



Diverse twist to a baroque masterpiece

Proudly LGBTQIA+ Canberra Qwire joins forces with some of the ACT's finest musicians in their landmark performance of *These Precious Hours: Purcell's Dido & Aeneas Reimagined*. This reinterpretation of Henry Purcell's 1689 opera explores themes of queer love, loss and heartache with music that transcends generations. After performing the baroque opera with 4 soloists and chamber ensemble the exceptional Ellery Quartet, Qwire will return to the stage after the intermission with a contemporary repertoire as a response to *Dido & Aeneas*. One performance at 7 pm on 28 June at Llewellyn Hall, Canberra. Book via the [Canberra Qwire website](#).



LOL LOL LOL ha ha ha ha ha

Sydneysiders still have time to fit in some much-needed laughs watching LGBTQIA+ acts at the Sydney Comedy Festival, which runs until 18 May. Check out Andy Balloch's *The Wedding* – 10 characters, one comedian, all chaos; Big Lez (Lily Starr) is Back; Bob Downe – 40 Ridiculous Years; Cassy Judy – Live and Naughty; Charlie Lewin – Frogaccini; Chris Parker – Stop Being So Dramatic; Ed Gamble – Hot Diggity Dog; Jackie Loeb – Second Crack; Jarryd Prain – Hanky Code; Joel Crease [44/186 nks](#)

for Being Here; Maddy Weeks – It's All Good; Melody Rachel – I'm Gay But I Know Jesus; The Nath Valvo Show; University of Sydney's Queer Revue; Rhonda Williams – Huge Party Big Congratulations; and more. Check dates and venue: www.sydneycomedyfest.com.au

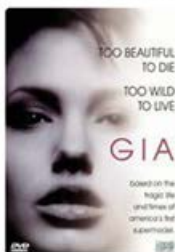
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Things to watch

When Angelina played Gia

Widely considered the world's first supermodel, openly queer Gia Carangi rocketed to stardom in the late 1970s, only for her life to spiral out of control after she became addicted to heroin and later contracted HIV. She died of AIDS at 33. A little over a decade later, a biopic about her life and love affairs – *Gia* (1998) – helped catapult a young Angelina Jolie (herself openly queer) into the spotlight.



LGBTQ+ moment in the Black Mirror

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Issa Rae and Emma Corrin's sapphic *Black Mirror* Season 7 Episode 3 – *Hotel Reverie* – has audiences raving. It's about an actress who falls in love with an AI character in a virtual remake of a 1940s film. Said one viewer on social media: "Give *Hotel Reverie* all the awards. I'm talking Emmys, Grammys, everything. A masterpiece." Now streaming on Netflix.



A little bit of a whole lot of lesbian history

Watch Canadian YouTube and Podcasting couple Karbon and Emily of the [Queer Collective](#) do a great walk through lesbian history that's informative and entertaining. Check out [The ENTIRE History of Lesbians](#)



Things to read

Written in the Stars
by Alexandria Bellefleur

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With nods to *Bridget Jones* and *Pride and Prejudice*, a charming queer rom-com debut about a free-spirited social media astrologer who agrees to fake a relationship with an uptight actuary until New Year's Eve. With results not even the stars could predict! The book has been praised for its relatable characters and witty dialogue. [WRITTEN IN THE STARS | AlexandriaBellefleur](#)

Beyond the Black Door
by A.M. Strickland

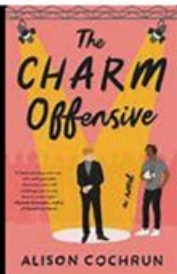


Kamai was warned never to open the black door, but she didn't listen... This imaginative dark fantasy features court intrigue and romance, a main character coming to terms with her asexuality, and twists and turns as a seductive mystery unfolds that endangers not just Kamai's own soul, but the entire kingdom. Everyone has a soul. Some are beautiful gardens, others are frightening dungeons. Kamai and her mother are Soulwalkers who can journey into other people's souls while they sleep. But no matter where Kamai visits, she sees the black door. [Beyond the Black Door](#)

The Charm Offensive
by Alison Cochrun

Another rom-com, this time about an awkward tech wunderkind on a bachelor dating show who goes off-script when sparks fly with his producer. Cudos to Cochrun for covering all the bases with this book – there are gay, lesbian, bisexual, pansexual and asexual characters, leading off with an ace protagonist. And fans of

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this book – of which there are many – say she does it very well to create a really good read. [The Charm Offensive by Alison Cochran](#)

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Things to listen to

Queer Records for queer records!

Music enthusiasts need to check out this Melbourne/Naarm-based queer-owned business that specialises in vinyl by LGBTQIA+ artists. As their website announces: A celebration of the revolutionaries 🏳️, the divas 🏳️, the envelope-pushers 🏳️, the one-hit wonders 🏳️, the allies 🏳️, the queens 🏳️, the in-betweens 🏳️, the downright fabulous 🏳️ and all those who shaped the queer soundtrack 🏳️. Pop-up shops and online sales: [Queer Records](#).

Best of lesbian singers

We consulted ranker.com and this is what they came up with for the [Best Lesbian Singers of All Time](#)

1. Tracy Chapman
2. Hayley Kiyoko
3. Joan Jett
4. Melissa Etheridge
5. Janis Joplin

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6. girl in red

7. King Princess

8. Queen Latifah

9. Tegan and Sara

10. Brandi Carlile

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Make your own fave lesbians playlist to groove along to today!

Check out these podcasts

LOTL – Established in 1989, *Lesbians on the Loose* was a much-loved monthly magazine for lesbians in Australia. Now there's a [website](#) and great weekly Australian-content podcasts. [LOTL: Queer Conversation](#)

Ancient Lesbian Tales – In the mid-1990s, a group of older lesbian women shared their stories about how they became feminists and how it impacted their lives. In a time before official podcasts, listen to audio files from Diana, Rob, Meg, Doreen, Joy, Kate, Dorothy and Pearlie. [Older Dykes | Podcasts](#)

A OK – Created by Courtney Lang, who identifies as aromantic asexual, this weekly podcast features interviews with people on the asexual and aromantic spectra. Guests share their personal experiences and perspectives on coming out, relationships, community and representation. [A OK](#)

More recommendations from us!

Want more ideas for reading, watching and listening to stuff with LGBTQIA+ content, authorship or relevance? We've put together a collection of our favourite books, movies, podcasts, TV shows and more. Click [here](#) to check it out!



Health Pride Network executive team

Chairs [REDACTED] (she/her) and [REDACTED] (they/them)

Deputy Chairs [REDACTED] (he/him) and [REDACTED] (he/him)

Secretariat [REDACTED] (he/him) and [REDACTED] (he/him)

Health Pride Champions

s47F, s47E(c)



Communication coordinators

SharePoint site managers

(she/her) and

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Sharing the Pride Editor:

(she/her)

Committee leads & State Network

For State/Territory/Portfolio reps, Social sub-committee members and AWEI submission team, go to [About the Committee](#) on the main SharePoint page.

s47F, s47E(c)

(she/her) has been part of the HPN Committee since 2021 and took up the Co-Chair role in January 2024. She is loving working with the exec and the Committee. Outside of work, she enjoys going to the theatre, seeing live music, travelling, singing with Canberra Qwire (proudly LGBTQIA+) and just hanging at home with her partner and their dog Tilly.

s47F, s47E(c)

(he/him) has been part of the Health Pride Network since 2014 and has served in various roles on the Committee since 2017, including as co-Chair and Secretary. He is passionate about making the workplace more inclusive and received the 2021 Roozi Araghi Award for Inclusion in recognition of his leadership in this area. Outside of work you'll find him playing Pickleball, board games or generally over-committing socially.

s47F, s47E(c)

they/them) has been part of the Network since 2021, joined the exec team in early 2024 and took up the Co-Chair role in September 2024. They are passionate about making the Department a safe and inclusive place for all. Outside of work, you'll catch them seeing live music, listening to audiobooks and watching any and all queer/sapphic media, likely with their cat.

he/him) has recently joined the Network's exec team, after sitting on the outskirts for 2 years. He was formerly the chair of the Victorian Social Committee

and is very passionate about ensuring the workplace is safe and inclusive for all LGBTQIA+ staff. Outside of work, you'll find him doing his best to be an endurance runner and bursting his eardrums with loud music.

09 26 3392
1300 542 874

Look after yourself

Please know that it is ok to not be ok and there is help out there. We're here for you and so are these organisations and helplines.



- Our Employee Assistance Program (EAP) has a dedicated LGBTQIA+ phone line with support from qualified and experienced EAP consultants who specialise in LGBTQIA+ issues: call 1300 542 874
- Qlife provides Australia-wide anonymous LGBTQIA+ peer support and referrals with a phone and webchat service for people wanting to talk about issues including sexuality, identity, gender, bodies, feelings or relationships: qlife.org.au/contact-us
- Head to Health is the Government's digital gateway into some of Australia's most trusted mental health organisations,
- Call Lifeline on 13 11 14 for immediate support and advice
- Call 13YARN on 13 92 76 (24 hours/7 days) and talk with an Aboriginal or Torres Strait Islander Crisis Supporter
- Kids Helpline offers support for young people going through a tough time "for kids aged 5 to 12, teens aged 13 to 17, young adults aged 18 to 25, as well as parents, carers, schools and teachers: call 1800 55 1800
- Call the Suicide Call Back Service if you are concerned about suicide, living with someone who is

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bringing together apps, online programs, online forums, phone services and a range of digital information resources:

www.headtohealth.gov.au/

considering suicide or bereaved by suicide: 1300 659 467 or www.suicidecallbackservice.org.au

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- Go to **Beyond Blue** to talk to a counsellor, visit a forum, get a mental health coach or find a mental health professional: beyondblue.org.au

Any ideas for the next edition of Sharing the Pride? Would you like to tell us about something that's happening in your corner of the LGBTQIA+ world, or what you're watching, reading, listening to and loving? Email us at [REDACTED] with your ideas and recommendations.



Health Pride Network
[REDACTED]

s47F, s47E(c)

[REDACTED]
Assistant Director

Sharing the Pride - May/June 2025

21 min read

Hi everyone!

You'll have noticed that *Sharing the Pride* has morphed into a May/June affair for this issue, which has been due to technical difficulties and time pressures. But we'll be back to our regular monthly scheduling in July. Meanwhile, the LGBTQ community's defiant and passionate celebration of Pride Month in the United States is a reminder of how important our Health Pride Network is for keeping LGBTQIA+ visibility, inclusion and acceptance on the agenda for our work community. And on that note, special huge cheers and thanks to the people that made another Gold AWEI award happen! Read about it and check out the pics below, and enjoy the other great reads in this issue. — [REDACTED] *Sharing the Pride* editor

STOP PRESS!

s47F, s47E(c)

HUGEST CONGRATULATIONS from us all to Dr Bridget [REDACTED] — one of our wonderful Pride Champions — for being so deservedly awarded the Public Service Medal (PSM) in the King's Birthday 2025 Honours List.

Bridget is currently the head of the [REDACTED]

[REDACTED] and has been recognised for her significant contribution to the government's world-leading reforms to vape regulation.



s47F,
s47E(c)

Assistant Director

s47F, s47E(c)

Hi from the happy crowd at the monthly
Health Pride Network coffee catch-up in
Woden

From the HPN Executive team

Hello Pridesters!

May sped past at the rate of a fast-spinning disco ball! It was also pretty action-packed with...

International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)

Our IDAHOBIT event was held on Monday 19 May, following the 2025 theme of *Will You Stand Against Discrimination?* To celebrate, we hosted a chat in the Melbourne Office with Ruby Mountford from the Australian Human Rights Commission, to discuss their recent research on *Supporting Trans and Gender Diverse Employees in the Workplace*.

We'd like to thank [REDACTED] for their frank and fearless approach to the conversation and everyone who helped put the wonderful event together.

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On Friday 30 May,

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and [redacted] represented the Department at the awards to receive our 2024 submission results. We were SO pleased to receive GOLD and bag a nomination for Network of the Year, both for the second year in a row.

We want to thank everyone who was involved in the 2024 submission, including our Inclusion colleagues, everyone on the AWEI working group, and all the work areas across the Department who provided us with input. We could not have done this without you!

This event celebrated and awarded Australia's top organisations for LGBTQ+ inclusion based on the results of the Australian Workplace Equality Index (AWEI). There were over 1000 people attending, with organisations spanning across corporate, government and non government. The event truly shows the breadth of the sector across Australia, and highlighted the continued need for dedicated work in this space. Keynote speakers touched on distressing global trends, and noted they were pleased to see the largest ever audience registered for the event.

We're having a deep dive on the AWEI at our next Committee meeting. If you are interested in shaping the way the Department supports our LGBTIQ+ workforce, and our allies, please come along to hear more!

Happy Pride Month to you all.

As always, reach out to us or anyone on the committee at any time. We're always keen to hear from you, whether it's an idea for an event, recommendations for *Sharing the Pride* or just to make a connection. We are here to support each and every one of you, so please know we are always here for a chat.

With love from [redacted] o xo

(Ms/she/her) | Co-Chair | [redacted]

(they/them) | Co-Chair | [redacted]

(Mr/he/him) | Deputy Chair | [redacted]

(he/him) | Deputy Chair | [redacted]

(he/him) | Secretariat | [redacted]

(he/him) | Secretariat | [redacted]

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SPECIAL DAYS THAT MATTER

May's days of LGBTQIA+ significance
– IDAHOBIT and Pansexual
Awareness & Visibility Day on 24 May
– gave us the chance to think about
our own and each other's right to
safely be who we are, without stigma,
prejudice and discrimination. The
International AIDS Candlelight
Memorial and LGBTQ Domestic
Violence Awareness Day inspired
deep thought and feelings, and
Reconciliation Week pointed to a
time for reflection and a renewed
journey together.

IDAHOBIT –
International Day
Against Homophobia,
Biphobia and
Transphobia – on 17
May marks the date in
1990 that

homosexuality was removed from the
WHO Classification of Diseases. Over 3
decades later, LGBTQIA+ communities
still face discrimination. So this year
the IDAHOBIT message was that
everyone of us can make a difference.
Read about the history and meaning
of the day here: [IDAHOBIT](#).

The theme for National
Reconciliation Week 2025, *Bridging
Now to Next*, urges us to look ahead
and continue the push forward as
past lessons guide us. The
Reconciliation Australia website tells
us: "At a time when Australia faces
uncertainty in its reconciliation
journey, this theme calls on all
Australians to step forward together ...
In the #NRW2025 theme artwork
created by Kalkadoon woman [Bree](#)
[REDACTED], native plants – known for
regenerating after fire and thriving
through adversity – symbolise our
collective strength and the
possibilities of renewal.

"Australia's history of reconciliation is
not a linear one but one that includes
both great strides and disappointing
setbacks. Twenty-five years ago,
Corroboree 2000 brought together
Aboriginal and Torres Strait Islander
and non-Indigenous leaders in a
historic call for reconciliation. We
continue that work in 2025, inviting all
Australians to join us in *Bridging Now*

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celebrated to increase the visibility of pansexual identities within the LGBTQIA+ community and to combat stigma and prejudice towards pansexual and panromantic people. It's a day to recognise the experiences of people who are attracted to others regardless of gender, and to affirm their identity, visibility and inclusion within both LGBTQIA+ spaces and society at large. The day also challenges misconceptions and promotes understanding around pansexuality, emphasising that love and attraction aren't limited by gender. For a fresh angle on the day, you can read this in DIVA magazine: [What is Pansexual and Panromantic Awareness and Visibility Day?](#)

**The International
AIDS Candlelight
Memorial, on the
third Sunday of May,
is a time for us to**

remember the people we lost to AIDS. It's also an opportunity to honour those who dedicated their lives to helping people living with and affected by HIV, and to continue to mobilise our communities in solidarity. This year, on Sunday 18 May, candles were lit all over the world to a theme linking memory, resilience and leadership: "We Remember. We Rise. We Lead." Read about the day and how to get involved next year: [International AIDS Candlelight Memorial – We remember – We take action – We live beyond HIV.](#)

*"The week is a time for all
Australians to reflect on our
shared histories and act to
contribute to a better and
more just Australia."*

Timed strategically to lead into National Reconciliation Week and the beginning of the annual International Pride Month in June, the BlaQ Aboriginal Corporation launched the STILL HERE STILL QUEER campaign, highlighting the belonging and importance of First Nations LGBTQ+SB people within both spaces.

The BlaQ Aboriginal Corporation is a Redfern based not for profit working towards improving the lived experience of First Nations LGBTQ+SB people. LGBTQ+SB is an inclusive acronym that stands for Lesbian, Gay, Bisexual, Transgender, Queer, plus Sistergirl and Brotherboy (specific to Aboriginal and Torres Strait Islander people).

The campaign delivered images and messages celebrating First Nations queer individuals across Sydney City and the Inner West, giving everyone the opportunity to learn more about the Aboriginal and Torres Strait Islander LGBTQ+SB experience.

