

Health Pride Network Action Plan: 1 January 2025 through 31 December 2025**What is the Action Plan?**

The Health Pride Network (HPN) Action Plan 2024 - 2025 sets out how we will work together to build and strengthen LGBTIQ+ inclusion across the Department over the two calendar years. The Action Plan shows our strategic priorities and focus areas, rather than capture all business of the Network.

Owner: Chairs

Network endorsed: May 2024

Last updated: December 2025

Plan review date: Annually, updates at each monthly committee meeting.

Implementation

The ongoing implementation, monitoring and evaluation of the Plan will be the responsibility of the HPN Committee and our Pride Champions. The HPN Committee will report progress to the Pride Champion and Departmental Executive every 12 months.

Our vision The HPN's vision is to provide LGBTIQ+ staff and allies a safe, respectful and supportive workplace culture.

Our Network

The HPN supports LGBTIQ+ staff to bring their whole selves to work. The HPN is open to all staff and welcomes people who identify as LGBTIQ+, have family or friends who are LGBTIQ+ identifying, allies and anyone who believes in making our workplace welcoming to all staff.

What we do

In partnership with the HPN Committee, Network members, SES Champions, relevant work areas, other Diversity networks and allies we undertake a range of responsibilities that include providing:

- provide support and representation for LGBTIQ+ employees and their families,
- provide a space for like-minded employees to meet and make connections across the portfolio,
- plan events and activities to promote LGBTIQ+ acceptance, and
- provide input to the department on policies and practices that have an impact on LGBTIQ+ staff.

Strategic Priority		Lead	Team Members	2025 Status update
SP1: Enhance Connection				
A1	Develop and maintain a LGBTIQ+ mentoring program	[REDACTED]	HPN Exec	Complete - The Department has relaunched the Mentoring Program and HPN has been engaged in design. The program now includes fields to match LGBTIQ+ mentors and mentees. Discussions are ongoing on how to further specialise the program for LGBTIQ+ mentors and mentees. This work will continue into 2026.
A2	Establish a networking group for Transgender and Gender Diverse staff	[REDACTED]	[REDACTED]	Complete - [REDACTED] and [REDACTED] have established, and met with a new group of HPN Members focussed on improving supports for TGD staff at Health. At this early stage, this has included a scoping piece to better understand how Health can support its TGD staff, and what it is they are looking for. They are working through the administrative details of establishing a group, whilst considering safety and anonymity factors. This work will continue into 2026.
A3	Enhance activities across all regional offices to ensure inclusion across Australia - Continue to deliver a minimum of three all staff events during the year - Enhance informal staff networking and social opportunities within the Network	Events team and STOs	All events team All STOs [REDACTED] [REDACTED]	Complete - The events team and STOs continue to work together to develop events for each of our days of significance. This year, there was an active focus on spreading events out across the country, and focussing less on Canberra specific events. - IDAHOBIT – a flagship event was held in Melbourne, with all other offices holding watch parties. - Wear it Purple Day – an all of staff educational trivia quiz was held. In addition, our flagship Big Purple Photoshoot and morning tea was held. The Canberra office organised the professional staff photographers, and the Secretary attended. - World Aids Day – an all of staff panel event was held, and STOs held a watch party to view. The Woden (ACT), Melbourne and Brisbane offices now regularly hold informal coffee catch ups to enhance social networking. Events work is BAU and will continue into 2026.

