteria, demonstrating sustained, evidence-driven, system-wide impact.

Please see additional evidence under:

File 1: Q8. Links to each listed example

File 2: Q8. Stocktake of LGBTIQ+ focussed programs and investments

LGBTQ+ EMPLOYEE NETWORK

9. Network Leadership Succession and Sustainability	4 points
To maintain the continuity and longevity of our network, our network has processes in place to ensure: ☒ leadership roles are not left vacant ☒ potential successors have the training and/or correct skills/motivation to take on leadership roles ☒ contingency plans should current resources become insufficient (e.g., financial, people) ☒ network leadership representation spread across multiple sites, states or offices	Points are given for evidence provided for each of the following: 1 point if leadership roles are not left vacant 1 point if potential successors have the correct skills/motivation to take on leadership roles 1 point if contingency plans are in place should current resources become insufficient 1 point if network leadership representation is spread across multiple sites, states or offices

<i>For full points, please provide evidence for each of the selected items above.</i>	Note: if your organisation only has one Australian location, please confirm this.
Why this question? Planning for continuity is critical to the success of a network. These elements all contribute to the long-term success of a network. Providing Evidence: Provide evidence for each of the areas selected within the submission. <i>If your organisation only has one Australian location, please confirm this.</i>	
Answer: a) The HPN has processes in place to maintain the continuity and longevity of the network. If leadership roles become vacant, an Expression of Interest is advertised in the Sharing the Pride newsletter which is added to the HPN community site and emailed out to all network members. At the next monthly HPN committee meeting, this topic becomes the first agenda item and an informal election is conducted to ensure the available leadership roles are filled as soon as possible. Successful applicants for these roles are also announced in the Sharing the Pride newsletter. If one member of the HPN leadership team goes on leave, they will inform the rest of the leadership team and the Inclusion team of their current workload and their leave movements. The remaining leadership team members will share out and delegate any work or meetings amongst each other based on capacity levels with support from the Inclusion team. b) To ensure potential successors have the training, correct skills and motivation to take on leadership roles, as mentioned in the HPN Terms of Reference (ToR), the HPN leadership team, including Champions and Chairs require the appropriate skills and motivation to be considered for a leadership role. Incoming Chairs and Deputy Chairs will be considered by self-nomination on a case-by-case basis. Once self-nominated via email, verbal or other means, the leadership team discuss the nomination and agree on a position being filled. This is then announced in the next HPN committee meeting and/or via email and Sharing the Pride newsletter. Potential successors are also given the opportunity to shadow the current HPN leadership team at internal and external meetings to ensure they have the training and knowledge to take on leadership roles.	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q9. Advertising for new co-chair <i>File 2:</i> Q9. Announcement of new co-chair <i>File 3:</i> Q9. Committee meeting - new co-chair election <i>File 4:</i> Q9. HPN Terms of Reference Please see additional evidence under: File 5: Q9. HPN leadership location office spread

c) If current resources become insufficient, all the departmental diversity staff networks, including the HPN utilise a ToR for next steps. The ToR outline the [REDACTED] relevant Champions and the Inclusion team will step in if current resources become insufficient. For sustainability, the Inclusion team hold the budget for all staff diversity networks. This is reviewed annually in conjunction with networks, and the approved budget is dispersed accordingly to ensure each network can plan for the year in advance. This does not always limit networks to what they can achieve, noting that opportunities can pop up within the financial year. All networks including HPN have an opportunity to apply for proposed expenditure when these opportunities present themselves. This is done by emailing the Inclusion team with the proposed initiative, benefits and monetary value. The Inclusion team review the proposed expenditure and source the extra budget from People Branch (HR) if the proposed initiative is supported.

d) Network leadership representation is spread across multiple state offices including VIC, ACT and TAS. It is written in to the HPN ToR that the network, where possible, will consider and appoint leadership positions across various sites including at least one HPN Champion to be located outside of ACT. This is to encourage a diverse group of leaders who understand the unique challenges and perspectives of the State and Territory offices outside of the ACT. Further to leadership spread across various sites, the network has at least one HPN representative appointed to lead site specific responses, events and liaise with other regional offices.

10. Research into under-represented LGBTQ+ Populations		4 points
We acknowledge that certain groups within the LGBTQ+ population are less visible/represented and face additional/different barriers. Our network participated in activities/work within the assessed year to determine the less represented groups within the organisation's LGBTQ+ population; and to engage with (where possible) and/or research the population(s) to better understand unique challenges faced.		1 point for one demographic whom you identified as an under-represented LGBTQ+ population; and for whom you have undertaken work to engage with; and/or research the population to better understand unique challenges faced 1 point for a second, independent demographic 1 point for a third, independent demographic

For full points, please provide the details of examples regarding completed work for up to four independent populations.

1 point for a fourth, independent demographic

Why this question? Multiple layers of diversity can provide added complexity for LGBTQ+ people when it comes to being out at work, participating in inclusion activities, supporting inclusion activities and/or becoming comfortable around inclusion activity at work.

There are also fewer visible role models and/or stories heard in regard to those who are LGBTQ+ with a diversity of background, culture, faith, heritage (to name a few). LGBTQ+ people from some of these backgrounds, can feel isolated due to the lack of diverse representation within LGBTQ+ settings at work.

This question helps to determine the under-represented groups in your organisation and the challenges that they may face.

Providing Evidence: In researching, this may be a detailed study or introductory level investigation of information. Either way, there should be an active part in learning or gaining knowledge about under-represented LGBTQ+ populations to potentially improve the inclusivity of your network – and, in turn, your organisation. This can be done by (but not limited to) reading materials, attendance of relevant topical events and panels dedicated to these populations, or more.