Read about the campaign and the work of the Corporation here: [STILL HERE STILL QUEER - BlaQ Aboriginal Corporation.](#)

Awareness Day on 28 May seeks to help end violence and abuse within LGBTQIA+ communities by increasing visibility and understanding, and giving hope and courage to victims and survivors. The day was inaugurated in Brisbane in 2020 by the LGBTQ Domestic Violence Awareness Foundation. The theme for this year's event was #SeenAndBelieved. See the news article below and go here for more information and support: [LGBTQ Domestic Violence Awareness Day - LGBTQ+ Health Australia and LGBTQ Domestic Violence Awareness Foundation | 28 May #SeenAndBelieved](#).

What began in the United States to commemorate the Stonewall Riots of June 1969 – a pivotal moment and movement in the fight for LGBTQ rights – Pride Month is now commonly being acknowledged internationally. Here in Australia in 1978, the gay community heightened its fight for equality through a planned protest on International Gay Solidarity Day on June 24. This protest was the birth of the Sydney Gay and Lesbian Mardi Gras as we know it today. Although Mardi Gras now takes place in February and March to coincide with our summer, these protests in June 1978 were a vital part of LGBTQIA+ liberation here in Australia and our connection to International Pride Month in June.

WE GOT GOLD – AGAIN!

[REDACTED] with the AWEI Gold Award

[Click here to see our award getting Inclusion and HPN reps: This is how it felt!](#)

Large and small employers from all sectors of the Australian economy were recognised at the Australian LGBTQ+ Inclusion Awards on Friday 30 May for meeting the highest standards of commitment to being inclusive of LGBTQ+ people and communities, demonstrating that LGBTQ+ inclusion is good for business, good for staff, and good for broader society.

First held in 2011, the Awards are based on the results of the Australian Workplace Equality Index (AWEI) submissions, which allows Australian organisations to benchmark their LGBTQ+ inclusive policies and practice on an annual basis. The event acknowledges and celebrates the organisations demonstrating foundational and progressive efforts toward making workplaces inclusive and equitable for LGBTQ+ people.

Dawn [REDACTED], Director of ACON's Pride Inclusion Programs, said the ongoing commitment from employers shows that LGBTQ+ inclusion is not only the right thing to do, but delivers wide-reaching benefits.

"We're seeing outstanding results in this year's AWEI submissions, which clearly reflect how deeply many organisations value this work," [REDACTED] said. "Our data shows that when inclusion is embedded in workplace culture, it leads to stronger engagement, improved wellbeing, and better performance outcomes — not only for LGBTQ+ employees but for all staff. When organisations get LGBTQ+ inclusion right, everyone benefits."

Held at the ICC Sydney Grand Ballroom, the awards were hosted by SBS presenters Ricardo [REDACTED] and Madeleine [REDACTED], and featured a performance by acclaimed Gamilaraay artist Mitch [REDACTED] and Voice of Lele!

Here are some insights about the event from [REDACTED]:

[REDACTED] were all delighted to attend the awards ceremony on behalf of the Department, and the Pride Network. The award is announced on the day so we didn't know how we would go and were all anxious to hear the result.

We were SO pleased to receive GOLD and bag a nomination for Network of the Year, both for the second year in a row. We were the loudest in the room, celebrating the huge win.

Other organisations in the mix include corporate powerhouses like Amazon, Westpac and Commonwealth Bank. It says a lot about our organisation to be able to hold our own with the corporate sector.

We were not the only federal department recognised, with the CSIRO, Services Australia and the Australian Tax Office all marking very highly.

The day also included a range of speakers, including a final address from Professor Jennifer [REDACTED] AO, who is stepping down from her sponsor role with Pride in Diversity.

We want to thank everyone who was involved in the 2024 submission, including our Inclusion colleagues, and everyone on the AWEI working group and from the work areas across the Department who provided input. We couldn't have done this without you!

It truly was a celebration of inclusion, respect and all things joy.

Read more here: We've struck GOLD again!

You've met some of the great members of the Health Pride Network, now it's time to meet the pets that own them:

Pets of the Health Pride Network

Introducing...

TWISTY (she/her)

FULL NAME Twisty [REDACTED]

AKA Twizzy, Twizz-Bang, Binky, Brownie, Brown Owl, Madame Bitchy Brown-Brown, Tracey

AGE 18 years 6 months

PEDIGREE Super Entitled Brown Burmese

DEFAULT SETTING Disdainful dominatrix

CLAIM TO FAME Ate twice her bodyweight in birthday cake while party guests were being assembled for the lighting of the candles and the singing

AND NOW SOME WORDS FROM TWISTY

What's your origin story?

I came into the household as a second cat but soon remedied that. Things were going fine until Chippy and I realised the apartment wasn't big enough for both of us and I staged a coup. He went to live elsewhere. What Twisty wants, Twisty gets...

Tell us about your humans

The older one who thinks she's in charge is a total soft touch. I manipulate her very easily. I do this thing where I look stricken or vulnerable or outraged and she gives me exactly what I want. The younger human is too much like me and also has the older one wrapped around her little finger. So we have made a pact to not compete but to manipulate in tandem.

So your status in the household is pretty high?

The rule is, Queen Twisty Rules. At one point, the older human completely lost her mind and moved us to a rural setting. Picture 3 goats, 5 chooks, a horse and – horror of all horrors – 2 dogs!!! After a lot of intensified resting bitch face, I acknowledged the limitations of apartment living and embraced the glory of the great rural outdoors. But of course my soft-touch human has this anti-predation thing and after I proved that I hadn't had my hunting instincts bred out of me, I was confined to quarters again, except for supervised outdoor activities. Meanwhile, about the dogs... my new minions.

Hmm, how is your ongoing relationship with the dogs?

To be honest, when we moved to Canberra suburbia, I was seeing way too much of them. So, when the younger human moved to Sydney, I pushed to be relocated as her COVID 19 support kitty. Fun times! Rightful Only Pet status restored! Until I barely survived a near-death experience, bankrupted her with the vet bills, and now we have all ended up back in close quarters in Canberra. Sigh. The positives – what's the point of superiority if you have no one to dominate? And those dogs are so dominatable! Also, with these Canberra winters, you can't beat the body heat of a chunky black dog.

You look pretty good for an 18-year-old cat. What's your secret?

It's all about attitude. I'm very evolved and self actuated. I have a petite frame and good cheekbones as well as the oversized attitude. Also, I'm a survivor and I have very good breeding – although perhaps not the best kidneys. The older human reckons it's daily cranberry powder and sheer bloody mindedness that keep me going. And the younger human says I thrive on being demanding and irritating, getting everything I want – and being utterly adorable and adored. I've almost checked out twice, which I've worked to my advantage. My humans were so distraught, they literally do and give me whatever I want, all of the time.

TWISTY'S FAVE FIVE

Favourite food: French fries, buttered toast, roast chicken and birthday cake

Favourite activity: Sleeping in the sunshine nestled against a warm dog butt

Second-favourite activity: Supervising the older human when she's working from home – love disrupting Teams meetings!

Favourite sport: Racing the dogs up the stairs – such an easy win now they're old and arthritic!

Favourite qualities about yourself: My charm and excruciating attractiveness.

Resources

Guides for young trans people

Transcend Australia believes that all trans, gender diverse, non-binary and questioning young people deserve to be safe, respected, loved and celebrated.

They say: "Young people are awesome, contribute so much to their families and communities and have so many big dreams to bring to life. Also, young gender diverse people can face some big challenges navigating a world which is not always as amazing as they are or as supportive as they deserve it to be."

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Check out their great resources: [Young People - Transcend Australia](#).

LGBTQIA+ elder support

Go to [Services and supports - LGBTQ+ Health Australia](#) for a list of services and supports for LGBTI elders and people providing care to LGBTI elders. Includes social support visitor schemes to reduce social isolation or loneliness, information about Alice's Garage – a national project empowering LGBTI elders and promoting healthy LGBTI ageing in Australia – and advocacy networks.

Inclusive comms guide

Check out and download the ACT Government's new *Inclusive Communication Guide* that advises how to produce written, verbal and visual communications that actively include people and do not leave anyone out. Inclusive communication is a way for us to create environments where people feel included, recognised and respected. It is important because it is accurate and ensures we are not perpetuating stereotypes, making generalisations, reinforcing harmful gender norms, or marginalising individuals based on their gender identity and expression, sexual orientation or sex characteristics. Download it from the [ACT Government website](#).

Courses & info sessions

Pride in Diversity programs

As employees of the Department of Health and Aged Care, we can all access ACON's Pride Inclusion Programs that are run throughout the year. These sessions offer great learning opportunities and are free for us but registration is essential.

Go to [Member Login | Pride Inclusion Programs](#) and log in with Username:

s47E(d)

(case sensitive)

then choose Monthly Online Training Sessions from the menu on the left. Or you can book through Humanitix via the links below using the Department's member number s47E(d)

Click on the links to sign up for these upcoming training sessions now:

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LGBTQ+ Awareness - Tuesday 8 July 2025, 3-4:30 pm and **Thursday 14 August 2025, 12:30 2 pm** You will get an overall understanding of why LGBTQ+ workplace inclusion is important, explore challenges often faced by LGBTQ+ employees and gain awareness about the impact that the culture has on the lived experience of its employees.

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Trans & Gender Diverse Awareness - Thursday 10 July 2025, 3-5 pm You will get an overall understanding of binary and non binary gender experiences and identities as part of the LGBTQ+ spectrum. The session will explore the complex nature of gender identity and gender-affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender diverse employees, and explain how to support an employee affirming their gender in the workplace.

LGBTQ+ Inclusive Language Considerations –Thursday 19 June, 10.30 am to 12 pm (AEDT) This session will provide an enhanced understanding of the principles and importance of inclusive language. It will delve into the myths and pitfalls associated with inclusive language, and explore both formal and informal considerations,

including pronouns, group greetings and language patterns. Participants will learn how language can serve as a powerful tool for allyship and inclusion, helping to create a more supportive and accepting environment for everyone.

Check the [calendar](#) for more upcoming events and training sessions in 2025!

AWEI Practice Point sessions

ACON's Pride Inclusion Programs are running the 2025 AWEI Practice Point sessions that delve into key insights from their data reports. Featuring discussions between the Pride Inclusion Programs data analyst and a member of the Pride Inclusion Programs team, this format creates a unique opportunity to explore what these numbers mean in the real world. Happening every third Tuesday from 12:30-1:30 pm, each session includes dedicated time for participant questions so you can engage with the discussion and relate the information to our organisation's results. Click on the links below to book into a session:

Tuesday 1 July 2025, 12:30-1:30 pm [AWEI Practice Points - Allies in the Workplace](#)

Tuesday 22 July 2025, 12:30-1:30 pm [AWEI Practice Points - Workplace Inclusion Impacts](#)

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Tuesday 12 August 2025, 12:30-1:30 pm [AWEI Practice Points - Impacts of Leadership Support](#)

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Tuesday 2 September 2025, 12:30-1:30 pm [AWEI Practice Points - Documenting & Harassment Experiences](#)

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Tuesday 23 September 2025, 12:30 1:30 pm [AWEI Practice Points - Impacts of Visible Role Models](#)

Tuesday 14 October 2025, 12:30 1:30 pm [AWEI Practice Points - Applying an Intersectional Lens](#)

Entertainment

Pride Fest hits Sydney

Qtopia Sydney, the Australian Centre for Queer history and culture, is presenting its second season of Pride Fest from 1-30 June. The festival features more than 400 artists across 150+ events, including drag, theatre, comedy, cabaret, live podcasts, exhibitions and workshops. Audiences can expect everything from late-night interactive cabaret shows, community panels and draw-and-sip sessions with a drag queen, to intimate documentary showings, Mardi Gras float-making workshops and reflections from the original 1978 Mardi Gras protestors. Check out www.qtopiasydney.com.au for details.

Queer take on a classic tale

Shamelessly plugging this performance that 2 members of the HPN committee are a very proud part of. Honestly, we didn't expect it to be as amazing as it's turning out to be! Take a punt and prepare to be transfixed as the LGBO + Canberra Qwire joins forces with the fabulous Ellery Quartet and 3 outstanding

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soloists in *These Precious Hours: Purcell's Dido & Aeneas Reimagined*. This reinterpretation of Henry Purcell's 1689 baroque opera explores themes of queer love, loss and heartache. Heartbreakingly beautiful stuff! After the intermission, Qwire will return to the stage with contemporary songs in response to *Dido & Aeneas*. You'll love them! One performance at 7 pm on 28 June at Llewellyn Hall, Canberra. Book via the [Canberra Qwire website](#). Please bring your friends for a really different, really good night of music and singing.

Brisbane's night of LGBTQIA+ nights

The Queens Ball has been happening for 60+ years, and Brisbane Pride is happy to make it happen again this year on 28 June at the Brisbane City Hall. Their promise is a place transformed into a kaleidoscope of sequins, tuxedos, flash frocks and rainbow flags. It's also the Brisbane community's Oscar night, where awards that include Activist of the Year, Ally of the Year, Artist of the Year, Community Social Group of the Year, DJ of the Year, Drag Performer of the Year, Volunteer of the Year and many many more are bestowed. Go to brisbanepride.org.au for more info and tickets for The 64th Queens Ball: "A Celebration of History and Diversity Where Generations Collide in Glittering Harmony".

Things to watch

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I Saw the TV Glow

US 2024 psychological horror fantasy written and directed by Jane Schoenbrun and stars Ian Foreman/Justice Smith as young/older Owen and Brigette Lundy Paine/Jack Haven as young/older Maddy. All about self-searching and self-discovery via watching a teen show called *The Pink Opaque*. Hard to explain and, for some, to understand. According to Benjamin Lee in [The Guardian](#), "It's about loneliness and fandom and maybe what it's like to deal with mental illness or be close to someone with that struggle, to see someone losing their grip and the pain that brings. But it's also a story about what it's like to be queer or trans, Schoenbrun [a non binary and trans artist] using both characters to show the devastation of a life unlivd..."

Paris is Burning

1990 documentary that focuses on the 1980s drag scene in New York City. Directed by Jennie Livingston, it looks at the ball, voguing and house culture of the time, featuring Willi Ninja, Brooke Xtravaganza, Andre Christian, Dorian Corey and Pepper LaBeija. Fans of *Ru Paul's Drag Race* will appreciate the background to the drag house/haus and family references.

A Portrait of a Lady on Fire

2019 French romance/drama set in France in the late 18th century. Female painter Marianne and her subject, the aristocratic Heloise, fall in love but cannot be together. Voted amongst the best films of all time. Written and directed by Celine Sciamma, and starring Noemie Merlant and Adele Haenel, it won the Queer Palm as well as Best Screenplay at Cannes in 2019. Slow going but breathtakingly beautiful.

Love, Simon

2018 US romantic comedy. It's all you want in an easily digested funny and heartfelt storyline. You may possibly clutch at your heart and shed a sweet tear. Simon, a gay teenager, hasn't come out to his family. Then he's blackmailed and falls in love with an anonymous classmate online. Directed by Greg Berlanti and

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Pride

UK 2014 comedy drama based on the true story of a group of lesbian and gay activists who raised money to help families affected by the British miners' strike in Margaret Thatcher's 1984 when homophobia and union-bashing were rampant. Set in a Welsh mining community. Directed by Matthew Warchus and with a fabulous cast that includes Imelda Staunton, Bill Nighy and Dominic West. Funny, uplifting and entertaining.

Things to read

***The Darkness Outside Us* by Eliot Schrefer**

A fast read but a good read if you like an emotional rollercoaster. It's marketed as LGBT young adult science fiction but the many adults who rave about it say it's misclassified. Described as a twisty survival drama, with 17-year-old protagonists, it has received really, really good reviews, with a warning not to give away the plot...

***The South* by Tash Aw**

Another novel about 2 boys, but this time in 1990s Malaysia and classified as literary fiction. Says Goodreads: "A radiant novel of longing that blooms over the course of one summer – about family, desire, and what we inherit." Read Lara Feigel's review in *The Guardian*: [The South by Tash Aw review - an intimate epic begins](#).

***The Dinner Lady Detectives* by Hannah Hendy**

Cosy crime fiction with sapphic protagonists – middle-aged Margery and Clementine, the dinner ladies in a school in a small English town. The police think

Things to listen to

Here Comes the Rain Again

by Kristof Hajos

No-one could do it better than Annie Lennox/The Eurythmics but queer Amsterdam based singer Kristof Hajos has recorded a haunting rendition that's beautiful. Check out his new album, 6:00PM, where he's exploring what it means to grow older in the queer community.

Supermodel (You Betta Work) [feat. VINCINT] by Trixie Mattel

Everyone's favourite drag queen covers the iconic RuPaul hit to create a song that's "one of the best to get gays losing their minds on the dancefloor". It was part of Trixie's set at Coachella and features in her worldwide Solid Pink Disco Tour.

Check out these podcasts

Getting Curious by Jonathan Van Ness Famous for *Queer Eye* but now known for so much more, JVN chats with experts on topics of their choice, from trans rights to being a pet parent. Fun and helpful.

Nancy by Kathy Tu and Tobin Low

Queer stories and experiences that will make you laugh, and cry, lots. The 2 queer BFFs take you along for some provocative and frank conversations on their weekly podcast.

Still Processing by The New York Times

Jenna Wortham and Wesley Morris talk LGBTQ culture in TV, film, books, music and more.