STRATEGIC PRIORITY 2: Enhance Promotion and Visibility

A4	Develop a LGBTIQ+ Women Strategy to increase visibility of LGBTIQ+ women and out role models	TBC	TBC	Progressing – A number of activities occurred during the first half of 2025. Work on the Women’s Strategy was paused in mid-2025 due to key members moving to new positions. The Executive team are actively looking for a Network member to lead the charge and continue this work into 2026.
A5	Increase intersectionality work, and collaboration with all Health staff Networks.	Events team w/ inclusion	[REDACTED]	Complete - Inclusion hold quarterly intersectionality meetings across each of the staff networks. All Network members are welcome to attend. The Events Team continue to work to find intersectional opportunities to celebrate days of significance and promote diversity and inclusion within the Department. The Health Pride Network, the National Aboriginal and Torres Strait Islander Staff Network (NATSISN) and the HIV Policy section worked together to organise an all of staff event for World Aids Day, in December 2025. The HPN and the Neurodiversity Network are in discussions about a possible event for 2026, noting the high cross over of LGBTIQ+ and neurodiverse identifying cohorts. This is BAU and will continue into 2026.
A6	Promote diverse voices through Network-led events	Events team	Events team	Complete - The Events Team have worked to promote intersecting and diverse voices through Network led events. • IDAHOBIT – Melbourne research event. • Wear it Purple – educational trivia event, purple photoshoot and morning tea, across each STO. • World Aids Day – panel event co-lead with the National Aboriginal and Torres Strait Islander Staff Network (NATSISN) and the department’s HIV policy section. Events work is BAU and will continue into 2026.
A7	Ongoing technology projects:	[REDACTED]	[REDACTED]	Complete - Now named the Collaboration team, [REDACTED] and the team have been busy modernising, streamlining and improving ways of working and collaborating.

	Automate membership processes Continue to enhance and maintain the Network's Sharepoint page Automate days of significance boosting of Sharepoint pages / content calendar			• Development of a whole of network channel for direct communication. • Developing a Committee Guide to ensure knowledge is passed on to new members when they join. • Automated membership sign-up process • Finalised design of new Sharepoint site and migration of files across from old site • Conducted a membership master list audit • Automated membership welcome email • Collated and published Pride recommendations resource This is BAU and will continue into 2026.
A8	Continue to develop and share communications & news with the network • e.g., deliver monthly issues of Sharing the Pride • Sharepoint managers to boost existing pages/content on days of significance etc			Complete - continues to deliver incredible newsletters to the Network every month. They are now delivered via SharePoint, and contain important news, events, media and support avenues. 2026 work will consider how to better communicate with the whole of Department, including on days of significance that we will not hold events for. This is BAU and will continue into 2026.
A9	Lead the campaign and planning for an APS Pride float at Mardi Gras		With Prime Minister & Cabinet	Paused – In 2024, and the Network Executive team met with PM&C to discuss the opportunity for a whole of APS Pride Float at Mardi Gras 2025. Work on this was paused due to lack of resourcing. This was raised throughout 2025 via the APS wide Community of Practice, though did not get off the ground due to resourcing issues. The HPN intends to raise this in 2026.
A10	Develop and submit advanced AWEI submission			Complete – In 2025, the HPN achieved Gold for the second year. The team are currently working on the Advanced Submission for 2025. This is BAU and will continue into 2026. We are aiming to reach Gold again.

STRATEGIC PRIORITY 3: Uplift Staff Capability				
A11	Continue to deliver LGBTIQA+ training across all levels	Inclusion	Inclusion + HPN Exec	Complete Across 2025, the following training • LGBTQ Awareness and Empowering Allies in April and October, with a total of 29 attendees. • LGBTQ Middle Management in May and December, with a total of 34 attendees. • LGTQ Inclusive Language Considerations in June and December with 41 attendees. • Transgender and Gender Diverse Awareness in November with 10 attendees. This is BAU and will continue into 2026.
A12	Uplift SES capability on LGBTIQA+ inclusion within Health through dedicated training sessions	Inclusion	Inclusion	Underway • Inclusion is working with L&D on Managing Teams in Health, D&I specific slides (one per diversity dimension). • Pride Champions induction with PiD. • Further discussions occurring on SES specific training on LGBTIQA+ Inclusion. Possible SES planning day D&I session. This is BAU and will continue into 2026.
A13	Develop an Allyship Project to uplift and increase the role of active allies within the HPN.			Complete - The Allyship Project work is progressing. The team have developed a business plan for the Executive team to consider. In 2025, the team developed an abstract to present at the Pride in Practice Conference. This was successful, with the presentation going ahead in November 2025. This work will progress into 2026.