Outline any work you have done to:

- Determine **who** the under-represented LGBTQ+ populations within your organisation are
- For each group identified, please outline any work undertaken to understand and document some of the unique challenges faced by that group.

You may choose to focus on any of the following groups (this list is not exhaustive, used as an example only):

- LGBTQ+ Women
- Binary and non-binary trans people
- Bi+ people
- LGBTQ+ People of Faith
- LGBTQ+ Aboriginal and Torres Strait Islander peoples
- LGBTQ+ people living with a disability
- LGBTQ+ people who are neurodiverse
- LGBTQ+ people from a culturally and linguistically diverse background

Note: Points will be allocated for up to four independent groups that the network has identified and provided examples of completed work for such research.

Answer: *LGBTIQA+ Women*

The HPN has continued to identify LGBTIQA+ Women as an under-represented population and are undertaking research to understand challenges and provide advice to the department on how to make appropriate changes to best engage, retain and celebrate LGBTIQA+ women. HPN's research builds upon a report by PwC 'Where are all the women?' which provides evidence about the issues same-sex attracted women face in the workforce, an important issue for a majority-female organisation like the department. The HPN have also used the Rainbow Realities report, one of two reports which provided the evidence base for the National Action Plan for Health and Wellbeing of LGBTIQA+ People 2025-2035, as additional evidence in understanding the particular challenges faced by LGBTIQA+ Women. This includes the information contained in the report itself and through two departmental wide educational seminars ('Understanding population health through a sex and gender lens' and 'Understanding sex and gender bias in the health system') that used the Rainbow Realities report and other relevant data and evidence to provide more fulsome information on challenges faced by LGBTIQA+ Women both in relation to health access and equity and for broader impacts faced in the workplace that affect wellbeing such as discrimination. The HPN collaborated with LGBTIQA+ Women to undertake research for Lesbian Visibility Day and included information in an article in the Sharing the Pride newsletter about stereotypes that may have negative effects for lesbians including perpetuating social inequality, causing harm and reinforcing cultural divisions. The article also highlighted that lesbians are typically less visible within LGBTIQA+ employee networks and less represented in the workplace which stops people already there from feeling like they are able to be 'out at work'. The HPN also emailed network members about International Lesbian Day with a link to an article on the importance of this day, the issues lesbians experience in the workplace and how support can be shown. HPN members also attended relevant events to understand more about this under represented population including the 'Women in Leadership' conference in February 2025 and the 'She Leads' conference in August 2025.

Transgender and gender diverse people

The HPN has identified transgender and gender diverse people as an under-represented population within the LGBTIQA+ community as they may be less understood both within the LGBTIQA+ community and the wider population. There is a need to raise awareness and build community, spread information and spark discussions on these identities.

The HPN has set up a working group to shape supports for transgender and gender diverse colleagues within the department and to ensure broader inclusivity within the HPN, as referenced in HPN's 2025 Action Plan. The working group, which includes transgender and gender diverse staff, aims to further understand and document the challenges faced by this group which will be used as the basis to identify the supports that departmental staff might be seeking in the workplace.

The HPN have also used the Rainbow Realities as additional evidence in understanding the particular challenges faced by this group. This includes the information contained in the report itself but through two departmental wide educational seminars ('Understanding population health through a sex and gender lens' and 'Understanding sex and gender bias in the health system') that used the Rainbow Realities report and other relevant data and evidence to provide more fulsome information on challenges faced by transgender and gender diverse people, both in relation to health access and equity and for broader impacts faced in the workplace that affect wellbeing. These challenges include increasing levels of violence, stigma and discrimination faced by transgender and gender diverse people leading to higher rates of depression, anxiety and suicidality. The challenges faced by transgender and gender diverse people is also highlighted in LGBTIQ+ Health Australia's reports. The HPN also emailed network members with information on Trans Awareness

Week to allow members to recognise and understand the experience of transgender and gender diverse people through research and reflection. The email also referenced ACON's 'You Can't Ask That – A Trans Awareness Week Panel' to encourage broader understanding and awareness of the challenges faced by transgender people.

Finally, the HPN invited **s47F** from the Human Rights Commission to present on their research and ways to support trans and gender diverse employees in the workplace as part of the department's International Day Against Homophobia, Biphobia, Intersexphobia and Transphobia (IDAHOBIT) day of significance event held on 19 May 2025. This event was another way for HPN and broader departmental staff to understand and document some of the unique challenges faced by transgender and gender diverse people in the LGBTIQ+ population.

LGBTIQ+ people living with AIDS or HIV

The HPN is focusing on LGBTIQ+ people living with AIDS or HIV as another under-represented population with unique challenges that need to be addressed and reduced stigma. The HPN undertook an introductory level investigation into this cohort by leveraging the broader policy work undertaken by the department on HIV in Australia, including the former HIV Taskforce, Health Equity Matters, and the Ninth National HIV Strategy 2024-2030 (the Strategy) and through the Rainbow Realities report. The Strategy highlighted that gay and bisexual men continue to shoulder the burden on HIV in Australia but that other priority populations affected include trans and gender diverse people living with HIV, Aboriginal and Torres Strait Islander peoples living with HIV and people from culturally and linguistically diverse backgrounds living with HIV. The Strategy highlights that HIV related stigma is one of the best predictors of poorer outcomes for people living with HIV impacting on their health, relationships, employment prospects and leading to social isolation and mental health concerns.

The HPN included information about the International AIDS Candlelight Memorial in the May newsletter edition of Sharing the Pride and included links to further reading for members. This research and the documentation of the unique challenges faced by LGBTIQ+ people living with AIDS or HIV has informed the World AIDS Day event referenced in Question 11 which aims to increase visibility, reduce stigma and improve inclusivity within the HPN and the broader department.