More recommendations from us!

Want more ideas for reading, watching and listening to stuff with LGBT Q/A+ content, authorship or relevance? We've put together a collection of our favourite books, movies, podcasts, TV shows and more. Click [here](#) to check it out!

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Health Pride Network executive team

Chairs: [REDACTED] (she/her) and [REDACTED] (they/them)

Deputy Chair: [REDACTED] (he/him) and [REDACTED] (he/him)

Secretariat: [REDACTED] (he/him) and [REDACTED] (he/him)

Health Pride Champions

Tony [REDACTED] (he/him)

Matt [REDACTED]

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Bridget [REDACTED] (she/her)
Chris [REDACTED]
Karlie [REDACTED]
Lisa [REDACTED]

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Communication coordinators

SharePoint site managers [REDACTED] (she/her) and [REDACTED] (they/them)
Sharing the Pride Editor: [REDACTED] (she/her)

Committee leads & State Network

For State/Territory/Portfolio reps, Social sub committee members and AWEI submission team, go to About the Committee on the main SharePoint page.

[REDACTED] (she/her) has been part of the HPN Committee since 2021 and took up the Co-Chair role in January 2024. She is loving working with the exec and the Committee. Outside of work, [REDACTED] enjoys going to the theatre, seeing live music, travelling, singing with Canberra Qwire (proudly LGBTQIA+) and just hanging at home with her partner [REDACTED] and their dog Tilly.

[REDACTED] (he/him) has been part of the Health Pride Network since 2014 and has served in various roles on the Committee since 2017, including as co-Chair and Secretary. [REDACTED] is passionate about making the workplace more inclusive and received the 2021 Roozi Araghi Award for Inclusion in recognition of his leadership in this area. Outside of work you'll find [REDACTED] playing Pickleball, board games or generally over-committing socially.

[REDACTED] (they/them) has been part of the Network since 2021, joined the Exec team in early 2024 and took up the Co-Chair role in September 2024. They are passionate about making the Department a safe and inclusive place for all. Outside of work, you'll catch them seeing live music, listening to audiobooks and watching any and all queer/sapphic media, likely with their cat.

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he/him) has recently joined the Network's exec team, after sitting on the outskirts for 2 years. He was formerly the chair of the Victorian Social Committee and is very passionate about ensuring the workplace is safe and inclusive for all LGBTQIA+ staff. Outside of work, you'll find him doing his best to be an endurance runner and bursting his eardrums with loud music.

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Look after yourself

Please know that it is ok to not be ok and there is help out there. We're here for you and so are these organisations and helplines.

- Our **Employee Assistance Program (EAP)** has a dedicated LGBTQIA+ phone line with support from qualified and experienced EAP consultants who specialise in LGBTQIA+ issues: call 1300 542 874
- **Qlife** provides Australia-wide anonymous LGBTQIA+ peer support and referrals with a phone and webchat service for people wanting to talk about issues including sexuality, identity, gender, bodies, feelings or relationships: qlife.org.au/contact-us
- **Head to Health** is the Government's digital gateway into some of Australia's most trusted mental health organisations,
- Call **Lifeline** on 13 11 14 for immediate support and advice
- Call **13YARN** on 13 92 76 (24 hours/7 days) and talk with an Aboriginal or Torres Strait Islander Crisis Supporter
- **Kids Helpline** offers support for young people going through a tough time "for kids aged 5 to 12, teens aged 13 to 17, young adults aged 18 to 25, as well as parents, carers, schools and teachers: call 1800 55 1800

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bringing together apps, online programs, online forums, phone services and a range of digital information resources:

www.headtohealth.gov.au/

- Go to **Beyond Blue** to talk to a counsellor, visit a forum, get a mental health coach or find a mental health professional: beyondblue.org.au

- Call the **Suicide Call Back Service** if you are concerned about suicide, living with someone who is considering suicide or bereaved by suicide: **1300 659 467** or [www.suicidecallbackservice.org.a](http://www.suicidecallbackservice.org.au)
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Sharing the Pride - November/December 2025

24 min read

Welcome to our latest edition

Looking back over the past couple of months, as we race through December and the work year screams to a frantic end, we've celebrated so many LGBTQIA+ days and weeks of significance. We had International Lesbian Day, Coming Out Day, International Pronouns Day and Asexual Awareness Week in October. Then came Intersex Day of Solidarity, Transgender Awareness Week and Transgender Day of Awareness in November. And World AIDS Day and Aboriginal and Torres Strait Islander HIV Awareness Week in early December.

I hope everyone is feeling supported and finding joy in big or even small ways as the world keeps chucking those ugly challenges at us. There are some good reads in this issue to provide a few moments of distraction, and I hope you enjoy getting to know Taryn, one of our co-secretariat people. There are also some great podcasts, films, TV series, music and books to check out. Take care and strap in as we prepare for shutdown...

 Sharing the Pride editor



From the HPN Executive team

Hello Pridesters!

It has been an intense year for the LGBTIQ+ community and a huge year for the Health Pride Network. Here's what's been happening since we last spoke, and a reminder to look after yourself over the holiday break.

Pride in Practice 2025 Conference



at the Conference!

[redacted] and [redacted] attended the Pride in Practice Conference in November. It was great to hear from industry leaders on LGBTIQ+ workplace inclusion.

We were lucky enough to present at the conference, and [redacted] a panel on the importance of active allyship and leadership in the public sector. A special thank you to [redacted], [redacted] and [redacted] for participating on the panel, and a shout out to [redacted] and [redacted] for the many hours of background work.

You might like to read Pride in Diversity's new report – [the National Conversation](#) – which details Australia's response to the internationally led anti-diversity and equity practices.

New working group to better support trans and gender diverse (TGD) staff

You may have seen some recent communications about establishing a new working group to better support TGD staff. We're happy to note that we have had 2 working group meetings with a group of passionate and dedicated people focussed on better outcomes for TGD staff here at Health. We are in the process of collating advice from these meetings, and will be back for more next year. If you are interested in participating, please reach out!

World AIDS Day wrap up

HPN marked World AIDS Day 2025 with a highly engaging virtual panel discussion on 27 November 2025. The event featured HIV+ advocates and

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community leaders who shared powerful insights into the challenges and triumphs of living with HIV in Australia. Chaired by Anthony McEachran, one of the Department's National Aboriginal and Torres Strait Islander Staff Network champions, the session was warmly received and celebrated the strength and resilience of the HIV+ community.

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Intersectionality Awards

The HPN bagged the 2025 Stronger Together Intersectionality award at the Department's Diversity and Inclusion Awards. This award recognised the HPN as a Network that achieves success through teamwork and shared commitment. This is truly a shared win across the whole Network – thanks to you all for being here.

NWOW room name announcement!

Congratulations to the Parramatta Office for the announcement of a new room name via the NWOW process. Drum roll, please... it's Oxford Street, named in recognition and reflection of the strong LGBTIQ+ community attached to that famous Sydney street. Thanks to [REDACTED] our NSW State representative, who helped get this over the line.



Canberra SpringOUT Fair Day

The HPN once again had a presence at the SpringOUT Fair Day - the biggest fairday on the ACT LGBTIQ+ social calendar! A big thank you to [REDACTED] and [REDACTED] for helping with various tasks throughout the day, and for your time spent with members of the public.

We hear that whilst the day did get rained out, a rainbow or two were spotted!



[REDACTED] got MARRIED!

Finally, a HUGE congratulations to our former Co-Chair, s47F, [REDACTED], who recently tied the knot with her long-time partner, [REDACTED]. They are pictured here with their dog, Tilly.

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A very happy end of 2025 to you all. Please have a safe and happy holiday season, and take a break to look after yourself. It has been a HUGE year. We are looking forward to seeing you in 2026.

As always, reach out to us or anyone on the committee at any time. We're always keen to hear from you, whether it's an idea for an event, recommendations for *Sharing the Pride* or just to make a connection. We are here to support each and every one of you, so please know we are always here for a chat.

With love from [redacted] xoxoxox

[redacted] (they/them) | Co-chair | [redacted]

[redacted] (he/him) | Co-chair | [redacted]

[redacted] (Mr/he/him) | Co-deputy-chair | [redacted]

[redacted] (he/him) | Co-deputy-chair | [redacted]

[redacted] (she/her) | Co-deputy-chair | [redacted]

[redacted] (he/him) | Secretariat | [redacted]

[redacted] (she/her) | Secretariat | [redacted]

For more info about our Health Pride Network exec and comms teams, visit the [About the Committee](#) page in SharePoint.

There's also a comprehensive list of online and other support services at the end of this newsletter in the Look After Yourself section.

Join the Network!

What's on

[World AIDS Day](#) – 1 December

[Aboriginal & Torres Strait Islander HIV Awareness Week](#) – first week in December

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About Coming Out Day

On [Coming Out Day](#), which we acknowledged on 11 October this year, we honour and celebrate the bravery of LGBTIQ+ people who come out and live openly because, for many people around the world, that means facing discrimination and threats to their safety.

The reason we need to have International Pronouns Day



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We
invited
[REDACTED] a
member

Coming out is a unique experience for each person, with no rules about how, when and to whom. If you want to read more about this and the experiences of others, go to our [Health Pride Network SharePoint site](#).

So, a shout out to those who have had the courage to share this important part of their life with others.

Big thanks to the allies who celebrate and support the people who have come out to them.

A nod to the people who choose not to come out.

Thoughts for the people who don't feel they can.

And a reminder that the Health Pride Network is open to all staff across the Health, Disability and Ageing portfolio. We welcome people who identify as LGBTIQA+, those who have family or friends who are LGBTIQA+, as well as allies and anyone who believes in our vision of giving LGBTIQA+ staff and allies a safe, respectful and supportive workplace culture.

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of our
Health
Pride
Network,
to talk

about the significance of International Pronouns Day for them.

Hi, I'm [REDACTED] (pronouns they/them).

When I transitioned, I thought the easiest part of the transition process and a good place to start would be with my pronouns. I didn't have to take legal or medical steps, I could just declare that I'd changed them.

Well, 5 years later, I realise how wrong I was. Pronouns have proven to be the hardest thing to change.

International Pronouns Day gives us the opportunity to educate others. It gives me the chance to communicate my request to be called by my chosen pronouns of the day.

I think these 3 pillars are important for everyone to learn:

LGBTIQA+ basics – Understand not everyone identifies as the gender they were assigned at birth, and not everyone identifies within the binary gender system.

Respect basics – If someone asks you to use they/them pronouns, respect them enough to do so. If the next day they ask to use he/him pronouns, respect them enough to do so.

Allyship – If you see/feel someone being uncomfortable about hearing the wrong pronouns, or stumbling to use the right pronouns, help them. Speak up when you have permission. Be an active ally in this space.

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When allies help me ensure people use the right pronouns, I feel grateful, supported and a little less exhausted from having to do it constantly myself.

For more information about using pronouns: [How Do I Use Your Pronouns Correctly? — Pronouns.org](#)

To add your pronouns to your Teams profile, which will be reflected in SharePoint and Outlook, go to page 3 of [Updating your profile, status and location in MS Teams.pptx](#)

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Thoughts about Trans Awareness Week

In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in

Talking about World AIDS Day

Held on 1 December, [World AIDS Day](#) helps to raise awareness about HIV and AIDS. This year's theme, *No one left behind*, highlights the urgent need to tackle inequities in HIV prevention, testing, treatment and quality of life. It focuses on improving access and outcomes for First Nations peoples, culturally and linguistically

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Health + Wellbeing, Pride in Sport and Pride Training) came together to deliver an online panel to increase awareness and expose some of the myths about being transgender.

Hosted by s47F, s47E(c) (she/her), Senior Relationship Manager, Pride in Diversity, the panel of people with diverse genders answered those questions you're not supposed to ask but are dying to know the answers to, and shared their lived experience to help participants gain a better understanding of life through a transgender lens. You can watch it here: [You Can't Ask That: A Trans Awareness Week Panel - 19/11/2025 on Vimeo](#).

diverse communities, and those in regional and remote areas.

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The Health Pride Network hosted a World AIDS Day panel event, chaired by National Aboriginal and Torres Strait Islander Staff Network Champion Anthony [REDACTED]. The panelists were Aaron [REDACTED] (National Association of People with HIV Australia), Emil [REDACTED] (Positive Living Victoria) and Michelle [REDACTED] (National Association of People with HIV Australia and the Positive Aboriginal Torres Strait Islander Network).

They talked about how to address HIV stigma in Australia amongst marginalised communities and how we can better support people living with HIV. It was an interesting and sometimes surprising conversation with a lot to offer: [World Aids Day 2025 Panel Event - 20251127_020049UTC-Meeting Recording.mp4](#)

Meet Health Pride Network executive committee member

[REDACTED] (she/her)

Tell us about your role in the department and how you came to be here.

I developed a passion for community health during uni, where I had a placement at a local health clinic and was able to observe and be a part of the day to day of the clinic. This motivated me to apply for the Department's Graduate Program. And as they say, the rest is history! I joined the Department as a Graduate in 2024, starting in the Chronic Conditions Policy section. I loved this first rotation and was lucky to return to the same team, where I'm working now.

How did you come to join the Health Pride Network?

I joined the Health Pride Network early on after learning about the Department's Staff Diversity Networks. It felt like a safe and welcoming space, and somewhere I could connect with likeminded people in a work environment. I began helping with event stalls for IDAHOBIT and Wear It Purple Day, and when the opportunity to become a secretariat for the Network presented itself, I was more than happy to take it.

I love being part of the exec team and seeing and being a part of all the hard work that goes on behind the scenes. It's inspiring to see the dedication of the exec team, as well as everyone in the Network who is a part of the work we do!

Someone in the LGBTIQ+ community who inspires you.

My best friend from high school inspires me deeply, as she was the first person to make me feel safe in discovering myself and showed me it's okay to be me. She came out before me, and in doing that, she gave me a safe space to come out. And to this day, she continues to support me in being my authentic self. She lives her life so openly and is unapologetically herself. I am very grateful I have a friend like her!

Are you obsessed with an activity? Learning something new?

I'm a big reader. I got back into it during lockdown, and now I must read daily. My favourite genre is romantasy (a blend of romance/fantasy). It's such a nice way to wind down at the end of the day, and I love getting lost in other worlds. I also have a book buying obsession, which is separate to my reading hobby.

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past 5 years I've built a collection of over 300 books (I'm currently on a book-buying ban).

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What are you famous for?

I'm famous among my friends and family for my love of baking. My specialities include brownies and rocky road, but some recent accomplishments that I'm quite proud of include a 3-tiered carrot cake that I baked for a dinner party and some fabulously pink cupcakes for a *Legally Blonde* movie night! At the moment I'm on a mission to find the perfect brownie recipe. I'm getting close, but I'm not quite there yet. New recipes to try are always welcome

Your favourite thing to do with your favourite humans?

A themed movie night with friends, where we pick a film and then dress up and do a potluck inspired by it. My favourite one to date was our *Legally Blonde* movie night, where everything was pink and fabulous – see pic above! We brought our most inspired Elle Woods selves, I made some very pink cupcakes and one of my very talented friends even brought pink pasta!

I also love to go to concerts with my favourite people. Music is one of my favourite ways to connect with people, and there's something so magical about getting to see my friends and family experience their favourite musicians. I'm

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always honoured when I get to be part of that experience. And sharing my favourite musicians with people is such a good way to get to know someone.

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Is there a pet in your life?

I don't have any pets unfortunately, but I am very lucky that a lot of my friends do, so I still get my fair share of puppy cuddles. If I could have a pet, I'd love a cavoodle that I'd call Roxy (the name I picked when I was 10 and haven't moved on from), and maybe a Highland cow if space permitted! I had the honour of meeting and feeding some Highland cows earlier this year in Scotland, and they were just the cutest things. Their names were Hamish and Honey.

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What have you been excited about lately?

Going to the Women's Asian Cup that's being held here next year! My friends and I are going to a few of the games, and I'm so excited to see the Matildas play on home soil again. Anyone who knows me knows that I have developed a love for the game and become a big Tillies fan since the Women's World Cup in 2023. This newfound passion for the sport saw me to fly to Melbourne to watch the Arsenal Women's Team play last year, and wake up at ungodly hours of the morning to watch a match. To say I am excited about next year is an understatement, and I will absolutely be talking anyone's ear off about it if given the chance. I am a very passionate supporter!

When the invitation says Fancy Dress...

I immediately think of a big ballgown, one that looks like a cupcake or something from *Say Yes to the Dress*. I just want to make my childhood dreams of being a Disney Princess come true. It also goes back to my love of the movie *A Cinderella Story* as a child, which also inspired a long stretch of me wearing Converse sneakers with all my dresses.

A movie that's affected you...

The Swan Princess has had a lasting impact on me. It's an animated film from the '90s that has left a lasting impression. I was gifted the box set of the original 3 films when I was 5 and I loved them so much, I'd watch them day in and day out. I'm not sure what it is about this film that has left such a lasting impression on me, as it is just another retelling of *Swan Lake*. But the animation, music and nostalgia still resonate with me. It is still one of my comfort films, and I love it so much that I got a tattoo for it!