A14	Continue to advocate through the National Staff Participation Forum for policies to be LGBTIQA+ inclusive	[REDACTED]	[REDACTED]	Complete - The Network has been represented at every NSPF meeting, and consulted on policies presented to the NSPF. This is BAU and will continue into 2026.
STRATEGIC PRIORITY 4: Build a sustainable Pride Network				
A15	Continue to provide advice on policies affecting LGBTIQA+ Australians in partnership with relevant policy areas	Executive team	BAU – as needed	Complete - The Executive team have been asked to provide advice on ad hoc policies multiple times throughout the year. This includes on family and domestic violence policy, workplace bullying, harassment and discrimination policy and sexual harassment policy This is BAU and will continue into 2026.
A16	Develop a HPN Committee Guide to enhance business continuity	[REDACTED] [REDACTED]	Collaboration Team	Underway - The Collaboration Team are in the process of mapping key Network positions, including a skills matrix, to assist in development of the Committee Guide. This work will progress into 2026.

People Committee

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[People Committee membership](#)

[Meeting dates](#)

[Committee documents](#)

[Meeting minutes](#)

The People Committee oversees the implementation of our [workforce strategy](#) and other strategic workforce matters. It provides direction on people and culture matters, including workforce integrity, and advises and makes recommendations to [Executive Committee](#).

The committee is responsible for the following activities:

- shaping the department's approach to people and culture matters
- providing direction on implementation of the workforce strategy
- overseeing the department's approach to workforce integrity
- guiding the development and implementation of other workforce strategies and frameworks
- advising and making recommendations to the Executive Committee on issues related to people and culture.

People Committee membership

The committee comprises of members and is supported by departmental advisers.

Chair and Deputy Chair



Members



S47F,
S47E(c)

Tony
Deputy Secretary

16/32



Invitation to 2025 Pride Network Committee Planning & Strategy Session [SEC=OFFICIAL]

Organiser

☐ Health Pride Network

Sent Wed 5/02/2025 3:12 PM

Time

Wednesday, 19 February 2025 11:30 AM-1:00 PM

Location

[Teams link enclosed](#)

Response

✓ Accepted

Change Response

 HPN PiD 19 February 2024 - Strategy Planning Session - Agenda.pdf
32 KB

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Hi Health Pride Network Committee

We invite you to join us for our 2025 Planning and Strategy Session, hosted by Pride in Diversity.

During the session, we'll review our current HPN Workplan, celebrate our achievements, look at areas we can improve on, and identify priorities for the year ahead.

Our conversations will be facilitated by Pride in Diversity with some input from the HPN Executive. We are pleased some Pride champions will be attend, and we encourage you to speak freely throughout the session.

We have allocated 90 minutes for the session, and we totally understand if you can only attend part of it.

Agenda soon to follow.

If you have any questions, please reach out to any of the HPN Executive.

Kind regards

Health Pride Network Exec





Australian Government

Department of Health, Disability and Ageing

Inclusion Framework 2025–30



Our Vision

The Department of Health, Disability and Ageing is committed to a culturally safe, accessible, inclusive and respectful workplace for all employees.

In our workplace, inclusion means having a diverse workforce where staff feel connected, are empowered to contribute their perspectives and experiences, and have equitable access to opportunities. A diverse and inclusive workforce will enable the department to better reflect and serve the Australian public.

The Inclusion Framework supports this through a holistic and intersectional approach for all diversity groups to increase awareness, address barriers and embed inclusion across our business.

This includes understanding that individuals have multiple layers of identity and the need to address the various and overlapping barriers which may negatively impact access to opportunity.