LGBTIQ+ young people

The HPN has identified LGBTIQ+ young people (aged 25 and under) as an under-represented population following a general whole of department population health seminar held on 19 February 2025 - 'developing health policy with and for young people'. The seminar included representatives from the Young and Resilient Research Centre from Western Sydney University and several youth ambassadors who discussed young people and intersectionality. Previous research of the Young and Resilient Research Centre was cited and the HPN referred to several reports including the 'Social media insights and gender diverse young people during Covid-19' which highlights the critical component that social media plays in LGBTIQ+ young people's lives, particularly in exploring their gender and sexuality and engaging with queer communities.

The HPN used departmental demographic statistics to determine the number of staff aged under 25 which is 6% (433 of 7,323 staff) following Wear It Purple day. Wear It Purple day is a demonstration to rainbow young people that they are celebrated and respected and was founded by students in response to global stories of teenagers taking their own lives due to bullying and harassment. The HPN have also used the Rainbows Realities report as the basis to further understand challenges specifically faced by LGBTIQ+ young people through one particular national survey which found that they

experience high or very high levels of psychological distress and almost half have been diagnosed with generalised anxiety disorder or depression. Furthermore, 83.7% of LGBTIQ+ young people reported they have experienced suicidal ideation, suicide attempt or self-harm. Young LGBTIQ+ people were also more likely to experience homelessness, feel unsafe or uncomfortable at school, experience discrimination and abuse and have higher rates of illicit drug use. These findings all confirm the challenges first highlighted for LGBTIQ+ young people through the establishment of Wear It Purple day. Importantly, the Rainbow Realities report highlighted previous research published in BMC Public Health that found that affirming education and workplace settings are associated with positive mental health outcomes for LGBTIQ+ youth in Australia. This research will assist the HPN in continuing to ensure inclusivity for LGBTIQ+ young people in the network and the department and will also inform targeted communications to young people commencing employment in the department including through the graduate program and other entry level programs.

Please see additional evidence under:

File 1: Q10. women - article on Internal Lesbian day referenced in an email to HPN members

File 2: Q10. women - Happy International Lesbian Day

File 3: Q10. women - RE Summary - Women in Public Sector Leadership Summit 2025

File 4: Q10. women - Sharing the Pride - April 2025 - Lesbian Visibility - part 1

File 5: Q10. women - Sharing the Pride - April 2025 - Lesbian Visibility - part 2

File 6: Q10. women - Understanding population through a sex and gender lens - seminar 210225

File 7: Q10. women - Understanding sex and gender bias in the health system - seminar

File 8: Q10. trans and gender diverse - Celebrating Trans Awareness Week

File 9: Q10. trans and gender diverse - dept news article part 1

File 10: Q10. trans and gender diverse - dept news article part 2

File 11: Q10. trans and gender diverse - dept news article part 3

File 12: Q10. trans and gender diverse - HPN Action Plan

File 13: Q10. trans and gender diverse - Understanding population through a sex and gender lens - seminar 210225

File 14: Q10. trans and gender diverse - Understanding sex and gender bias in the health system - seminar

File 15: Q10. trans and gender diverse - working group email - Inviting expressions of interest for shaping supports for trans and gender diverse colleagues

File 16: Q10. trans and gender diverse - working group in Sept Sharing the Pride

File 17: Q10. people living with HIV and AIDS - ninth-national-hiv-strategy-2024-2030_0

File 18: Q10. people living with HIV or AIDS - hiv-taskforce-report

File 19: Q10. people living with HIV-AIDS - AIDS Candlelight Memorial in May 2025 Sharing the Pride

File 20: Q10. young people - BMC Public Health research on affirming education and workplace settings

File 21: Q10. young people - department data on staff aged 25 and under

File 22: Q10. young people - Population Health Seminar invitation

File 23: Q10. young people - Social_Media_and_LGBTQIA_Youth_Report

File 24: Q10. Rainbow-Realities-In-depth-analyses-of-large-scale-LGBTQA-health-and-wellbeing-data-in-Australia

11. Visibility of under-represented LGBTQ+ Populations		3 points
In determining our under-represented LGBTQ+ populations (see question above): Our network has participated in activities/work within the assessed year to increase visibility, awareness of or engagement of less represented groups within the organisation's LGBTQ+ population. <i>For full points, please provide details regarding completed work for <u>up to three</u> independent populations.</i>		1 point for one population whom you identified as an under-represented group, and for whom you have undertaken work to increase visibility, awareness and/or engagement. 1 point for a second, independent population 1 point for a third, independent population
Why this question? While the previous question looks at determining and better understanding the challenges faced by less visible LGBTQ+ populations within your organisation, this question looks at increasing the visibility, awareness and/or engagement of less visible populations within the network. On holding panels such as multicultural LGBTQ+ panels at our conferences, the overwhelming feedback has been that many LGBTQ+ people do not feel represented within LGBTQ+ activities seeing them as typically for white, gay men and female allies. Providing Evidence: Outline any work you have done to: • Increase the visibility, awareness of, or participation of the less visible and/or under-represented LGBTQ+ populations within your organisation. • Note: There are ways that you can create visibility and awareness without having people within your organisation to call on – e.g., external speakers, accessing videos, anonymous contributions to newsletters. If you have noted a participation increase in network activity of one of these groups, please detail how this was achieved. Note: Points will be allocated for <u>up to three</u> independent populations that the network has identified and provided examples of completed work for.		
Answer: a) Following on from Q10 to identify LGBTQIA+ Women as an under-represented population, the HPN has included this cohort on it's 2025 Action Plan to		