Favourite colour: Green

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Favourite singers: Jade LeMac
and Sabrina Carpenter

Favourite snack: Mint Slice

Favourite day of the year: 29 April

Favourite quality about yourself: My kindness and loyalty

LGBTQIA+ NEWS

Surrogacy reforms in WA

Western Australia has passed long-awaited reforms to assisted reproductive technology (ART) and surrogacy laws that recognise the diversity of modern families. "They say it takes a village to raise a child. Well, it takes an army of people to change legislation. So many people stood up to support these reforms, and I thank each and every one of them," said Paul [REDACTED] of Rainbow Families and Gay Dads WA. Passed on 3 December, the *Assisted Reproductive Technology and Surrogacy Bill 2025* brings WA into line with the rest of the country, allowing all WA residents, regardless of gender, sexuality or relationship status, to access ART and altruistic surrogacy equally. Read more in: [WA Modernises Surrogacy and ART Laws in Monumental Reform - Star Observer](#).

Australian Guides welcome all girls

Q News has reported that while UK Girl Guide groups will no longer accept transgender members, Girl Guides Australia has recommitted to welcoming transgender girls. In early December, they shared the organisation's stance on social media: "Girl Guides Australia's mission is to empower girls and young women to discover their potential as leaders of their world... All girls – cisgender and transgender – are welcome at Guides, and we support their personal journeys." Read more at: [All girls welcome says Girl Guides Australia, including trans girls](#).

Tasmania to compensate for historical LGBTQIA+ convictions

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The State that was the last in Australia to decriminalise homosexuality, is now the first to offer compensation to those who were subjected to historical laws that criminalised same sex conduct. With bipartisan support on 5 November 2025, the Tasmanian parliament passed the [Expungement of Historical Offences Amendment Bill 2025](#), which provides fixed sums of money be paid to persons who were charged or convicted of offences that no longer exist. For a discussion about this, go to: [From criminalisation to compensation: Tasmania's landmark LGBTQIA+ rights reform – Monash Lens](#).

Updated LGBTQ+ questions confirmed for 2026 Census

For the first time, Australians will be asked to identify their sexual orientation and sex recorded at birth in the 2026 Australian Census, which will take place on 11 August next year. This will apply to people over 16 years of age. According to the Australian Bureau of Statistics website, "The 2026 Census will ask questions on both sex recorded at birth and gender... The sex recorded at birth question is included in the Population section. Responses to the sex recorded at birth and gender questions will be used to generate data on trans and gender diverse populations." In identifying their gender, participants will be able to choose from options including Man, Woman, Non-binary, Another term (specify), or choose not to answer, according to the question released by the ABS. Read more on the ABS website [2026 Census topics and data release plan | Australian Bureau of Statistics](#) and here: [Australia's 2026 Census to include new questions on gender and sexuality in expanded topics list - ABC News](#)

QUICK PIX



Here are some fabulous images of the Perth PrideFEST Parade on 29 November courtesy of HPN Committee member [REDACTED] (pictured left with friends). [REDACTED] marched under the Joint Commonwealth Agencies

Resources

About coming out

The Minus18 organisation is Australia's charity for improving the lives of LGBTQIA+ young people. Their [website](#) is packed with excellent resources for every aspect of LGBTQIA+ life and the issues young people face. The coming out articles, written by young people themselves, include "I just came out as non-binary, here's what that means", "What to do when your child comes out", "Tips for coming out" and "It's okay not to come out".

[Articles about coming out | Minus18](#)

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The Unsaid Says A Lot

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Check out this great Australian-first campaign in support of trans and gender diverse communities. It was co designed, produced and created by TGD communities, and highlights the many instances of discrimination faced by the trans and gender diverse community every day. They want us, as the audience, to understand the impact of non verbal communication. They do this by translating non verbal communication and showing the effect it has on trans and gender diverse people.

"We're helping people understand discrimination, but also showing moments of allyship and how important it is to be accepting. We leave our audience with a choice of how they want to engage with the community. The unsaid says a lot. So, what are you really saying?"

To find out more about the campaign and to watch the videos: [The Unsaid Says A Lot](#).

Brett [REDACTED] Memorial Lecture 2025: Professor Michael Kidd AO

Our Department's Chief Medical Officer, Professor Michael [REDACTED], gave the Brett [REDACTED] annual lecture at the end of October. While at a high level the lecture is about research into HIV, Professor [REDACTED] also gives strong acknowledgement in it of the impact of HIV on gay men. He talks about the importance of recognising and engaging with communities, and on a personal level, how destigmatising and changing laws around homosexuality has made a positive impact on his own life in being able to marry his husband. s47F, s47E(c)

<https://www.youtube.com/watch?v=hTtS53VH4sc>

Live entertainment

Trophy Boys is back in 2026

The premiere season of Emmanuelle [REDACTED] *Trophy Boys* was met with rave reviews, hailing it as a "revelation" and one of the most important new works in Australian theatre. Winning Best New Work at the 2024 Sydney Theatre Awards and garnering multiple Green Room Award nominations, this "hilarious and 96/186

devastating debut play" (*The Age*) captivated audiences with its razor-sharp queer dark comedy. Performed by a female and non binary cast in drag, the play offers a blistering dissection of privilege, power and the toxic performance of masculinity in an elite private boys' school setting. You can catch this production when it returns in April 2026. [Trophy Boys | Canberra Theatre Centre](#).

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Pay attention to Queer PowerPoint

Next March, Queer PowerPoint will be taking over Canberra with a 3 night spectacular across Belconnen Arts Centre, Tuggeranong Arts Centre and The Q in Queanbeyan. After selling out shows nationwide, the capital region's own lineup of queer brilliance is finally getting its moment in the spotlight. Watch the deepest recesses of your notes app come to life as queer artists, thinkers, babes and glorious weirdos from across the ACT share their burning passions, most cooked theories and secret desires for your viewing pleasure. The only rule – they must use Microsoft's most mundane medium PowerPoint. Each night features a fresh lineup of local talent as co-hosts Harriet [REDACTED] and Xanthe [REDACTED] take you on a guided journey through this fantasia of hot takes, heartfelt moments and heated debates. DJ stereogamous will provide the soundtrack to this corporate rebellion. Coming next March: [Queer PowerPoint | Events Canberra](#)

Qtopia Sydney performance program

Check out the upcoming performances at The Loading Dock in Darlinghurst and The Substation in Taylor Square.

[YULE BETTER WERK](#) is a sparkling Christmas cabaret on 18 December featuring Oxford Street favourites Eli [REDACTED], Jacqui [REDACTED] and Conchita [REDACTED].

[THE INTERCHANGE](#) is a play about exploring sexuality when a self-described "queer, povvo, mixed artist" from a creative arts high school meets a boy from an elite private school. At The Substation on 13 January.

[SPLIT ENDS](#) is powerful performance art based on this premise: "The thing about split ends is that as soon as you cut one off, somewhere else on the head, another strand of hair will split." A truly wild ride at The Loading Dock on 20 January.

Films, TV, streaming & stuff

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Trouble is brewing

When Dublin brewery mogul Sir Benjamin Guinness dies, all hell breaks loose for his 4 children – Arthur, Edward, Anne and Ben – and everyone in their circle, the city and far beyond! You're reminded at the start of each episode of 19th-century drama *House of Guinness* that it's a mix of fact and fiction. And what an entertaining concoction it is! It's like *Peaky Blinders* meets *Succession*, with gay oldest son Arthur's sexuality a major theme. Irritatingly good characters and a great soundtrack. Read Roger Ebert's review if you need convincing: [House of Guinness movie review \(2025\)](#).



Fertility fest

In New Zealand comedy *Double Parked*, lesbian couple Steph and Nat are ready to start a family. But after a long and disappointing run of IVF, they decide to take matters into their own hands – quite literally – and there's a TV-worthy outcome! Starring Madeleine [REDACTED] (of *Deadloch* acclaim) and Antonia [REDACTED], read more about it at [Double Parked has something for millennials on either side of the parenting divide - ABC News](#) and watch it on ABC iview.



Queer tale of finding family

Jimpa is an Australian drama (co-produced with the Netherlands and Finland) directed by Sophie [REDACTED] that follows filmmaker Hannah (Olivia [REDACTED]) and her nonbinary teen, Frances (Aud [REDACTED]), as they visit Hannas's estranged gay father, Jim (John [REDACTED]), in Amsterdam. All good, until Frances wants to stay with Jimpa for a year. The film, which is semi-autobiographical, premiered at the 2025 Sundance Film Festival and opened the Adelaide Film Festival this year. Critics have praised the performances of [REDACTED] and [REDACTED] but also issue an oversentimentality warning. Look out for it on the streaming platforms where you can expect to see it soon. Take a peek here: [JIMPA Official Trailer \(2025\) – Olivia \[REDACTED\] | Drama Movie](#)

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Zombie horror fun

Co deputy chair Gabriella saw *Queens of the Dead* at the Brisbane International Film Festival: "This is such a fun, comedy horror zombie flick that follows a group of drag queens and club kids on the evening of their big drag show in Brooklyn. Between plumbing emergencies and the star cancelling at the last minute, things seem like they can't get any worse. But out on the streets of New York City, an even bigger problem is looming and it's gory, glittery and totally slays. To have any hope of surviving the zombie apocalypse, our found family of heroes will have to set aside their personal differences and embrace all of their unique talents and abilities." Check the streaming platforms.



Pretty spacey animation

Australian adult animated science fiction comedy film *Lesbian Space Princess* is about introverted Saira who is devastated when she is unexpectedly dumped by her girlfriend Kiki for being needy. Deep in the depths of despair, Saira is thrown a lifeline when Kiki abruptly calls for help. Kiki has been kidnapped by forgotten incels known as the Straight White Maliens. Problem is, they're holding her ransom for the one thing Saira doesn't have: one of the most powerful weapons known to lesbian kind – her royal Labrys! 24 hours on the clock, Saira sets out to save her ex in the hopes of winning her back. Along the way she will face the fears of the unknown and the scariest thing of all: her own self doubt. It's a thing: [Lesbian Space Princess Official Movie Site - Cineverse](#). Watch it on Apple TV.



Steamy queer ice hockey romance

Everyone (mostly our co-deputy chair Davis) is talking about *Heated Rivalry* – a Canadian 6-part TV series that follows rival professional hockey players, Canadian Shane Hollander and Russian Ilya Rozanov, whose on-ice animosity conceals a passionate, secret romance. It's everything you want from an enemies-to-lovers and rivals-to-romance storyline. And the super sexy dynamic between actors Hudson ██████████ and Connor ██████████ makes it all the more worth watching – if you don't mind a bold sex scene. It also

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Things to read

Fingersmith

by Sarah [REDACTED]

Nominated for the Man Booker Prize back in 2002, this Victorian era skirt rustling page turner is a must read classic. No spoilers but it has been described as erotic and unnerving, and it has done the rounds in many a lesbian circle of friends.

So good, in 2016, Korean director Park Chan wook released the film *The Handmaiden*, which was inspired by *Fingersmith*. Treat yourself to both! (There was also a 2005 TV adaptation but you could give that one a miss...)



Eros: Queer myths for lovers by Zoe [REDACTED]

Embracing their Greek ancestry, proud queer transmasculine performer Zoe [REDACTED] has now turned to writing with a re-imagining of ancient Greek myths through a queer lens. "Queer and trans love has always existed," Terakes writes in the book's introduction. "But our stories have been minimised, folded down by male historians into smaller and smaller pieces until they disappeared entirely. Because we have been erased, we must mine for our own past." Read more here:

[Zoe \[REDACTED\] reclaims queer love in ancient Greek myths in debut short story collection - ABC News.](#)

Critical Care: Nurses on the frontline of Australia's AIDS crisis

by Geraldine [REDACTED]

As HIV and AIDS devastated communities across Australia in the 1980s and 1990s, nurses provided crucial care to those living with and dying from the virus. They negotiated homophobia and

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complex family dynamics as well as defending the rights of their patients. This book unearths the unexamined history of nurses and nursing unions as caregivers and political agents who helped shape Australia's response to HIV and AIDS. An insightful work that saw Geraldine [REDACTED] receive the Australian History Award at the recent Prime Minister's Literary Awards. [Critical Care: Nurses on the frontline of Australia's AIDS crisis | UNSW Press.](#)

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***Chosen Family* by Madeleine [REDACTED]**

A sexy, romantic queer novel by award-winning author Madeleine [REDACTED]. Books about friendship are not often described as love stories, but this is one. Nell Argall and Eve Bowman are both brilliant, odd and friendless. Traumatized in their first year of high school, their lives are changed forever when they meet. Set in Sydney over 18 years, *Chosen*

Family follows Nell and Eve as they grow into themselves, as they both love and destroy each other. From school, to university, to careers, to motherhood, Nell's and Eve's is a relationship that is a life raft and also a poison apple.

***Herculine* by Grace [REDACTED]**

Classified as 18+ literary fiction/horror with content warnings (transphobia, violence, rape, animal death, religious trauma, death, drugs) and spice level 4/5, *Herculine* is probably not the ideal poolside summer read. But it's getting a lot of interest.

Byron's unnamed heroine is living adrift in Brooklyn – complete with her demons – and working at a children's clothing store while dreaming about being a writer. Until she reconnects with her ex-girlfriend, who has started an all-trans-girl commune named Herculine, complete with its own actual demons. You can meet Byron and read about her book here: [Author Grace \[REDACTED\] Unpacks Her Debut Novel 'Herculine' | Marie Claire.](#)



***Always Home, Always Homesick* by Hannah [REDACTED]**

In a land of ethereal beauty, within a culture soaked in myth, a young woman discovers the story that will change her life. In 2003, 17-year-old Australian exchange student Hannah Kent arrives at Keflavik Airport in the middle of the Icelandic winter.

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That night she sleeps off her jet lag and bewilderment in the National Archives of Iceland, unaware that, years later, she will return to the same building to write *Burial Rites*, the haunting story of Agnes Magnúsdóttir, the last woman executed in Iceland.

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Listen to this



Chavela [REDACTED]

Now, for something completely different, you could explore the music catalogue of legendary Latin American singer Chavela [REDACTED], who was one of the biggest influences on Mexican music of the 20th century. She publicly came out as a lesbian in her

2002 memoir, published when she was 81. She is reported to have had a long lasting relationship with Frida Kahlo, although it has never been confirmed. One of her most famous songs, "Macorina", is about a liaison with a woman with breasts like fruit. Read more about her here: [7 Queer Women In History You Should Know](#).

Jingle jams

Yay for Ian [REDACTED] list of fave 12 LGBTQ+ holiday songs at [An LGBTQ+ Holiday Playlist to Soundtrack Your December](#) [GayCities travel Inspiration](#).

1. "Make It Jingle" – Big Freedia & Preservation Hall Jazz Band
2. "Glittery" – Kacey Musgraves (feat. Troye Sivan)
3. "two queens in a king sized bed" – girl in red
4. "Santa Boy" – Matt Rogers
5. "It Was A... (Masked Christmas)" – Jimmy Fallon, Ariana Grande, Megan Thee Stallion
6. "Hard Candy Christmas" – Cody Belew
7. "DJ Play A Christmas Song" – Cher
8. "Wonderful Christmastime" – Kylie Minogue & Mika
9. "Blame It on Christmas" – Bebe Rexha & Shea Diamond
10. "You're A Mean One, Mr. Grinch" – Tyler, The Creator
11. "White Xmas" – Sabrina Carpenter

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Check out these podcasts

Queers Past – the Podcast with Zev [REDACTED] This is not your average history podcast. Fresh, lively and original, it's all about Canberra's LGBTQIA+ history with Zev (they/them) as your entertaining guide. Episode 1 – "Welcome to the gAyCT", Episode 2 – "Hostels, Kamp Men and a Whole Lot of Lesbians", and so on.

Episode One: Mental health in our LGBTQIASB+ communities The first 13YARN and QLIFE Australia partnered episode of the 13YARN Strong Minds, Strong Mob Podcast Series. Valuable conversations!

FriGay the 13th Horror Podcast – Matty [REDACTED] and Andrew [REDACTED] explore horror in real life and in the movies from an LGBTQ perspective. Well done fun! [FriGay the 13th Horror Podcast](#)

More recommendations from us!

Want more ideas for reading, watching and listening to stuff with LGBTQIA+ content, authorship or relevance? We've put together a collection of our favourite books, movies, podcasts, TV shows and more. Click [here](#) to check it out!

Look after yourself

Please know that it is ok to not be ok
and there is help out there. We're
here for you and so are these
organisations and helplines.