The Inclusion Framework will be implemented through an action plan to target relevant priorities and will be regularly evaluated for continuous improvement.

Objective 1

Ongoing commitment to diversity and inclusion

We will:

- 1.1 **Enable** all staff to build awareness of diversity and ways they can contribute to our inclusive culture.
- 1.2 **Promote** diversity and inclusion training, mentoring and learning opportunities to all staff.
- 1.3 **Adopt** a proactive approach to address inclusion and diversity barriers in the workplace and uplift support for staff from diverse backgrounds.
- 1.4 **Support** our diverse workforce through continued investment in our six Staff Diversity Networks.



Objective 2

Diverse and inclusive leaders

Our leaders will:

- 2.1 **Exemplify** inclusive behaviours and language and hold peers to account.
- 2.2 **Engage** with diversity and inclusion initiatives regularly.
- 2.3 **Demonstrate** commitment to building a workforce that reflects the diversity of the Australian public.
- 2.4 **Mature** the SES Diversity Champions cohort to embed diversity and inclusion across the organisation.



Objective 3

Inclusive recruitment

We will:

- 3.1 **Update** recruitment processes to embed diversity and inclusion throughout the recruitment lifecycle.
- 3.2 **Equip** hiring managers to incorporate diversity and inclusion in their recruitment planning.
- 3.3 **Provide** training and support for panels to ensure recruitment processes are inclusive.
- 3.4 **Increase** targeted recruitment processes and programs to attract and retain diverse employees.