enhance promotion and visibility. The HPN will do this through development of a LGBTIQ+ Women Strategy to increase visibility of LGBTIQ+ Women and out role models in consultation with the department's Gender Equality Network. The HPN promoted Lesbian Visibility Day and included information in an article in the Sharing the Pride newsletter to increase visibility and awareness of this cohort. In addition to the two departmental wide educational seminars ('Understanding population health through a sex and gender lens' and 'Understanding sex and gender bias in the health system') to increase visibility of the challenges faced by LGBTIQ+ Women, a HPN member was part of the Gender Equality Network's panel of an International Women's Day 2025 event held on 13 March 2025 reflecting on the theme 'March Forward: for all women and girls'. They contributed to discussions on challenges faced as a LGBTIQ+ Woman and achievements made in progressing gender equality in the department and nationally. The two seminars and the panel increased awareness to all staff and included further information on the department's commitment to an inclusive workforce.

b) Following on from Q10 to identify transgender and gender diverse people as an under-represented population, the HPN celebrated IDAHOBIT in May and leveraged the event to increase visibility, awareness and engagement of transgender and gender diverse people across the department. The HPN organised a guest speaker [REDACTED] from the Human Rights Commission, to share their research and supporting transgender and gender diverse employees in the workplace. The seminar focused on intersectionality, how to help and influence those in power to make decisions that positively impact people and prioritising the safety of transgender and gender diverse employees. The seminar was advertised to all staff through an Executive news article as well as a longer news article that provided more information, including AWEI findings, links to a related seminar on understanding stigma and discrimination in LGBTIQ+ care as well as questions and answers from 4 HPN Champions. The questions and answers focused on preventing discrimination, how the HPN contributes to workplace culture, personal experiences and expectations from the event with many links and additional information available to all staff on training, inclusive language guides, LGBTIQ+ days of significance and the departments Inclusion Framework 2025-30. The event increased awareness to all staff and included further information on the department's commitment to an inclusive workforce. The HPN have also shared information on Transgender Day of Visibility and Transgender Day of Remembrance to increase awareness of issues faced by transgender and gender diverse people generally and in the workplace, the importance of pronouns and what staff can do to support their peers and what the department has done to ensure a safe and supported workplace. Finally, the HPN has also set up a working group to shape supports for transgender and gender diverse colleagues within the department and to ensure broader inclusivity within the HPN, as referenced in HPN's Action Plan.

c) Following on from Q10, HPN continues to focus on LGBTIQ+ people living with AIDS or HIV as another under-represented population to raise visibility to reduce stigma. Intersectionality is incredibly important for people living with HIV, particularly First Nations people. The HPN collaborated with the department's National Aboriginal and Torres Strait Islander Staff Network and the HIV Policy Section to co-host the department's World AIDS Day event to increase visibility and awareness of people living with HIV and how they can be supported. This year's theme 'No one left behind' focuses on improving access for First Nations people, culturally and linguistically diverse communities and those in regional and remote communities. Panellists included a representative from the National Association of People with HIV Australia, Positive Living Australia and the National Association of People with HIV Australia and the Positive Aboriginal Torres Strait Islander Network. The discussion focussed on how to address HIV stigma in Australia amongst marginalised communities and how we can better support people living with HIV. Finally, an overview and a link to the event recording were included in the November/December 2025 newsletter edition of Sharing the Pride. The panel event increased awareness to all staff and included further information on the

department's commitment to an inclusive workforce whilst also aligning to the strategic priorities of 'enhancing connection' and 'enhancing promotion and visibility' in the HPN's Action Plan.

Please see additional evidence under:

File 1: Q11. women - HPN Action Plan

File 2: Q11. women - IWD Seminar invite – 130325

File 3: Q11. women - Sharing the Pride - April 2025 - Lesbian Visibility - part 1

File 4: Q11. women - Sharing the Pride - April 2025 - Lesbian Visibility - part 2

File 5: Q11. women - Understanding sex and gender bias in the health system – seminar

File 6: Q11. trans and gender diverse - article on TDV and TDR - part 1

File 7: Q11. trans and gender diverse - article on TDV and TDR - part 2

File 8: Q11. trans and gender diverse - article on TDV and TDR - part 3

File 9: Q11. trans and gender diverse - article on TDV and TDR - part 4

File 10: Q11. trans and gender diverse - HPN Action Plan

File 11: Q11. trans and gender diverse - IDAHOBIT in Sharing the Pride May 2025

File 12: Q11. trans and gender diverse - IDAHOBIT invite

File 13: Q11. trans and gender diverse - IDAHOBIT news from the executive

File 14: Q11. people living with HIV and AIDS - HPN Action Plan

File 15: Q11. people living with HIV-AIDS - news article about World Aids Day - part 1

File 16: Q11. people living with HIV-AIDS - news article on World Aids Day - part 2

File 17: Q11. people living with HIV-AIDS - Sharing the Pride NovDec25

File 18: Q11. people living with HIV-AIDS - World Aids Day event on HPN events page

File 19: Q11. people living with HIV-AIDS - World Aids Day invite - part 1

File 20: Q11. people living with HIV-AIDS - World Aids Day invite - part 2

12. Broader Inclusion Support

3 points

Our Network or Network Leadership has contributed to the organisation's inclusive culture by supporting or assisting other diversity networks.