- Our **Employee Assistance Program** (EAP) has a dedicated LGBTIQ+ phone line with support from qualified and experienced EAP consultants who specialise in LGBTIQ+ issues: call 1300 542 874.
- **Qlife** provides Australia-wide anonymous LGBTIQ+ peer support and referrals with a phone and webchat service for people wanting to talk about issues including sexuality, identity, gender, bodies, feelings or relationships:
qlife.org.au/contact-us
- Call **Lifeline** on 13 11 14 for immediate support and advice
- Call **13YARN** on 13 92 76 (24 hours/7 days) and talk with an Aboriginal or Torres Strait Islander Crisis Supporter
- **Kids Helpline** offers support for young people going through a tough time – for kids aged 5 to 12, teens aged 13 to 17, young

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- **Head to Health** is the Government's digital gateway into some of Australia's most trusted mental health organisations, bringing together apps, online programs, online forums, phone services and a range of digital information resources:

www.headtohealth.gov.au/

- Go to **Beyond Blue** to talk to a counsellor, visit a forum, get a mental health coach or find a mental health professional: beyondblue.org.au

adults aged 18 to 25, as well as parents, carers, schools and teachers: call 1800 55 1800

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- Call the **Suicide Call Back Service** if you are concerned about suicide, living with someone who is considering suicide or bereaved by suicide: 1300 659 467 or www.suicidecallbackservice.org.au

Sharing the Pride - September 2025

17 min read

Welcome to our Spring edition

So much to share in this issue of *Sharing the Pride*, starting with exciting changes to our Health Pride Network Executive Team – check out the news in the letter from the team below.

We had a great response to our first **Pets of the Pride Network** feature last issue, and we'll be doing another pet profile soon, but this time around we're meeting one of our marvellous human HPN committee members, **Shane [REDACTED]**. I love this part of producing *StP*, getting to know the people behind the names on the membership spreadsheet – and their pets, of course. I'm quite taken by the beauty and attitude of Kizzy this month! Feel free to put your hand up to be featured or to nominate someone else. There are so many fascinating, inspiring and simply bloody lovely people in our Network!

We celebrated **Wear It Purple Day** back in late August – enjoy the pics from around our Health Pride Network community – and a special hi to the non-binary, young rainbow people and bisexual folk in our network, whose special days we've celebrated over the past couple of months.

Remember that we love feedback about the information we include here, and welcome your ideas. Please let me know if you'd like to write something based on your lived experience or your area of expertise. You can remain anonymous, if you prefer.

Also, thanks to [REDACTED] who have joined the *StP* team. We welcome anyone else who would like to join as a newsletter editor or contributor. The more different voices, the better!

[REDACTED] *Sharing the Pride* editor

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Assistant Director

From the HPN Executive team

Hello Pridesters!

It has been a whirlwind couple of months, and we are so grateful for everyone that helped pull off a wonderful set of Wear It Purple Day events!

We had a terrific series of events celebrating and empowering young people to feel that they have the right to be proud of who they are, and who they are becoming. We'd like to say a special thank you to our state and territory representatives, who worked to make sure that offices outside of Woden got to celebrate and join in on the fun!

In August, we also said goodbye to [REDACTED] as she moved from co-chair to a behind-the-scenes role. We are so grateful for all that [REDACTED] has done over the past 4 years, and the kindness and compassion she leads with. We are lucky to call her a friend!

Committee changes

With [REDACTED] leaving, we took the opportunity to refresh our executive committee. With the support of the committee, [REDACTED] and [REDACTED] have joined the executive crew. [REDACTED] has stepped up to the co-chair role, and [REDACTED] has moved from co-secretariat to co-deputy-chair.

Trans and gender diverse supports

As you would have likely seen, our co-chair [REDACTED] sent out an email to the network, calling for expressions of interest in shaping inclusive supports for trans and gender-diverse (TGD) colleagues.

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Led by [REDACTED], and supported by [REDACTED] this initiative will co-design approaches that reflect the needs of our community. Both TGD identifying staff and allies are encouraged to get involved.

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If you're interested or would like to learn more, please contact [REDACTED] or [REDACTED] by COB 17 October.

As always, reach out to us or anyone on the committee at any time. We're always keen to hear from you, whether it's an idea for an event, recommendations for *Sharing the Pride* or just to make a connection. We are here to support each and every one of you, so please know we are always here for a chat.

With love from [REDACTED] xoxoxox

[REDACTED] (theyv/them) | Co chair | [REDACTED]

[REDACTED] (he/him) | Co-chair | [REDACTED]

[REDACTED] (Mr/he/him) | Co-deputy-chair | [REDACTED]

[REDACTED] (he/him) | Co-deputy-chair | [REDACTED]

[REDACTED] (she/her) | Co-deputy-chair | [REDACTED]

[REDACTED] (he/him) | Secretariat | [REDACTED]

[REDACTED] (she/her) | Secretariat | [REDACTED]

For more info about our Health Pride Network exec and comms teams, visit the [About the Committee](#) page in SharePoint.

There's also a comprehensive list of online and other support services at the end of this newsletter in the **Look After Yourself** section.

What's on

[HPN Coffee Catch-up - Woden - 10:00 am 7 October & 4 November](#)

[International Lesbian Day - 8 October](#)

[Coming Out Day - 11 October](#)

[International Pronouns Day - 15 October](#)

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Huge congrats to [REDACTED]

HPN member [REDACTED] was Highly Commended for the NAIDOC Spirit Award for an Individual, for their work in the LGBTIQ+ Health Team.



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After 4 incredibly rewarding years – 2 as co deputy chair and 2 as co chair – it's time for me to step down from the Health Pride Network Committee.

Being part of this passionate and purpose-driven network has been such a privilege and also an immense amount of fun. I've been constantly inspired by the network, the committee, our champions, the Inclusion team and the amazing exec team, who all show such dedication to inclusion and visibility. You all go over and above to ensure our LGBTQIA+ colleagues and allies are supported. Thank you to my fabulous colleagues for your energy and support in delivering on the aims of our network.

A super special thank you to the exec who are the most brilliant team to work and laugh with. With extra special thanks to my co-chair [redacted] and co deputy chair [redacted] – working with them over the last 4 years has been so wonderful. They have great dedication to ensuring LGBTQIA+ staff and allies are able to bring their whole selves to work, whatever that may look like.

And thanks to our HPN champions who give so much time and energy to the Network amidst their hugely busy work roles.

I'm not leaving the committee, just moving to a behind the scenes support role. And I'm leaving the exec with an immense sense of pride in what we've achieved together. I look

[redacted] contributed to the development of the National Action Plan for the Health and Wellbeing of LGBTQIA+ People 2025–2035. Dot's input strengthened the plan by drawing on the lived experiences of LGBTQIA+ First Nations people and supporting stronger connections between community and government.

We profiled [redacted] last year for NAIDOC Week if you'd like to be reminded of just how wonderful they are: [Sharing the Pride July 2024](#).

Congratulations Bridget!



Dr Bridget [redacted]

PSM

Pride
Champi
on
Bridget
[redacted]
receive
d the

Public Service Medal for outstanding public service in the development of new legislative regulation on vapes, announced in the King's Birthday 2025 Honours List. What an extraordinary and well-deserved honour! [Honours List 2 Column - Meritorious v2.0](#)

forward to supporting the new version
of our exec team as they continue to
lead our vibrant network.

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With love, [REDACTED]

Wear It Purple Day 2025

This year's theme was **Bold Voices, Bright Futures**. By wearing purple, Australians demonstrate to rainbow young people that they are celebrated and respected, acknowledging all have the right to be proud of who they are and who they are becoming.

Originally founded by students in response to global stories of teenagers taking their own lives due to bullying and harassment, Wear it Purple Day has become an international movement of love and support. This is how we celebrated.

[Wear It Purple 2025 wrap](#)

In Woden

And elsewhere...

Meet Health Pride Network committee member

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Tell us about your role in the department and how you came to be here.

Primarily, my role in the WA Local Network is to steward the Aged Care system and feed up local nuances to our policy teams. Prior to joining the APS, I was a flight attendant for just over 10 years. Then COVID came and so did the realisation that it was time to find a job with a lot more stability, but where I could also make a difference. Getting into the APS was challenging, but I managed to score a role at DSS before landing here!

Someone in the LGBTIQA+ community who inspires you.

The people in our community that inspire me are those who often go unheard by the masses. The people who may not speak to a crowd or may face adversity that many of us are fortunate not to have to face, but always keep their head held high and proud even when it's tough.

What are you famous for?

Not to toot my own horn (but also to absolutely toot my own horn). I'm pretty good in the kitchen. Desserts are my thing, with my Basque Cheesecake always

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being a hit.

About your pet...

I have a rescue cat named Kizzy. She likes eating chicken, sleeping in the sun while dreaming about the next time she'll get to eat chicken, and looking wistfully into the distance as she ponders all the occasions she didn't get to eat chicken. I bought a heated blanket for winter. She says it is now "her" blanket. It's in my best interest not to argue.

Are you obsessed with an activity? Learning something new?

I am currently being held hostage by the Duolingo Owl. I'm switching from Spanish to Mandarin in preparation for my upcoming holiday to Taiwan.

Your favourite thing to do with your favourite humans?

I have picked up friends all over the country, so it can be a little challenging to hang out in person. We make sure to jump online and play a game together as our way of connecting. A beverage of some description is often involved.

Something you'd like to change about the world.

There is so much I would change! But ultimately, I'd like everyone to treat others with kindness and empathy. This goes for our world leaders, too. There would be a lot less suffering in the world if they approached leadership through that lens.

FAVE FIVE

Favourite happy song: "Body Memory" by Björk.

Favourite snack: Dark chocolate (80%) and peanut butter.

Favourite comfort activity: Storm watching from the comfort of my couch.

Favourite footwear: My grape purple Converse high tops.

Favourite quality about yourself: I make people laugh.

LGBTQIA+ NEWS

Blood donor rules now inclusive

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More Australians can now donate blood and plasma following important changes to sexual activity eligibility rules for Australian Red Cross Lifeblood. Under a world leading 'plasma pathway', since Monday 14 July 2025, most people, including gay and bisexual men, and anyone who takes PrEP, are able to donate plasma without a wait period, providing they meet all other eligibility criteria. Extensive research and modelling show that there will be no impact to the safety of the plasma supply with this change. "We're excited to be able to welcome more people from across the community into our donor centres from next month," said Lifeblood's Chief Medical Officer, Dr Jo [REDACTED]. Lifeblood announces changes to sexual activity rules for blood and plasma donation | Lifeblood

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LGBTIQA+ BreastScreen bonus

In collaboration with local artist LaToya [REDACTED] of Kalari Art, BreastScreen ACT has created vibrant rainbow scarves to encourage people from the LGBTIQA+ community to book in for a breast screen. Minister for Health Rachel [REDACTED] emphasised the importance of creating a safe and welcoming environment for all individuals: "The Inclusive Rainbow Threads Project is a positive step towards ensuring that breast and chest screenings are accessible and inclusive for everyone, regardless of gender identity or sexual orientation. The scarves will be given to individuals who identify as part of the LGBTIQA+ community and attend their breast screening appointment." Free mammograms are available to eligible Canberrans over the age of 40 years. People aged 50-74 years are encouraged to have mammograms every 2 years. It only takes about 20 minutes and no referral is needed. New inclusive scarves bring comfort and pride to breast screening in the ACT

Sydney LGBTQ+ institution closing

After more than 4 decades, The Bookshop Darlinghurst will close its doors on 24 December 2025. In a recent statement, owner Charles [REDACTED] wrote: "Since 1982, The Bookshop Darlinghurst has proudly served Sydney's LGBTQ+ communities – a safe, bold and welcoming space where queer stories have lived on the shelves and in people's lives. I am very sad to say that after 43 years, this historic chapter is coming to an end."

Gregory took over as the new owner in June 2024 from Les McDonald, who founded the store in 1982 with Wayne [REDACTED]. Gregory's vision was to relocate and reimagine The Bookshop for a new generation in a larger space across the street. But due to problems with that plan, the book [REDACTED] 126/186 closing. Gregory was a previous employee from 15 years ago, and was excited to

Resources

The Unsaid Says A Lot

Check out this great Australian-first campaign in support of trans and gender diverse communities. It was co-designed, produced and created by TGD communities, and highlights the many instances of discrimination faced by the trans and gender diverse community every day. They want us, as the audience, to understand the impact of non-verbal communication. They do this by translating non verbal communication and showing the effect it has on trans and gender diverse people.

"We're helping people understand discrimination, but also showing moments of allyship and how important it is to be accepting. We leave our audience with a choice of how they want to engage with the community. The unsaid says a lot. So, what are you really saying?"

To find out more about the campaign and to watch the videos: [The Unsaid Says A Lot](#).

Inclusive comms guide

Check out and download the ACT Government's new *Inclusive Communication Guide* that advises how to produce written, verbal and visual communications that actively include people and do not leave anyone out. Inclusive communication is a way for us to create environments where people feel included, recognised and respected. It is important because it is accurate and ensures we are not perpetuating stereotypes, making generalisations, reinforcing harmful gender norms, or marginalising individuals based on their gender identity and expression, sexual orientation or sex characteristics. Download it from the [ACT Government website](#).

Courses & info sessions

Lunch, Listen & Learn with MIEACT

October is Mental Health Month, and Mental Illness Education (MIEACT) is hosting a special webinar series, Lunch, Listen & Learn with MIEACT. A 45 minute online webinar session (12.30 to 1.15pm) will feature a lived experience story that shines a light on the realities of mental illness, followed by a Q&A session where you can ask questions in a safe, supportive space. See the program below. You can register for one, some or all of the sessions at <https://lnkd.in/gqvVp42d>.

1 October	BPD (during BPD Awareness Week)
2 October	PTSD + Toxic Masculinity
7 October	PTSD & Trauma, After Impact
8 October	I am 'only' type II Bipolar + the Workplace
9 October	LGBTQIA+ Stories of Pride
13 October	OCD (during OCD Awareness Week)
15 October	Gender Diversity: Mental Health Beyond the Binary
21 October	Complex Diagnosis + Complex Treatment
23 October	Between Worlds: Culture + Mental Health
27 October	Young People: Growing Through it
31 October	PTSD & Trauma, After Impact

Pride in Diversity programs

Department of Health, Disability and Ageing have a membership with [Pride in Diversity](#), who are the leading subject matter experts in LGBTQ+ inclusive workplace policy, practice and behaviours needed to achieve positive cultural change. Part of this membership allows us access to a whole range of resources on their [website](#), which they have recently updated. All staff are able to access these resources via this log-in:

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Resources include factsheets, videos (which are members only), academic papers and more!

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AWEI Practice Point sessions

ACON's Pride Inclusion Programs have been running the 2025 AWEI Practice Point sessions that delve into key insights from their data reports. Featuring discussions between the Pride Inclusion Programs data analyst and a member of the Pride Inclusion Programs team, this format creates a unique opportunity to explore what these numbers mean in the real world. It has been happening every third Tuesday, with each session including dedicated time for participant questions so you can engage with the discussion and relate the information to our organisation's results. Click on the link below to book into the final session:

Tuesday 14 October 2025, 12:30 - 1:30 pm [AWEI Practice Points: Applying an Intersectional Lens](#).

Entertainment

A weirdly wayward winner

In *Wayward*, non-binary Canadian comedian Mae [REDACTED] plays Alex Dempsey, a police officer who's recently moved to Tall Pines – the location of the Tall Pines Academy for troubled teenagers. You'll also meet the pregnant wife of Alex, Laura, played by Sarah [REDACTED]. And the mysterious Evelyn, played by Toni [REDACTED] who runs the Academy. All 8 episodes of this "psychological thriller that takes weirdness to new heights" have dropped on Netflix, and it has debuted as the most-watched TV series on the platform with 8.2 million views during its opening weekend. Try before you tune in:
Netflix's *Wayward*: The Weirdest Psychological Thriller of 2025.

Cobra Woman

Back in 1944, Maria [REDACTED] starred in this fabulously unhinged queer-coded melodrama. An absolute camp classic that inspired many a future queer filmmaker, *Cobra Woman* delivers satin and sequins, crazed gyrations, an evil twin storyline, and a steamy tropical sensibility. Watch it for the unmissable snake dance scene alone!

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Rainbow on the Plains Festival

Also known as Hay Mardi Gras, the Rainbow on the Plains is a festival of fun, support, inclusion and celebration of LGBTQIA+ community, people from culturally diverse communities and anyone who loves to celebrate inclusion. Throughout the Festival weekend, you can expect an all-ages concert, food vendors and incredible entertainment, a street parade full of colour and cheer, a Fair Day for all to sit back and enjoy or do a little shopping, an adults only after party with DJs, drag performers and much more, and the annual Rainbow on the Plains Pride Cup. This year's Festival, from 13 to 16 November, is themed "Titanium", which is a reflection on the strength and reliance all LGBTQIA+ community members have to carry with them always. In and around Hay in rural New South Wales, it's worth a visit: [Transition 2025 | Rainbow on the Plains | Hay Mardi Gras | Hay](#)

POSE

After the doco *Paris is Burning* came this excellent US drama TV series about the ballroom scene in New York in the 1980s and '90s. It follows a cast of mostly queer characters all trying to make a name for themselves, survive and build community. Created by the illustrious Ryan [REDACTED] and Brad [REDACTED] with Steven [REDACTED] it has a fabulous ensemble cast and received multiple award nominations for its 26 episodes over 3 seasons. Excellent viewing but explore the content before diving in as it tackles some intense topics.