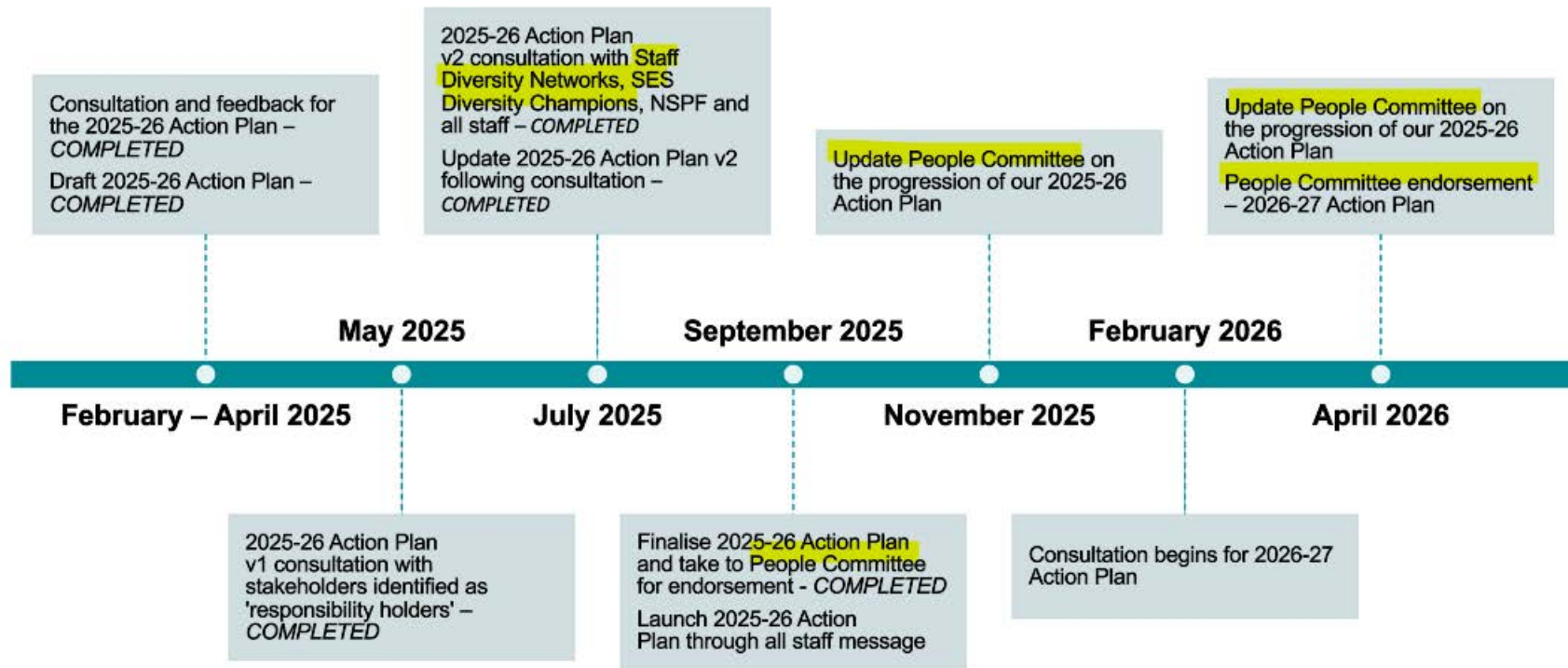
Objective 4

Diverse and inclusive data, systems and governance

We will:

- 4.1 **Review** departmental processes and systems to incorporate inclusion and accessibility considerations.
- 4.2 **Explore** best practice approaches to diversity data collection methods and outcomes.
- 4.3 **Maintain** clear governance frameworks for diversity and inclusion initiatives and strategies and report regularly and transparently on progress.
- 4.4 **Continue** to consult and collaborate with staff from diverse backgrounds on policies, programs and initiatives.

Our journey so far and next steps



Inclusion Framework Action Plan 2025-26





Objective 1: Ongoing commitment to Diversity and Inclusion – 2025-26 actions

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Inclusion Framework Action	Deliverable number	Deliverable	Who will action?
1.1 - Enable all staff to build awareness of diversity and ways they can contribute to our inclusive culture	1.1	Identify opportunities to highlight intersectionality at diversity and inclusion events and via internal communication.	Staff Diversity Networks Corporate Comms
1.1 - Enable all staff to build awareness of diversity and ways they can contribute to our inclusive culture	1.2	Use personal stories to increase awareness of diversity and relevant departmental initiatives, such as: • different cultures, including culturally and linguistically diverse (CALD) • living with disability • ableism and its impacts • being neurodivergent • rainbow stories • share good-news diversity and inclusion stories • promoting participation in Staff Diversity Network events (as paid time).	Corporate Comms Staff Diversity Networks
1.2 - Promote diversity and inclusion training, mentoring and learning opportunities to all staff	1.3	Continue to offer diversity and inclusion training, including: • neurodiversity training for staff and managers • disability training for staff and managers • Pride in Diversity training • opportunities for additional LGBTIQA+ learning • unconscious bias training • cultural awareness training • Indigenous cultural capability.	People Branch
1.2 - Promote diversity and inclusion training, mentoring and learning opportunities to all staff	1.4	Roll out Hidden Disabilities membership and training. When we have 80% training completion, promote the department as being a Hidden Disabilities welcoming workplace.	People Branch Corporate Comms Staff Diversity Networks SES cohort



Objective 1: Ongoing commitment to Diversity and Inclusion – 2025-26 actions continued...

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Inclusion Framework Action	Deliverable number	Deliverable	Who will action?
1.3 - Adopt a proactive approach to address inclusion and diversity barriers in the workplace and uplift support for staff from diverse backgrounds	1.5	Consult with neurodivergent staff and staff living with disability to identify barriers they are experiencing in our workplace. Use this guidance to identify how we can improve.	Inclusion Team with support from Workplace and Change Branch
1.3 - Adopt a proactive approach to address inclusion and diversity barriers in the workplace and uplift support for staff from diverse backgrounds	1.6	Finalise our response to the APS CALD Employment Strategy and Action Plan.	People Branch CALD Network
1.4 - Support our diverse workforce through continued investment in our six Staff Diversity Networks	1.7	Remind managers of the significant contributions to organisational culture made by Staff Diversity Network committee members to improve local manager support for staff performing these roles.	Inclusion Team
1.4 - Support our diverse workforce through continued investment in our six Staff Diversity Networks	1.8	Submit an advanced submission for the 2025 Australian Workplace Equality Index, aiming for the third 'gold' outcome.	Inclusion Team Health Pride Network