1 point for details of support of one other diversity networks

1 point for a second, independent diversity network

For full points, please provide details for <u>up to three</u> other diversity networks.	1 point for a third, independent diversity network
Why this question? LGBTQ+ Networks are often the most successful employee networks within an organisation. The organisation's diversity and inclusion work can be enhanced by LGBTQ+ network leadership or members supporting other D&I networks. This may include but is not limited to: • sharing lessons learned • providing insight, tools or assisting with the setup of a network. • <u>If there are no other diversity networks within your organisation, points may be given for:</u> understanding the challenges faced by other diverse groups and role-modelling inclusive behaviours within the LGBTQ+ network (e.g., making LGBTQ+ network events accessible for people with a disability) How you do this is up to you. The key is to role model inclusion by openly supporting other D&I networks to flourish. This does not need to be a significant project but rather assistance provided with impact. Providing Evidence: Outline how you have contributed to or supported other D&I networks within your organisation. Please provide sufficient detail as to how you ascertained the support required and for markers to understand the depth and/or breadth of this contribution over the year.	
Answer: The HPN contributes to the department's inclusive culture by supporting and assisting other staff diversity networks to achieve their potential. The HPN is a staff diversity network leader and is the largest and longest running staff diversity network within the department. In December 2025, the HPN won the "Stronger Together" award, to recognise the collaborative and intersectional approach that the HPN takes to organisational diversity and inclusion efforts. In May 2025, the HPN supported and offered advice to the Neurodiversity Network when they were recruiting for a new National Staff Participation Forum (NSPF) representative. The Neurodiversity Network organised a meeting with HPN for HPN to share how they approach the role of NSPF representative and how HPN consults with other HPN members when required. This meeting allowed the Neurodiversity Network to have a better understanding of the role of a NSPF representative. In November 2025, the HPN identified that other staff diversity networks were facing challenges relating to technology and network admin requirements. To support the other networks, HPN organised a meeting with representatives from the Neurodiversity Network, Gender Equality Network, Disability and Carers Network, the National Aboriginal and Torres Strait Islander Network (NATSISN) and the Culturally and Linguistically Diverse Network, to provide learnings on how to upgrade existing network IT admin procedures. The HPN led this meeting and provided information to support the other staff diversity networks in modernising their sign-up procedures and other IT tools.	

In December 2025, the HPN supported the NATSISN to co-lead the celebration of World AIDS Day, one of the department's days of significance. The HPN events team worked collaboratively with the NATSISN and the HIV Policy section, to acknowledge and celebrate the day of significance. The team worked collaboratively over the span of 3 months to organise a panel event, chaired by Anthony, First Nations Champion and featuring people with lived experience of HIV. The purpose of this event was to acknowledge those lost to HIV and AIDS and was a successful event.

Please see additional evidence under:

File 1: Q12. HPN and NDN on NSPF role – part 1

File 2: Q12. HPN and NDN on NSPF role – part 2

File 3: Q12. HPN to all staff diversity networks on challenges relating to technology and network admin requirements – part 1

File 4: Q12. HPN to all staff diversity networks on challenges relating to technology and network admin requirements – part 2

File 5: Q12. HPN to all staff diversity networks on challenges relating to technology and network admin requirements – part 3

File 6: Q12. HPN and NATSISN on World Aids Day – part 1

File 7: Q12. HPN and NATSISN on World Aids Day – part 2

13. Network Reporting	5 points
Within the assessed calendar year, our network has produced its own end-of-year progress report for senior leadership and/or the wider organisation showcasing work in the following areas: ☒ progress against network targets ☒ additional advice provided to the organisation throughout the year ☒ areas of significant contribution ☒ areas of future focus ☒ annual progress tracking against the AWEI <i>Please select all that apply above; and provide a copy of the report, highlighting each of the selected areas above.</i>	If the network has produced its own end-of-year progress report, points will be allocated for the following evidence: 1 point for progress against network targets 1 point for additional advice provided to the organisation throughout the year 1 point for areas of significant contribution 1 point for areas of future focus 1 point for annual progress tracking against the AWEI

Why this question? Reporting on network strategies, plans or objectives adds a layer of accountability and it also enables the network to be acknowledged for the breadth and depth of its contribution. While networks will often have progress meetings to update and track progress against a strategy, few provide a formal report outlining the contribution made to the organisation throughout the year.

Providing Evidence: For this advanced question, we ask you to include a copy of your network-produced report on its activity/targets, showcasing its work in each of the following areas you have selected.

Answer: Within the assessed calendar year, the HPN has produced its own end of year progress report for the HPN Champions (senior leadership) showcasing their work. The report includes progress against network targets, additional advice provided to the department throughout the year, areas of significant contribution and areas of future focus. Annual progress tracking against AWEI is mentioned throughout the report, particularly in Attachment A – HPN Action Plan.

File name/s as evidence for this question:

File 1: Q13. HPN Champions Annual Report

File 2: Q13. HPN Champions Annual Report Communication

File 3: Click or tap here to enter text.

File 4: Click or tap here to enter text.

VISIBILITY OF INCLUSION

14. LGBTQ+ Days of Significance		4 points
Within the assessed year, we have promoted LGBTQ+ Days of Significance while providing employees with an understanding of why these dates are important. <i>Please provide:</i> a) a list of up to 2 LGBTQ+ Days of Significance promoted throughout the assessed year; and		2 points for (a) up to 2 days of significant promoted throughout the year 2 points for (b) evidence of providing information as to why these days are important to the community.

b) *evidence of providing information as to why these days of significance promoted are important to the community*

Why this question? Celebrating LGBTQ+ Days of Significance not only provides visibility of inclusion throughout the year, but also provides an opportunity for employers to communicate and educate people on why these dates are so significant for some people.

It is also an opportunity to bring people together, network, share information and promote LGBTQ+ inclusion more generally.