Singsational end-of-year concert

It's that time of year again – to get tickets for the proudly LGBTQIA+ Canberra Qwire's end-of-year concert. The theme is "Feels Like Home", a musical celebration of place and community. Tap along and shed a tear to a program centred around the notion of what home means and how it can make us feel, acknowledging that First Nation's people have been at home on this continent for millennia. Make yourself at home at 3pm or 7pm on 8 November to experience renditions of music made famous by the Jackson Five, Ben Folds, The Golden Girls, Paul Simon, Christine Anu and Canberra's own Dan Walker. Go to the Canberra Qwire website for tickets and more details.

130/186



One Day at a Time



The 2017 Netflix sitcom *One Day at a Time* features 3 generations of the same Cuban American family living in the same house. It's about a divorced single mother, her children and her mother all living together in Los Angeles. It has lots of heart, humour and, if you're patient, some great queer

representation. It's based on the original sitcom of the same name which was groundbreaking at the time it aired between 1975 to 1984.

Things to read

Avast! Pirate Stories from Transgender Authors

Edited by Michael [REDACTED] & Alison [REDACTED]

A fresh and diverse perspective on the pirate genre, this anthology includes different types of stories with different types of pirates – there really is something for everyone (assuming you like pirates). It features contributions from Alexander [REDACTED]

Maddison [REDACTED] Madison [REDACTED] Meleika [REDACTED] and

Mia [REDACTED], including a graphic novella and verse novella. The Australian publisher welcomes you to come aboard and discover a world of queer pirates and exhilarating escapades: [Avast! Pirate Stories from Transgender Authors - Fremantle Press.](#)

Nimona

by ND [REDACTED]

131/186

This science fantasy graphic novel by nonbinary US author ND [REDACTED] is an interesting look at fluid identity through an impulsive shapeshifter named Nimona who joins a disgraced knight in his plans to destroy a corrupt institution. What started out as a character created in high school, then developed as a webcomic and thesis project at art school, *Nimona* was picked up by HarperCollins Publishers in 2015. It has been translated into at least 16 other languages and adapted into an audiobook. It was then made into an animated film, released on Netflix in 2023 and nominated for the [Academy Award for Best Animated Feature](#). The novel promises nemeses, dragons, science, symbolism and a brilliantly subversive and sharply irreverent epic: [Nimona: HarperCollins Australia](#).

A Language of Limbs

by Dylín [REDACTED]

Written by Australian queer trans masc writer Dylín [REDACTED] this is a hard one to describe but easy to recommend highly. The first love of a teenage girl is a powerful thing, particularly when the object of that desire is her best friend, also a girl. On a quiet summer night in Newcastle, 1972, a choice must be made: to act upon these desires, or suppress them? To live an openly queer life, or to try desperately not to? A story of two lives extends over three decades against the backdrop of Australia's first Mardi Gras and the AIDS pandemic. Longlisted for the Stella Prize and Best Designed Literary Fiction/Poetry cover this year. It has also been optioned for a screen adaptation. Read about it here:

[A Language of Limbs - Pan Macmillan Australia](#).

Listen to this

Billboard Pride's Queer Jams of the Week from 19 September

Freshen up your playlist with Stephen Daw's current favourites: Lola Young's *I'm Only F--king Myself*, Madison Beer's "Yes Baby", Ashnikko's "Smoochie Girl", Dove Cameron's "Whatever You Like", Leith Ross' "I Can See the Future" and Haute & Freddy's "Freaks".

Have you discovered Ms. Boogie?

FOI 26 3302
Document 41

The Brooklyn based rapper goes where trans performers are often told not to. She's not afraid to call out those who need calling out in her songs, and her lyrics speak her politics. Listen to "Fem Queen" feat. Trannilish for starters. Then there's "Dickscipline". Next, her album, *The Breakdown*. Read about her and meet her in this article: Ms. Boogie on her Debut Album "The Breakdown" and Making Fem Queen History | Them

Check out these podcasts

The Hook Up – ABC Podcast by Dee [REDACTED] Check out the episode from 3 April with Dylín [REDACTED] On Queer Storytelling and Trans Joy - triple j.

Episode One: Mental health in our LGBTQIASB+ communities The first 13YARN and QLIFE Australia partnered episode of the 13YARN Strong Minds, Strong Mob Podcast Series. Valuable conversations!

More recommendations from us!

Want more ideas for reading, watching and listening to stuff with LGBTQIA+ content, authorship or relevance? We've put together a collection of our favourite books, movies, podcasts, TV shows and more. Click [here](#) to check it out!

Look after yourself

Please know that it is ok to not be ok
and there is help out there. We're
here for you and so are these
organisations and helplines.

- Our **Employee Assistance Program** (EAP) has a dedicated LGBTIQ+ phone line with support from qualified and experienced EAP consultants who specialise in LGBTIQ+ issues: call 1300 542 874
- **Qlife** provides Australia-wide anonymous LGBTIQ+ peer support and referrals with a phone and webchat service for people wanting to talk about issues including sexuality, identity, gender, bodies, feelings or relationships:
qlife.org.au/contact-us
- Call **Lifeline** on 13 11 14 for immediate support and advice
- Call **13YARN** on 13 92 76 (24 hours/7 days) and talk with an Aboriginal or Torres Strait Islander Crisis Supporter
- **Kids Helpline** offers support for young people going through a

- **Head to Health** is the Government's digital gateway into some of Australia's most trusted mental health organisations, bringing together apps, online programs, online forums, phone services and a range of digital information resources:
www.headtohealth.gov.au/
- Go to **Beyond Blue** to talk to a counsellor, visit a forum, get a mental health coach or find a mental health professional:
beyondblue.org.au

tough time – for kids aged 5 to 12, teens aged 13 to 17, young adults aged 18 to 25, as well as parents, carers, schools and teachers: call 1800 55 1800

- Call the **Suicide Call Back Service** if you are concerned about suicide, living with someone who is considering suicide or bereaved by suicide: 1300 659 467 or www.suicidecallbackservice.org.au
u

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

OFFICIAL

From: [REDACTED]

Sent: Thursday, 13 November 2025 2:00 PM

To: [REDACTED]

Subject: FW: SAP HR Request [SEC=OFFICIAL]

OFFICIAL

OFFICIAL

From: [REDACTED]
Sent: Monday, 24 February 2025 8:59 AM
To: ITServiceDesk [REDACTED]
Subject: SAP HR Request [SEC=OFFICIAL]

Dear IT Service Desk,

I have been instructed to forward this team to you and request that it is assigned to SAP HR team to action.

Automatically generated emails from SAP regarding timesheets are using my legal name and not my preferred name in emails to me and my manager. My preferred name [REDACTED] is updated in my SAP Work Details and is used for all other systems. I would greatly appreciate if this could be resolved so the emails use my preferred name.

Regards, [REDACTED]

[REDACTED] (they / them)
Policy Officer [REDACTED]

Newborn Screening and Palliative Care Branch
Cancer, Hearing and Chronic Conditions Division | Primary and Community Care Group
Australian Government Department of Health and Aged Care



[REDACTED] | [REDACTED]

Yaradhang Building Level 4 | PO Box 9848, Canberra ACT 2601, Australia

Please note, I do not work on Friday

The Department of Health acknowledges the Traditional Custodians of Australia and their continued connection to land, sea and community. We pay our respects to all Elders past and present



From: HR Questions [REDACTED]
Sent: Friday, 21 February 2025 12:45 PM
To: [REDACTED]
Subject: Your Corporate Enquiry [SEC=OFFICIAL] CCEMS:06070001453

Dear [REDACTED]

Thank you for your enquiry.

Please email [REDACTED] and ask them to assign your request to the SAP HR team to request them to make this change for you as payroll is unable to make this change for you.

If you have any further queries, please don't hesitate to contact us.

Kind regards,

Contact Centre Team

Australian Government Department of Health and Aged Care

T: [REDACTED] | F: [Payroll Enquiry Form](#) | E: [REDACTED]

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Automatically generated emails from SAP regarding timesheets are using my legal name and not my preferred name in emails to me and my manager. My preferred name [REDACTED] is updated in my SAP Work Details and is used for all other systems. I would greatly appreciate if this could be resolved so the emails use my preferred name.

Regards, [REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 3 November 2025 12:30 PM
To: [REDACTED]
Cc: Inclusion [REDACTED]; [REDACTED]
[REDACTED]
Subject: RE: Request: SAP updates - automated emails [SEC=UNOFFICIAL]

UNOFFICIAL

This is great news [REDACTED]

Thank you very much for the update and your support to have this one actioned.

Best regards

[REDACTED]

If using assistive software, the message ends here. Email signature below.

[REDACTED] (she,her) [Why Pronouns Matter](#)

People, Communications and Parliamentary Division | Corporate Operations Group
Australian Government Department of Health, Disability and Ageing



This email comes to you from Turrbal Country
80 Ann St, Brisbane QLD 4000



Stretch
Reconciliation
Action Plan



AUSTRALIAN
LGBTQ+ INCLUSION
AWARDS 2025

AWEI
GOLD
EMPLOYER

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UNOFFICIAL

From: [REDACTED]

Sent: Monday, 3 November 2025 9:51 AM

To: [REDACTED], [REDACTED] [REDACTED]

Cc: Inclusion [REDACTED]

Subject: RE: Request: SAP updates - automated emails [SEC=UNOFFICIAL]

UNOFFICIAL

Hi [REDACTED]

From tomorrow SAP automated emails will utilise an employee's preferred name.

Regards

[REDACTED] [REDACTED]

[REDACTED]

Corporate Financial Strategy and Services Branch | Financial Management Division

Corporate Operations Group

Australian Government | Department of Health, Disability and Ageing

[REDACTED]

T [REDACTED]

Location Brisbane

UNOFFICIAL

From: [REDACTED], [REDACTED] [REDACTED]

Sent: Monday, 24 February 2025 4:20 PM

To: [REDACTED] [REDACTED] [REDACTED]

Cc: [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]

[REDACTED]; Inclusion [REDACTED]

Subject: RE: Request: SAP updates - automated emails [SEC=OFFICIAL]

Thank you [REDACTED] I appreciate your quick turnaround and actioning. If there is anything further you need from me please do not hesitate to reach out.

Much appreciated

[REDACTED]

[REDACTED] [REDACTED] (she,her) [Why Pronouns Matter](#)

Inclusion Liaison

[REDACTED]

People, Communications and Parliamentary Division | Corporate Operations Group

Australian Government Department of Health and Aged Care

[REDACTED] | [REDACTED]

160 Ann St, Brisbane QLD 4000

Turrbal Country



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From: [REDACTED]
Sent: Monday, 24 February 2025 3:34 PM
To: [REDACTED]
Cc: [REDACTED]
Inclusion [REDACTED]
Subject: RE: Request: SAP updates - automated emails [SEC=OFFICIAL]

Hi [REDACTED]

Thank you for raising this matter. I have sent a request off to the technical team to make a change to all system generated SAP communication to utilise preferred name instead of first name where available.

Will advise when the update has been made, however this change may take IT some time to implement.

Thanks

[REDACTED]
[REDACTED]
Financial Management Division | Corporate Operations Group
Corporate Financial Strategy and Services (CFSS)
T: [REDACTED] | E: [REDACTED]
Location: Brisbane
PO Box 9848, Canberra ACT 2601, Australia

The Department of Health and Aged Care acknowledges First Nations peoples as the Traditional Owners of Country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to all Elders both past and present.

From: [REDACTED]
Sent: Monday, 24 February 2025 1:37 PM
To: [REDACTED]
Cc: [REDACTED]; [REDACTED]
Inclusion [REDACTED]
Subject: Request: SAP updates - automated emails [SEC=OFFICIAL]

Hi [REDACTED]

Thank you for meeting with me today, I appreciate your time.

As discussed, we have had a situation arise from the automated emails in relation to late

time sheets. This email pulls data from first and last name fields. This can be unpleasing for people that have  [affirmed their gender](#) in the workplace and confusing for their managers. Having to have this conversation can be quite difficult noting that the person who has already undergone gender affirmation in the workplace may not want to continue to explain themselves when they change managers and a situation like this arises.

I understand that a first and last name must be pulled from the system to update in this email template. I am seeking a request for update for the automated email to pull the preferred name data for the first name field to support staff having updated their preferred name in SAP.

As you mentioned, a form must be completed for this update and sent to the SAP team for consideration. If you require any further detail from me, please do not hesitate to reach out.

Kind regards



 (she,her) [Why Pronouns Matter](#)

Inclusion Liaison

People, Communications and Parliamentary Division | Corporate Operations Group
Australian Government Department of Health and Aged Care



 |  

160 Ann St, Brisbane QLD 4000
Turrbal Country



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Subject: HPN & ATOMIC Meeting [SEC=OFFICIAL]
Location: Microsoft Teams Meeting

Start: Thu 31/07/2025 2:00 PM
End: Thu 31/07/2025 2:45 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organiser:

Required Attendees:

Optional Attendees:

@ato.gov.au; @ato.gov.au
@ato.gov.au; Health Pride Network;
@ato.gov.au

Hello ATOMIC colleagues,

Our Health Pride Network exec team is excited to catch up with you!

On our agenda is to discuss the AWEI, and how the ATO has gone about aligning the needs of AWEI with departmental diversity and inclusion efforts.

In addition, we also are keen to talk to the ATOMIC team about allyship. I understand [REDACTED] has been trying to get time with [REDACTED] and [REDACTED] to discuss allyship, so hopefully we can cover both AWEI/D&I approaches, and allyship, in this meeting.

Reach out with any questions, and we look forward to Thursday!

With pride,

[REDACTED] (He/Him) – Secretariat
Health Pride Network Executive



**HEALTH
PRIDE**
NETWORK



AUSTRALIAN
LGBTQ+ INCLUSION
AWARDS 2024

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

[Join the meeting now](#)

Subject: Home Affairs & ABF & Health Pride Network chat [SEC=OFFICIAL]
Location: Microsoft Teams Meeting

Start: Fri 25/07/2025 11:30 AM
End: Fri 25/07/2025 12:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organiser: [REDACTED]
Required Attendees: [REDACTED] Rainbow Network; [REDACTED] [REDACTED] [REDACTED] [REDACTED]

Categories: Action

Hi [REDACTED] Home Affairs and ABF Pride gang

Hope this time works for you.

Other available times:
Wednesday 1-2pm
Thursday 3pm to 4pm

My colleagues and fellow Exec members [REDACTED] [REDACTED] (co-chair), and [REDACTED] [REDACTED] (co-secretariat), will also attend.

Cheers

[REDACTED]

[REDACTED] (he/him)
Australian Government Department of Health, Disability and Ageing

T [REDACTED]

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Dial in by phone

[REDACTED] Australia, Sydney

[Find a local number](#)

Phone conference ID: [REDACTED]

Join on a video conferencing device

Tenant key: [REDACTED]

Video ID: [REDACTED]

[More info](#)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)

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[Privacy and security](#)

From: Health Pride Network
Sent: Thursday, 2 October 2025 4:04 PM
Cc: Health Pride Network
Subject: Inviting expressions of interest for shaping supports for trans and gender diverse colleagues [SEC=OFFICIAL]

OFFICIAL

Hi Health Pride Network,

I hope you are well! I am reaching out to invite expressions of interest from staff who would like to be involved in shaping supports for trans and gender diverse (TGD) colleagues within the Department.

This initiative aims to co-design meaningful and inclusive approaches that reflect the needs and experiences of our staff TGD community. We're still in the early stages and are keen to hear from all interested parties: both TGD-identifying and allies passionate about fostering a more inclusive workplace for TGD staff. We recognise that strong allyship is integral to the success of this work, and we welcome all genuinely interested voices. The first step for this group will be to determine the scope of the work and to help identify what staff are looking for in this space. This could be as simple as setting up an informal MS Teams chat, or it could evolve into something more structured, like a regular working group.

This work will be led by [REDACTED] (they/them) and will be supported by myself.

For action by COB 17 October: If you're interested in being part of this conversation, or would like to know more, please reach out to [REDACTED] or myself directly.

Looking forward to hearing from you.

With pride,

[REDACTED] (they/them)

Health Pride Network Executive



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OFFICIAL

Subject: Option 1 - TGD Workgroup [SEC=OFFICIAL]
Location: Microsoft Teams Meeting

Start: Mon 3/11/2025 11:00 AM
End: Mon 3/11/2025 12:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organiser:

Required Attendees:

Optional Attendees:

[REDACTED]

OFFICIAL

Updating with the Mural link we will use for the session: [TGD Brainstorming Mural](#)

Confirming we will be running with both the Monday and Friday sessions so please attend whichever option words best for you.

Hello,

Thank you again for your interest in participating in a transgender and gender diverse (TGD) working group as part of the Health Pride Network.

To kick off our work, we would like to invite you to a virtual planning workshop where we will consider the goals and opportunities for a TGD support group. During this session we will discuss our goals for this group and consider next steps. All you need to bring is a willingness to share your ideas. The session will be run using Mural as a virtual brainstorming tool. Please see the tentative agenda below.

Given the number of people who have offered to participate, we are tentatively booking in two options for this planning session to try and make sure everyone is able to attend. **You only need to attend one session but** we may adjust the options depending on availability and numbers so **please respond to both invites** or reach out to [REDACTED] to discuss.