Objective 2: Diverse and Inclusive Leaders – 2025-26 actions

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Inclusion Framework Action	Deliverable number	Deliverable	Who will action?
2.1 - Exemplify inclusive behaviours and language and hold peers to account	2.1	Our diverse SES cohort will share their lived experience and model behaviours that build positive dialogue. This action delivery will look different for each leader. We will encourage SES to consider what feels right for them when considering how to share or promote lived experience. Some examples could include (noting this list is in no-way exhaustive): • sharing an adjustment that has worked well to support their role. • sharing a lesson learned from a recent event relative to diversity and inclusion. • discussing the candidate experience in the use of ~~RecruitAbility~~ and affirmative measures processes. • discussing the benefits of using merit pools from affirmative measures processes. • seeking an experienced peer to speak at a Branch/Divisional meeting around their expertise in diversity and inclusion. • arranging Branch/Division events for days of significance. • sharing articles with the Branch/Division related to positive diversity and inclusion culture.	SES Champions all SES cohort





Objective 2: Diverse and Inclusive Leaders – 2025-26 actions continued...

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Inclusion Framework Action	Deliverable number	Deliverable	Who will action?
2.2 - Engage with diversity and inclusion initiatives regularly	2.2	Add diversity and inclusion examples to the SES Performance in Action guide to encourage inclusion in SES Performance Development Agreements. For example: • attending diversity and inclusion events and sharing what they learned • confirm support for staff to attend these events during work time • promoting Staff Diversity Networks • highlighting intersectionality of diversity • encouraging training opportunities • normalising adjustments in the workplace and seeking to make our workplaces inclusive by design • use MyWorkforce and survey data to understand the diversity within and experience of their workforce and identify areas for improvement. • meet the cultural capability targets set in the Reconciliation Action Plan (RAP) 2025-2028.	SES Champions/all SES in consultation with People Branch





Objective 3: Inclusive Recruitment – 2025-26 actions

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Inclusion Framework Action	Deliverable number	Deliverable	Who will action?
3.1 - Update recruitment processes to embed diversity and inclusion throughout the recruitment lifecycle (as distinct from employment lifecycle)	3.1	a. Review existing mechanisms (such as new starter surveys) to gather feedback from new starters on whether the recruitment process was inclusive. b. Identify options for seeking feedback from all candidates, not just those offered roles, to ensure we understand the experience of non-employee candidates.	Inclusion Team Recruitment Team HR Surveys Team
3.1 - Update recruitment processes to embed diversity and inclusion throughout the recruitment lifecycle (as distinct from employment lifecycle)	3.2	Develop/revise mechanisms to promote diversity in panels including: a) consult with other agencies on better practice approaches to diversity on panels b) update online 'attracting and selecting the right candidate' training so it is more concise, then promote the updated training c) consider a mechanism for staff to self-identify to volunteer to be on recruitment panels including the ability to identify as a member of a diversity group to support panel diversity d) require panel members to complete online recruitment training prior to participating in any recruitment activities.	a) Recruitment Team b) Learning and Development Team and Recruitment Team c) Inclusion Team d) Recruitment Team, Learning and Development Team, Inclusion Team
3.1 - Update recruitment processes to embed diversity and inclusion throughout the recruitment lifecycle (as distinct from employment lifecycle)	3.3	Connect candidates and panel members to information about review mechanisms in APS recruitment including the role of the Merit Protection Commissioner.	Recruitment Team Inclusion Team
3.1 - Update recruitment processes to embed diversity and inclusion throughout the recruitment lifecycle (as distinct from employment lifecycle)	3.4	Engage Staff Diversity Networks in 2-way working level discussions about recruitment requirements and improvements to embed diversity and inclusion in the recruitment lifecycle.	People Branch Recruitment Team Inclusion Team Staff Diversity Networks



Objective 3: Inclusive Recruitment – 2025-26 actions continued....