Providing Evidence: To obtain points for this question, you will need to provide details for (a) and evidence for (b) above.

Answer: Within the assessed year, the department has promoted multiple LGBTIQA+ Days of Significance while providing employees with an understanding of why these dates are important. Two of the HPN's top tier events this year were International Day Against Homophobia, Biphobia, Intersexphobia and Transphobia (IDAHOBIT) and Wear it Purple (WIP) Day.

The department celebrated IDAHOBIT on May 19 2025 embracing the theme 'Will you stand against discrimination?'. Promotion for this day included a featured news article on the department's intranet site that is accessible by all staff, a news article from the departmental executive inviting staff to the event that was featured in a 'This Week at Health message' and an article on the HPN's community page that is accessible by all network members including allies. A key part of the featured news article included insights from 4 of the HPN Champions on IDAHOBIT focusing on preventing discrimination, how the network contributes to the workplace and work culture, what the event entails and reflections on personal experiences.

The department hosted an online Q&A webinar for all staff with guest speaker [REDACTED] from the Human Rights Commission and included watch parties across the various state and territory offices (STOs). The webinar focused on intersectionality, working together to achieve equity goals, influencing those in power to make decisions that positively impact people and how to prioritise LGBTIQA+ safety [REDACTED]. [REDACTED] posted on her official Instagram page celebrating IDAHOBIT day and referencing the importance of standing up to discrimination. The associated image included a photo of herself and the Prime Minister.

The department celebrated WIP day on August 28 2025 promoting the 2025 year slogan 'Bold Voices, Bright Futures'. Promotion of this day included a featured news article, multiple Executive announcements on the department's intranet site that is accessible by all staff and a wrap up article following the event. The article prior to the event included a video from the HPN on the importance of WIP day with network members and HPN Champions reflecting on the day and the 2025 theme. The HPN invited all staff to celebrate with a Big Purple photoshoot on Thursday 28 August at the Canberra Yarradhang building office where many staff including the HPN Champions, senior executives and the Secretary were in attendance. [REDACTED] and [REDACTED] also showed their support for WIP in Parliament along with [REDACTED] and [REDACTED]. [REDACTED] and [REDACTED] posted one or more of the photos on their official Instagram accounts showing their support of WIP and LGBTIQA+

Australians. The wrap up article, featured on the department's intranet site, included pictures of the Ministers and senior executive staff wearing purple in support of WIP. The department's LinkedIn profile also published a post on WIP.

Morning teas were held across various STOs around Australia, network stalls were set up to raise awareness on WIP and fundraising took place across various STOs. An online quiz was held on Friday 29 August for all staff to participate in to help raise awareness of the day. All WIP activities throughout the week at all locations were published in the Sharing the Pride newsletter. As mentioned in the featured news article, WIP supports young LGBTIQ+ people to speak up, be proud, and feel safe to be themselves – it's aim also highlights the Network's vision 'to give LGBTIQ+ staff and allies a safe, respectful and supportive workplace culture'.

Please see additional evidence under:

- File 1: Q14. IDAHOBIT departmental article
- File 2: Q14. IDAHOBIT Executive article
- File 3: Q14. IDAHOBIT Executive communication
- File 4: Q14. IDAHOBIT HPN article – part 1
- File 5: Q14. IDAHOBIT HPN article – part 2
- File 6: Q14. IDAHOBIT webinar invitation for VIC watch party
- File 7: Q14. IDAHOBIT Minister Instagram post – part 1
- File 8: Q14. IDAHOBIT Minister Instagram post – part 2
- File 9: Q14. WIP departmental article – part 1
- File 10: Q14. WIP departmental article – part 2
- File 11: Q14. WIP Executive messaging – part 1
- File 12: Q14. WIP Executive messaging – part 2
- File 13: Q14. WIP Executive messaging – part 3
- File 14: Q14. WIP wrap up article
- File 15: Q14. WIP Minister Instagram post – part 1
- File 16: Q14. WIP Minister Instagram post – part 2
- File 17: Q14. WIP Minister Instagram post – part 3
- File 18: Q14. WIP LinkedIn post – part 1
- File 19: Q14. WIP LinkedIn post – part 2
- File 20: Q14. WIP quiz invite – part 1
- File 21: Q14. WIP quiz invite – part 2
- File 22: Q14. WIP activities Sharing the Pride – part 1
- File 23: Q14. WIP activities Sharing the Pride – part 2

File 24: Q14. WIP activities Sharing the Pride – part 3
 File 25: Q14. WIP activities Sharing the Pride – part 4

15. Visibility in the Workplace		4 points
We actively encourage the visible support of LGBTQ+ inclusion by: a) providing options for individual employees to visually indicate that they are an ally or supporter of LGBTQ+ inclusion (e.g., ally badges or lanyards, email signatures, personal pronouns, virtual backgrounds) b) displaying visible organisational support across our offices (e.g., posters, Welcome Here, digital media on TV screens in office, LGBTQ+ inclusive signage in office) <i>For full points, please provide details for BOTH a) and b) above.</i>		2 points for (a) employees being able to visually indicate that they are an ally 2 points for (b) displays of organisational support throughout offices
Why this question? Visibility of LGBTQ+ allies within the workplace contributes to the sense of inclusion for many LGBTQ+ people, regardless of whether they are out at work. By providing employees with a way to visually identify themselves as an ally you are not only creating a sense of inclusion for LGBTQ+ people, but you are also providing a great way for people to identify themselves as someone you can have a conversation with about LGBTQ+ inclusion. Furthermore, displaying inclusive visual signage throughout the office can go a long way in making LGBTQ+ people feel welcome, supported, and valued within the organisation, regardless of whether or not they are out at work. Providing Evidence: To obtain full points for this question, you will need to provide details for both (a) and (b) above.		
Answer: The department actively supports and encourages visible support of LGBTIQ+ inclusion in the workplace. This is done by providing staff with stickers, including 'I'll use your pronouns', 'Hello, my pronouns are...' and network stickers. These stickers are used by staff on their laptops and on lockers. Staff are also provided with network lanyards and zingers. All of these items can be requested from the Inclusion team at any time, and are available at all HPN		<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q15. Stickers – part 1 <i>File 2:</i> Q15. Stickers – part 2 Please see additional evidence under:

day of significance events. For day of significance events, such as Wear it Purple Day, staff are able to access a virtual Microsoft Teams background to show their support for the day of significance and LGBTIQA+ inclusion. On the 'Department templates' intranet page, where new and current staff often access to ensure their communication is part of the professional Health, Disability and Ageing identity, staff utilise the department's email signature template where adding their pronouns is required. Additionally, to show their support for LGBTIQA+ inclusion, staff are able to add ally and network member logos to their email signature blocks. On the 'Microsoft Teams' intranet page, where new and current staff often access for Microsoft Teams support, staff are able and encouraged to add their pronouns to their Microsoft Teams profile. This page has a step by step guide on how to update your profile. Additionally, in a weekly all staff Executive message, adding pronouns to your Microsoft Teams profile was featured as a 'Tip of the week'.

Visible support is further reinforced across the department's offices, with small pride flags displayed in common areas—such as the service desk in the Brisbane office—and posters placed on noticeboards. Additionally the 'Be proud of who you are' artwork is on display in a high traffic area of the Yaradhang building in Canberra. The department's AWEI awards are also on display in the foyer of the Yaradhang building in Canberra.

File 3: Q15. Lanyard and Zinger
 File 4: Q15. Lanyard and Pronouns Pin
 File 5: Q15. Virtual Background
 File 6: Q15. Email Signature Block – part 1
 File 7: Q15. Email Signature Block – part 2
 File 8: Q15. Email Signature Block – part 3
 File 9: Q15. Email Signature Block – part 4
 File 10: Q15. Email Signature Block – part 5
 File 11: Q15. Email Signature Block – part 6
 File 12: Q15. Email Signature Block – part 7
 File 13: Q15. Microsoft Teams Pronouns – part 1
 File 14: Q15. Microsoft Teams Pronouns – part 2
 File 15: Q15. Microsoft Teams Pronouns – part 3
 File 16: Q15. Microsoft Teams Pronouns – part 4
 File 17: Q15. Microsoft Teams Pronouns – part 5
 File 18: Q15. Pride Flag – part 1
 File 19: Q15. Pride Flag – part 2
 File 20: Q15. Posters – part 1
 File 21: Q15. Posters – part 2
 File 22: Q15. Be Proud of Who You Are Yaradhang Building Hallway - part 1
 File 23: Q15. Be Proud of Who You Are Yaradhang Building Hallway - part 2
 File 24: Q15. AWEI awards Yaradhang Building - part 1
 File 25: Q15. AWEI awards Yaradhang Building - part 2

16. Individual LGBTQ+ Inclusion Work Recognition

3 points

Senior Leadership has formally recognised the work of individual employee/s regarding their internal contribution to LGBTQ+ inclusion.

3 points if Senior Leadership has formally recognised the work of individual employee/s regarding their internal contribution to LGBTQ+ inclusion

<i>Please provide details of this organisation-wide communication.</i>	Note: Points will not be obtained if this recognition is not communicated across the organisation.
Why this question? There are numerous individuals within organisations that commit a significant amount of time to furthering LGBTQ+ inclusion within their organisation, and more often than not, this is over and above their day jobs and unrecognised. Providing recognition for the outstanding work that individuals do, whether formally (internal awards) or informally (org wide communications), acknowledges both the individual and the value of the work that they are doing in this area of D&I. Providing Evidence: Please note that this is about internal recognition by internal leadership, not the receipt of an external award. The only exception to this would be if someone had won an external award and there was a significant communication or celebration for that person within the organisation, outlining the details of their work internally and what they achieved. The award without this follow-up would not qualify as this is about colleagues and leadership formally acknowledging the immense value of the individual's achievement.	
Answer: At the department's 2025 NAIDOC Awards, hosted by the Secretary and the First Assistant Secretary of the First Nations Health Division and First Nations Champion, [REDACTED] was formally recognised by receiving a High Commendation for the NAIDOC Spirit Award for their outstanding contribution to the development and delivery of the inaugural National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025–2035. The department's NAIDOC Awards are held annually in July during NAIDOC Week in Canberra. The awards ceremony is live-streamed to all employees, and a feature article celebrating the award recipients is published on the department's intranet, which is accessible to all staff. Staff are invited to submit nominations for potential candidates prior to NAIDOC Week via the department's intranet.	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q16. [REDACTED] NAIDOC Spirit Award <i>File 2:</i> Q16. NAIDOC Award Winners News Article Please see additional evidence under: File 3: Q16. NAIDOC Awards Nominations

TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

17. LGBTQ+ Training Delivered	4 points
We have delivered dedicated LGBTQ+ Awareness/Inclusion/Ally training, available to ALL employees within the assessed period. <i>Please outline the following:</i> <i>a) the training sessions delivered</i> <i>b) communications promoting the training as available to all employees</i> <i>c) any actions taken, or plans written to increase an uptake of training for all employees</i> Please note: Such training may include online training (pre-recorded modules, eLearning, etc.) or facilitated (interactive with a facilitator, including Zoom/Webex/Teams, etc.)	2 points for delivery of LGBTQ+ inclusion training for ALL employees 1 point for communications promoting the training to ALL employees 1 point for a plan or actions taken to increase uptake of training for ALL employees
Why this question? LGBTQ+ inclusion is such a critical measure of an organisation's inclusive culture; and training is one of the key areas that can really impact, not only an understanding of <i>why</i> inclusion is important, but an understanding of some of the challenges faced by our diverse employees. The difficulty with most diversity training is that it usually only gets attended by the people who are interested – and quite often, they are not the people you are targeting. By having LGBTQ+ inclusion or ally training available and actively promoting and seeking to increase participation in the training, we are more likely to obtain maximum participation outside of mandating attendance. Providing Evidence: To obtain points for this question, you will need to outline (a), (b) and (c) above.	
Answer: The department delivered dedicated LGBTIQ+ awareness/inclusion/ally training sessions to all employees in 2025. These training sessions included LGBTQ Awareness and Empowering Allies, Inclusive Management Training: Engaging and Supporting LGBTQ+ Staff, LGBTQ Inclusive Language Considerations, and Transgender and Gender Diverse Awareness. All of these training sessions are accessible by all staff via the department's internal learning management system. The department also has online courses including the SBS Inclusion Program: Core Inclusion and LGBTIQ+ course and a Why Pronouns Matter short course that is also accessible to all staff via the internal learning management system and can be completed at	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q17. LGBTQ Awareness and Empowering Allies Training <i>File 2:</i> Q17. Inclusive Management Training Please see additional evidence under: <i>File 3:</i> Q17. LGBTQ Inclusive Language Considerations

any time.

The department promoted the training sessions to all employees via all staff Executive communications and the HPN and LGBTIQA+ Workforce intranet pages.

Actions taken to increase uptake of training for all employees included emails to the department's EA/EO cohort for distribution to their divisions/branches, the intranet team to add the training sessions to the department's learning calendar hosted on the intranet which is accessible and viewed by all staff and the HPN to distribute to their internal contacts.

Training

File 4: Q17. Transgender and Gender Diverse Awareness Training

File 5: Q17. SBS Inclusion Program – part 1

File 6: Q17. SBS Inclusion Program – part 2

File 7: Q17. Why Pronouns Matter

File 8: Q17. Executive Communication on Training – part 1

File 9: Q17. Executive Communication on Training – part 2

File 10: Q17. Executive Communication on Training – part 3

File 11: Q17. Executive Communication on Training – part 4

File 12: Q17. Executive Communication on Training – part 5

File 13: Q17. HPN Intranet Page

File 14: Q17. LGBTIQA+ Workforce Intranet Page

File 15: Q17. EA and EO Cohort Email – part 1

File 16: Q17. EA and EO Cohort Email – part 2

File 17: Q17. EA and EO Cohort Email – part 3

File 18: Q17. Learning Calendar

File 19: Q17. HPN Email

18. LGBTQ+ Training for People Managers

6 points

We have:

☒ **completed work (over and above the promotion of generic LGBTQ+ inclusion training) to ensure that Middle Managers:**

For completed work in LGBTQ+ inclusion for Middle Managers (over and above generic opt-in training):

- **2 points** for (a) providing middle managers with an understanding of the challenges faced by LGBTQ+ employees

(a) understand challenges faced by LGBTQ+ employees (to include heightened bullying/harassment, targeting of innuendo, maintaining a psychologically safe workplace); AND (b) are equipped to address any issues and/or discourse that may arise in terms of LGBTQ+ inclusion issues within their teams (to include cultural/religious conflicts, jokes, inappropriate comments, current public discourse) ☐ made LGBTQ+ inclusion training compulsory for people managers <i>Please provide evidence for each of the items selected.</i>	(Must incorporate the areas identified here.) • 2 points for (b) equipping middle managers with tools to address any issues and/or discourse that may arise in terms of LGBTQ+ inclusion within their teams (Must incorporate the areas identified here.) For LGBTQ+ inclusive management training: 2 points for LGBTQ+ inclusion training made compulsory for people managers
Why this question? AWEI Employee Survey results and the voice of members has repeatedly shown that Middle Management / Team Leaders are the hardest group to engage in LGBTQ+ Inclusion. The AWEI Employee Survey has shown that this group feels least supported and the most likely not to be actively engaged in LGBTQ+ inclusion. Further, with heightened public discourse against the LGBTQ+ community, it's critical that people managers not only understand some of the challenges that LGBTQ+ employees may face, but that they are equipped to address any issues that may arise for LGBTQ+ employees within their team. Providing Evidence: Please provide evidence for each of the tick boxes selected.	
Answer: a) We organised and provided 'Inclusive Management Training: Engaging and Supporting LGBTQ+ Staff' training sessions throughout the year hosted by Pride in Diversity exclusively targeting middle managers. This training module can be accessed by middle managers in the department's internal learning management system and is advertised under featured and recommended learning in individual's learning management portals. This training session provides middle managers an understanding of challenges faced by LGBTQ+ employees including stigma, workplace violence and aggression, heightened bullying and sexual and gender based harassment. b) The training sessions equip middle managers with tools to address any issues that may arise in terms of LGBTQ+ inclusion within their teams including the importance of inclusive leadership	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q18. Inclusive Management Training <i>File 2:</i> Q18. Inclusive Management Training Follow Up Email <i>File 3:</i> Q18. Inclusive Management Training Slides Please see additional evidence under: File 4: Q18. Inclusive Management Training Resource File 5: Q18. Executive Promotion – part 1 File 6: Q18. Executive Promotion – part 2