Item	Time
Introductions	10 min
Scope and remit	5 min
Brainstorming	30 min
Designing our approach	20 min

Closing out and next steps	5 min
----------------------------	-------

Looking forward to meeting you all.

Kind regards,

██████ and ██████

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 456 160 937 766 6

Passcode: UE9eV742

Dial in by phone

████████████████████ Australia, Sydney

[Find a local number](#)

Phone conference ID: 175 968 639#

Join on a video conferencing device

Tenant key: ████████████████████

Video ID: 131 755 487 9

[More info](#)

For organisers: [Meeting options](#) | [Reset dial-in PIN](#)

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[Privacy and security](#)

OFFICIAL

Subject: Option 2 - TGD Workgroup [SEC=OFFICIAL]
Location: Microsoft Teams Meeting

Start: Fri 7/11/2025 1:00 PM
End: Fri 7/11/2025 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organiser:
Required Attendees:
Optional Attendees:

[REDACTED]

Categories: Action

OFFICIAL

Updating with the Mural link we will use for the session: [TGD Brainstorming Mural](#)
Confirming we will be running with both the Monday and Friday sessions so please attend whichever option words best for you.

Hello,

Thank you again for your interest in participating in a transgender and gender diverse (TGD) working group as part of the Health Pride Network.

To kick off our work, we would like to invite you to a virtual planning workshop where we will consider the goals and opportunities for a TGD support group. During this session we will discuss our goals for this group and consider next steps. All you need to bring is a willingness to share your ideas. The session will be run using Mural as a virtual brainstorming tool. Please see the tentative agenda below.

Given the number of people who have offered to participate, we are tentatively booking in two options for this planning session to try and make sure everyone is able to attend. **You only need to attend one session but** we may adjust the options depending on availability and numbers so **please respond to both invites** or reach out to Charlie to discuss.

Item	Time
Introductions	10 min
Scope and remit	5 min
Brainstorming	30 min

Designing our approach	20 min
Closing out and next steps	5 min

Looking forward to meeting you all.

Kind regards,

██████ and ██████

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 486 356 449 465 9

Passcode: WL2Yd6qs

Dial in by phone

████████████████████ Australia, Sydney

[Find a local number](#)

Phone conference ID: 856 454 460#

Join on a video conferencing device

Tenant key: ████████████████████

Video ID: 139 915 637 3

[More info](#)

For organisers: [Meeting options](#) | [Reset dial-in PIN](#)

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[Privacy and security](#)

OFFICIAL

Subject: TGD Working Group - Quick de-brief
Location: Microsoft Teams Meeting

Start: Thu 13/11/2025 1:30 PM
End: Thu 13/11/2025 2:00 PM

Recurrence: (none)

Meeting Status: Meeting organiser

Organiser: [REDACTED]
Required Attendees: [REDACTED]

Categories: Action

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 427 853 255 745 1

Passcode: cx6if6dq

Dial in by phone

[REDACTED] Australia, Sydney

[Find a local number](#)

Phone conference ID: 404 809 255#

Join on a video conferencing device

Tenant key: [REDACTED]

Video ID: 132 983 063 1

[More info](#)

For organisers: [Meeting options](#) | [Reset dial-in PIN](#)

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[Privacy and security](#)

Subject: Health Design Lab Showcase: Understanding Stigma and Discrimination in LGBTIQA+ Health Care [SEC=OFFICIAL]
Location: Microsoft Teams details below
Start: Thu 15/05/2025 11:00 AM
End: Thu 15/05/2025 11:45 AM
Recurrence: (none)
Meeting Status: Accepted
Organiser: Internal Comms
Required Attendees: Internal Comms; DL All Health Departmental
Optional Attendees: [REDACTED]

s47F, s47E(c)

Exec Connect from Celia [REDACTED]



Australian Government
Department of Health and Aged Care

Dear colleagues,

I am pleased to invite you to the second Health Design Lab project showcase – **Understanding Stigma and Discrimination in LGBTIQA+ Health Care** being held on **Thursday 15 May 11:00am (AEST)**.

This presentation will be delivered by:

- the Health Design Lab Project Team
- [REDACTED] from Health Equity Branch.

About the project:

The project explored the nature and drivers of LGBTIQA+ stigma and discrimination in healthcare, with the aim to make healthcare safe, appropriate and accessible for members of the LGBTIQA+ community. Key insights and lessons learnt from this project can also be applied to other programs and policies where stigma is experienced.

Through primary research with GPs and Allied Health professionals, the team identified behaviours and enablers entrenching stigma against LGBTIQA+ people, and envisioned future opportunities for reducing stigma and making healthcare safer and more appropriate for the LGBTIQA+ community. The project complimented ongoing consumer research and informed the development of the recently released LGBTIQA+ Ten-Year Action Plan.

About the Lab:

The Design Lab supports business teams across the department to better understand how their policies and programs impact the lives of Australians. The Design Lab operates as an internal consultancy, taking on human centred design and research projects of strategic importance. Our projects are identified through an annual department-wide EOI, then prioritised by the Executive Committee. The Design Lab is an established team of APS specialists with skills in user research, service design, strategic design, visual

communication, behavioural science, desktop research and facilitation to provide a comprehensive design capability.

Date: Thursday 15 May 2025

Time: 11:00 – 11:45AM (AEST)

Also, to support LGBTIQ+ diversity in Health and Aged Care, join the Health Pride Network on Monday 19 May for their International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) event. It's a chance to learn how we can all prevent discrimination against those who identify as LGBTIQ+ and be allies to everyone. Invite to come.

[Join the meeting now](#)

Meeting ID: 468 231 503 699 8

Passcode: 63AN2tP2

We look forward to seeing you.

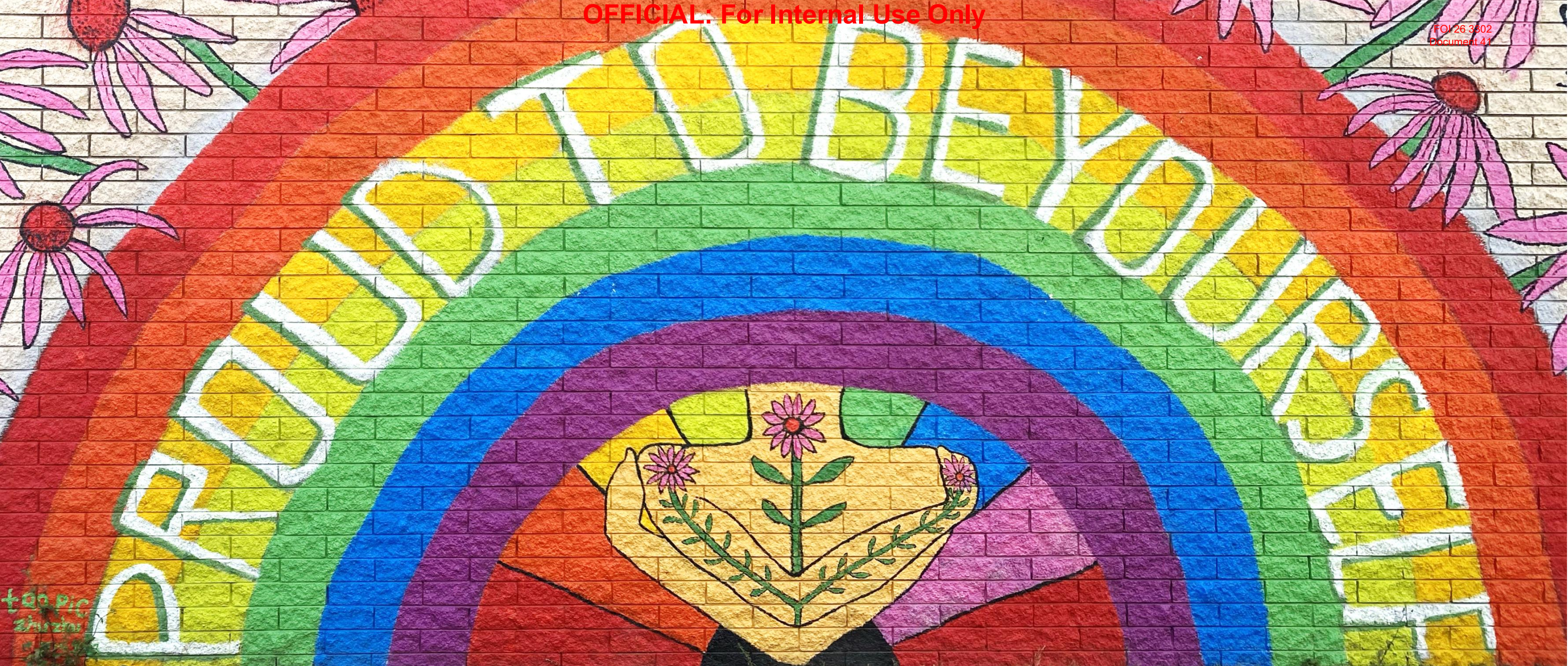
Kind regards,

Celia [REDACTED]
[REDACTED]
[REDACTED]

Australian Government, Department of Health and Aged Care

T: [REDACTED] | M: [REDACTED] | E: [REDACTED]

The Department of Health acknowledges the Traditional Custodians of Australia and their continued connection to land, sea and community. We pay our respects to all Elders past and present.



LGBTIQA+ Safe Healthcare

Project Case Study

Health Design Lab and Health Equity Branch



The Challenge

Despite levels of LGBTIQA+ acceptance rising over the last few decades, stigma toward LGBTIQA+ people still exists. In healthcare, this stigma can have long term impacts on patients' physical and mental wellbeing and care-seeking behaviours as well as economic impacts associated with delaying or finding appropriate health care.

Sometimes stigma is obvious to an external observer, but often it hides and resides in less overt actions or inactions of otherwise well-meaning people. Addressing stigma from health workers will help to improve LGBTIQA+ people's health and wellbeing outcomes and contribute to reducing stigma and improving LGBTIQA+ equity and acceptance within Australian society.

The Population Health Division engaged us, the Health Design Lab (the Lab), to explore the nature and drivers of LGBTIQA+ stigma and discrimination in healthcare and develop and assess approaches to make primary healthcare safe, appropriate and accessible for members of the LGBTIQA+ community.

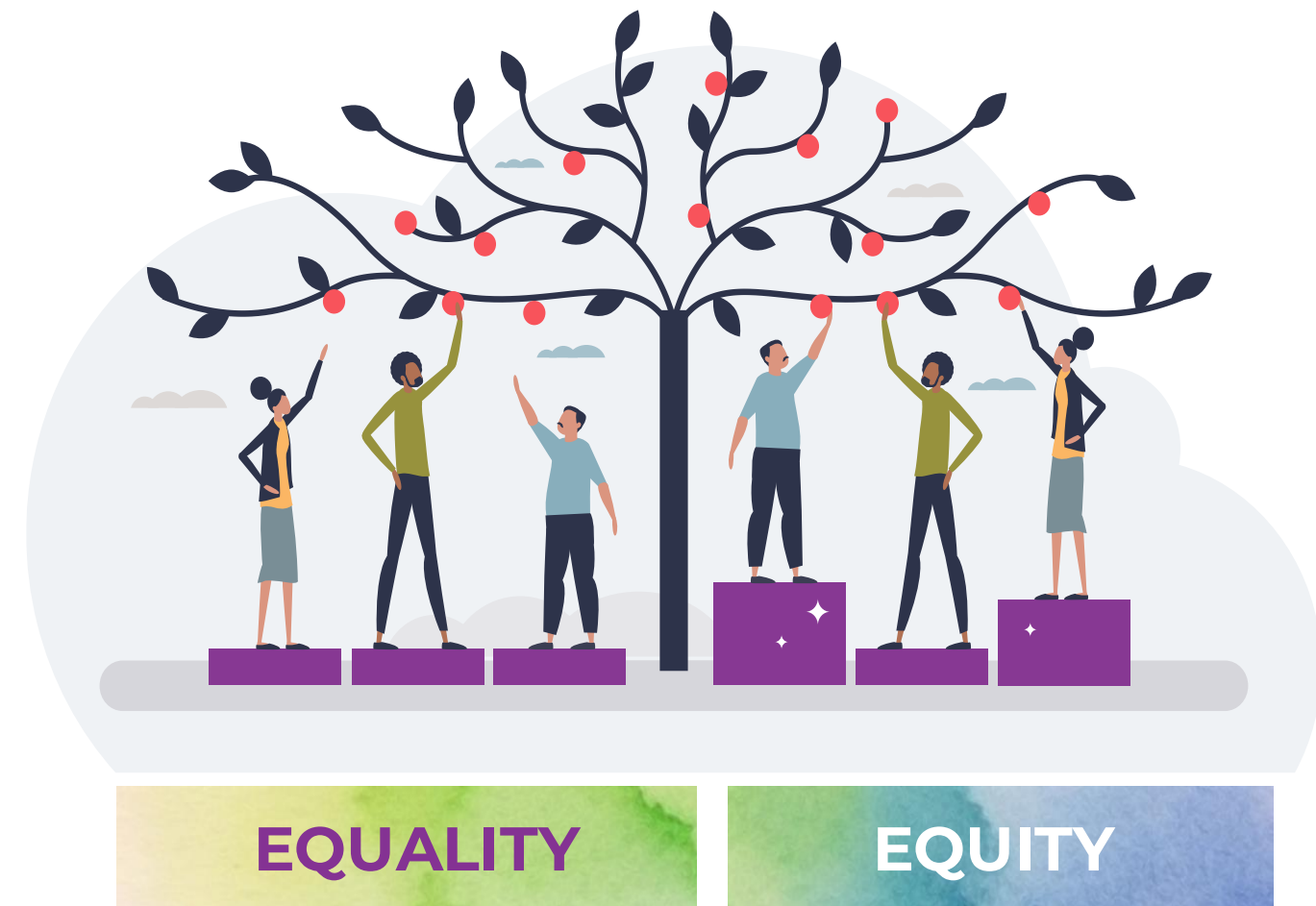
This work was scoped to focus on the health workforce perspectives from primary care.

“

You can't give the world a service if you don't accept them all

- Nurse

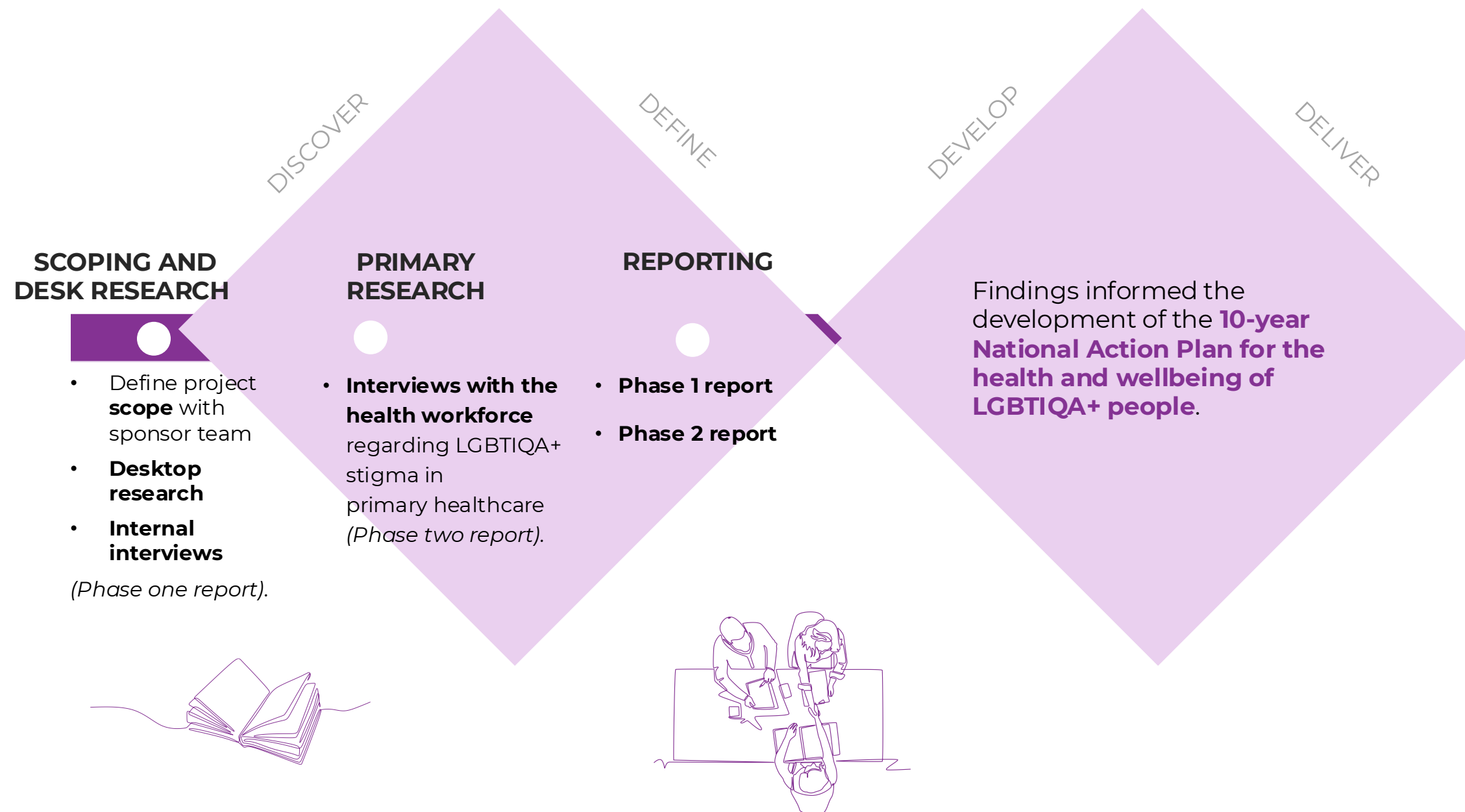
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This research was conducted to **inform and align with the 10-year National Action Plan for the health and wellbeing of LGBTIQA+ people**, to enable the LGBTIQA+ communities to access safe, inclusive and **equitable** primary healthcare. These findings complement patient and community perspectives gathered as part of a comprehensive series of community roundtables conducted by Health Equity Branch.

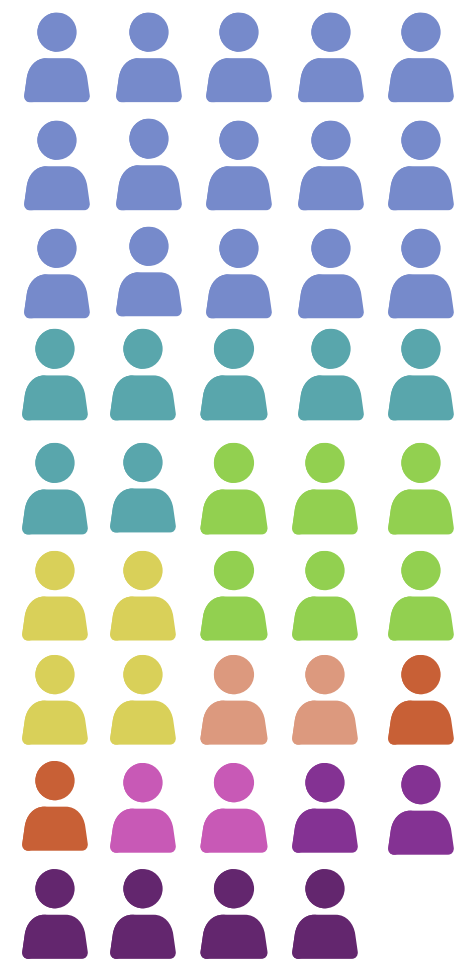
Our approach

We applied a **Human-Centred Design approach** to explore the nature and drivers of LGBTIQA+ stigma and discrimination in healthcare. We focused our activities in the first diamond from the **Double Diamond Design framework** to ensure we systematically defined and explored the challenge, and delivered our findings to inform the development of the **10-year National Action Plan for the health and wellbeing of LGBTIQA+ people**.



Research participant overview

44 Primary healthcare workforce participants interviewed



15

GPs

7

Physios

6

Nurses

4

Admin

2

Psychologists

2

Pharmacists

2

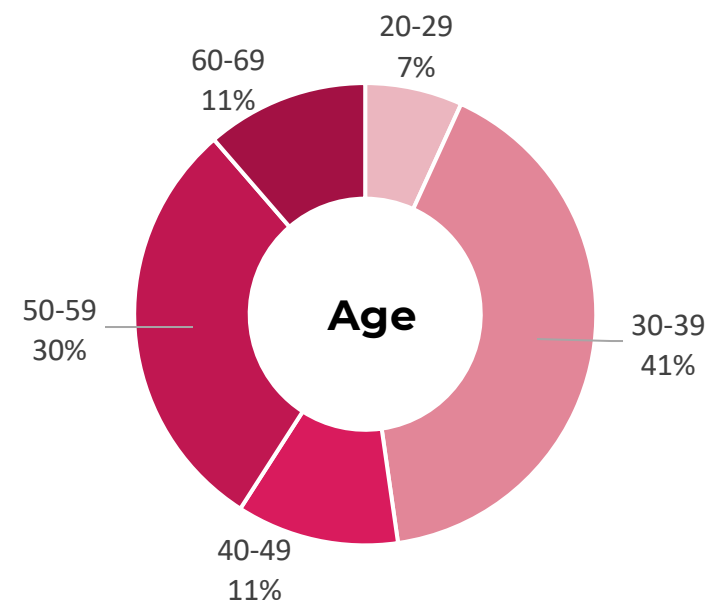
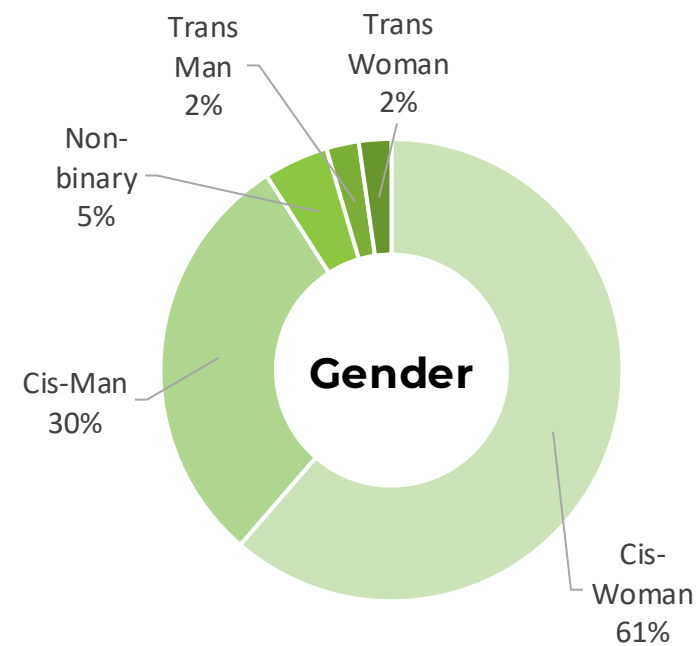
Managers

2

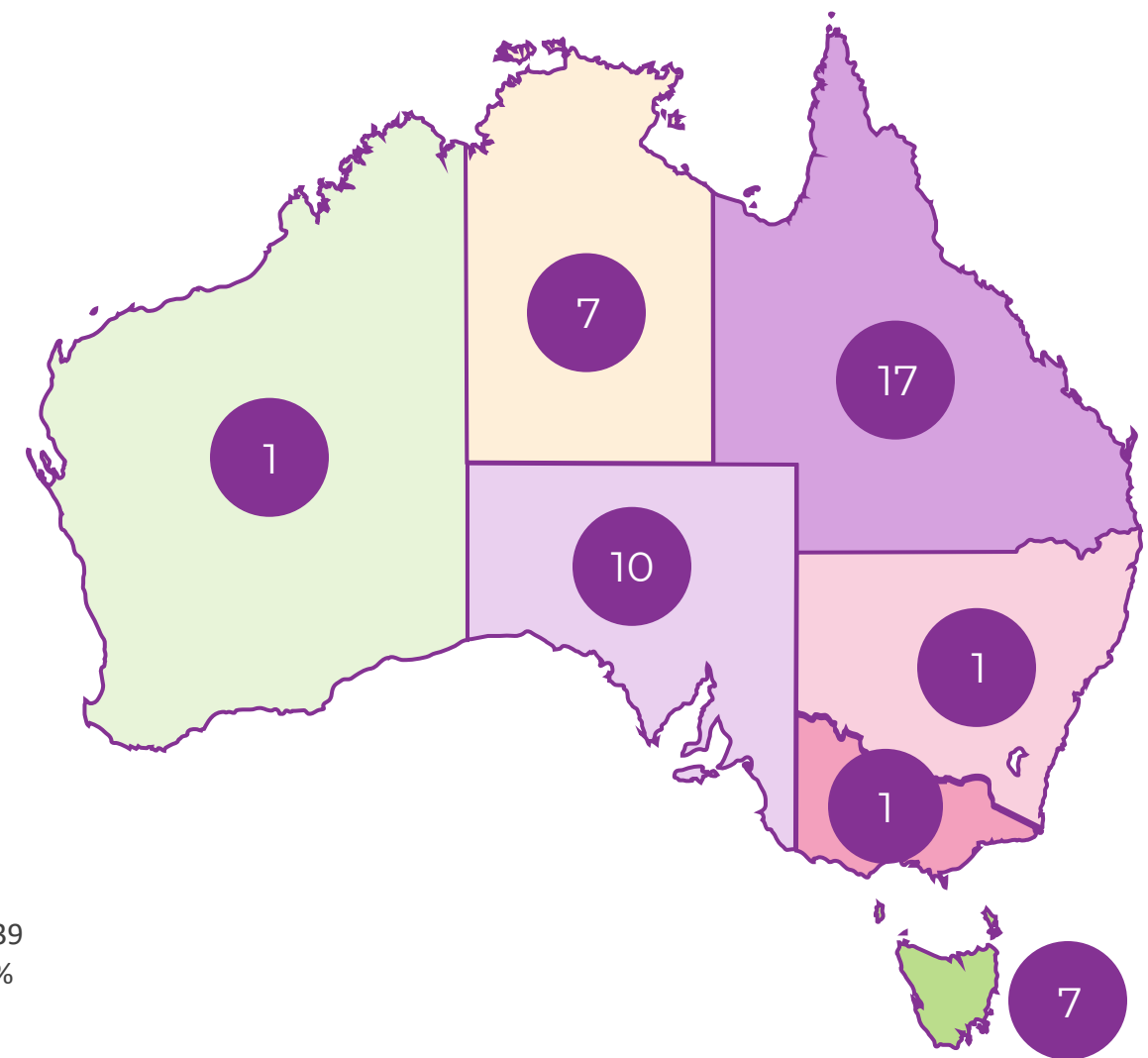
Aboriginal Health Practitioners

1 Of each: Outreach officer, Social worker, Education manager, Sexual health specialist

3 First Nations



Locations



+2 Focus groups at LGBTIQA+ focused GP practices

Limitations: Our findings may be limited by selection bias due to the voluntary nature of participation. Whilst we aimed for a diversity of perspectives; our sample lacked some diversity e.g. active stigmatisers, limited CALD participants and only two professionals trained overseas.



Our process



Key insights and project outputs

Recognising the difference between equality and equity

The type of healthcare people provide influences their understanding of the needs of LGBTIQA+ people, what LGBTIQA+ best practice looks like, and how to treat diverse people.

Equality

Those who provide more straight-forward, **transactional care** (lower need for ongoing relationships and holistic care, e.g. physiotherapists, nurses and administrative staff) often aim for equality as a good standard. Provided they have a base level of acceptance of LGBTIQA+ people, they seek to treat everyone the same despite differences. This can result in not wanting to know about differences that they deem clinically irrelevant, as they 'don't need to know' and they feel treating everyone the same is the kind, fair and right thing to do.

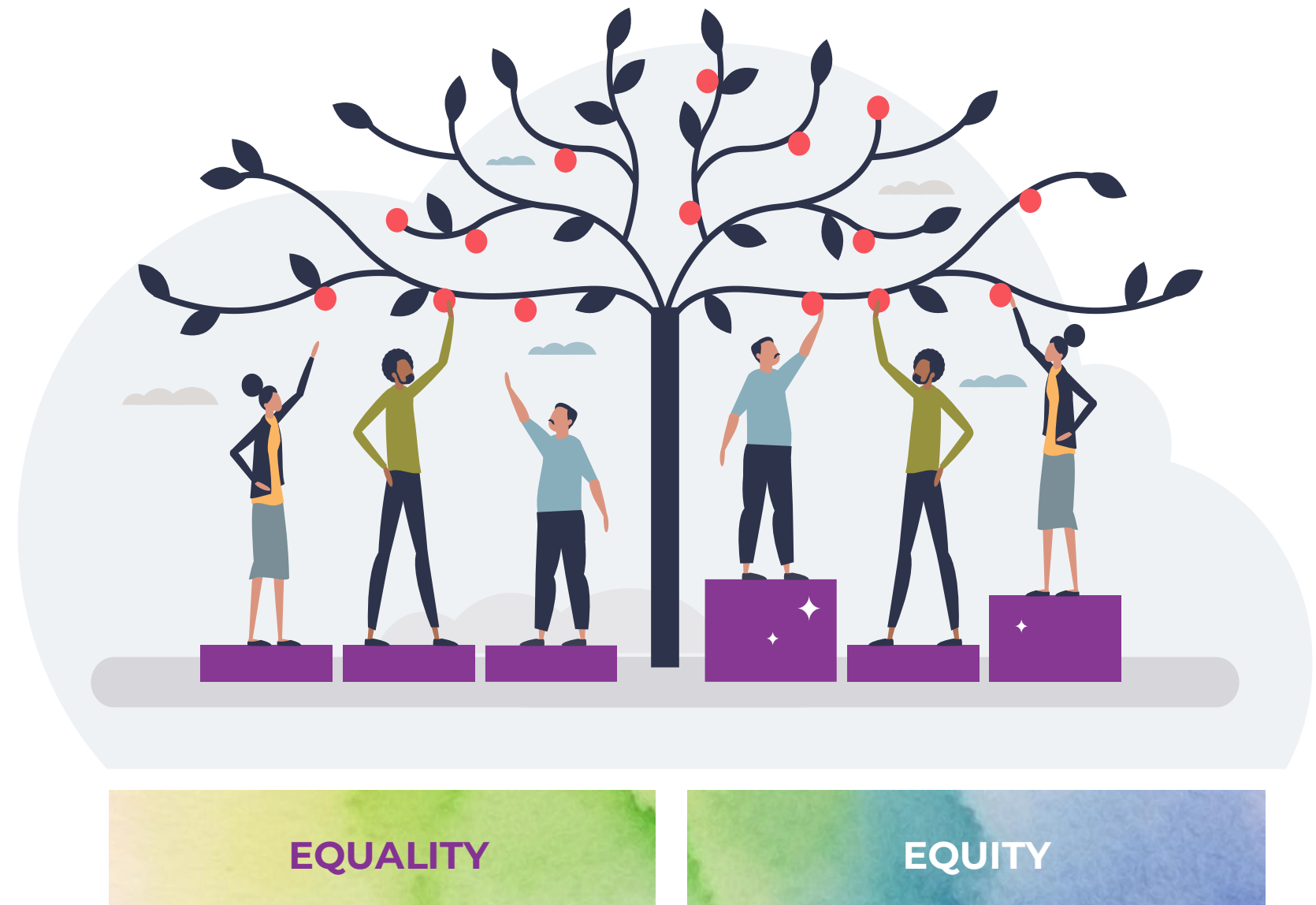
Equity

Practitioners who **require more in-depth and relational engagement** (e.g. GPs and psychologists) should understand the need to understand individual differences to best treat their patients appropriately. This cohort could be categorised as seeing equity as the desired standard.

This is not apparent in all practitioners in this space. Aiming for equity is also driven by close personal experience with the LGBTIQA+ community or other diverse communities. .

Implication

Consider different professions' needs to meet an equality standard or an equity standard.



EQUALITY

EQUITY

Key insights and project outputs

Our research finding explored where LGBTIQA+ stigma comes from, what acts to entrench it, what unaddressed barriers allow stigma to remain, and what factors foster LGBTIQA+ acceptance and inclusion.

- Stigma **originates** from and is perpetuated by outdated norms, particularly in contexts of religious, rural and remote and CALD communities with less exposure to LGBTIQA+ people. Stigma is more common toward people who are visually identifiable as LGBTIQA+.
- **Behaviours and enablers** entrench LGBTIQA+ stigma through a combination of visible, structural and intangible elements.
- **Unaddressed barriers** allow stigma to survive and hide in the inaction of otherwise well-meaning people.
- The key catalyst for **LGBTIQA+ allyship** is exposure to LGBTIQA+ people, and is fostered and supported by personal motivators, learnt skills, workplace culture and infrastructure.
- There is clear **workforce variation in exposure and confidence** providing care for the different LGBTIQA+ communities.
- We found a **confidence and competence** mismatch between many health workers self-rated confidence and their apparent competence for LGBTIQA+ care.
- While **equity** is a better overall goal, in some health settings **equality** is an adequate objective.



Key insights and project outputs: Workforce variation

We found workforce variation in exposure and confidence providing care for the different LGBTIQA+ communities.

LGBTIQA+ umbrella

A point of interest was the different levels of awareness health workers had about the many and varied identities under the LGBTIQA+ umbrella. Some of the health workforce talked about LGBTIQA+ as one monolithic community, and with this, wanted one-size-fits all approaches for everyone under the LGBTIQA+ umbrella. Others identified the differences between the letters in the acronym and told us they had different levels of exposure and confidence with the different LGBTIQA+ cohorts.

Providing care for lesbian, gay and bisexual communities

In general, the health workforce seemed to have more exposure and higher confidence with lesbian, gay and bisexual communities.

Providing care for transgender and gender diverse communities

Some members of the health workforce had less exposure and lower confidence providing care for the transgender

and gender diverse communities, especially relating to gender affirming care.

Providing care for the asexual community and people with innate variations of sex characteristics

Reflecting the sense of erasure reported by the asexual community, and for people with innate variations of sex characteristics, these two groups were largely overlooked by the health professionals we interviewed.