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Inclusion Framework Action	Deliverable number	Deliverable	Who will action?
3.2 - Equip hiring managers to incorporate diversity and inclusion in their recruitment planning	3.5	Support a departmental best practice approach of reasonable adjustments as the norm, setting up candidates to succeed by: • incorporating clear guidance on best practice approaches to panels to conduct inclusive recruitment practices (such as interview questions/work sample tests one day in advance). • reminding panels of their obligation to offer all candidates reasonable adjustments – including in guidance materials such as the <i>selection methods assessment guide</i> and <i>selection panel help guide</i>.	Recruitment Team
3.3 - Provide training and support for panels to ensure recruitment processes are inclusive	3.6	Update guidance about the importance of diversity in recruitment panels, and promote through existing communication channels, including to SES as recruitment delegates.	Recruitment Team with support from Inclusion Team and SES Support Unit
3.4 - Increase targeted recruitment processes and programs to attract and retain diverse employees	3.7	Ask the APSC expand the eligibility requirements for <u>RecruitAbility</u> to include people who are neurodivergent. <i>Many Neurodivergent people do not identify as being disabled; however, their symptoms can be disabling, specifically during assessment steps.</i>	Inclusion Team Recruitment Team
3.4 - Increase targeted recruitment processes and programs to attract and retain diverse employees	3.8	Continue to list all vacant departmental roles under <u>RecruitAbility</u> .	People Branch



Objective 4: Diverse and Inclusive Data, Systems and Governance – 2025-26 actions

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Inclusion Framework Action	Deliverable number	Deliverable	Who will action?
4.1 - Review departmental processes and systems to incorporate inclusion and accessibility considerations	4.1	When stock photos are used, ensure they are inclusive, diverse and representative of all staff and/or Australians. Capture images of our staff and workspaces that can be used internally.	People Branch Corporate Comms
4.1 - Review departmental processes and systems to incorporate inclusion and accessibility considerations	4.2	Annually review the APS Census results, and other data sources, to assess progress against the Inclusion Framework and Action Plan and inform future action.	People Branch
4.1 - Review departmental processes and systems to incorporate inclusion and accessibility considerations	4.3	Consider publishing the department's Gender Affirmation Policy on the department's website.	People Branch
4.2 - Explore best practice approaches to diversity data collection methods and outcomes	4.4	Make de-identified diversity and inclusion data available to staff on the intranet.	People Branch
4.4 - Continue to consult and collaborate with staff from diverse backgrounds on policies, programs and initiatives	4.5	Communicate that the department's best practice approach when consulting involves avenues for anonymous feedback.	People Branch EA/EO Network



Diversity and inclusion

On this page

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[Our inclusion framework](#)

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[Enhancing inclusion](#)

[Accessible and inclusive content and language](#)

[Diversity and inclusion resources](#)

[APS and Commonwealth inclusion strategies](#)

[Reconciliation Action Plan](#)

We value the diversity of our employees and understand the importance of reflecting the diversity of the Australian public. A diverse workforce enhances our ability to develop effective and inclusive policies and programs that contribute to an inclusive workplace, and high-quality health and wellbeing outcomes for all Australians, now and for future generations.

Valuing diversity

Diversity recognises everyone has certain unique traits and characteristics which set them apart from others. Diversity can take many forms and can include, but is not limited to, traits like gender, age, race, sexual orientation, disability or religious beliefs.

The [Independent Review of the Australian Public Service](#) outlines that diversity of background and life experience provides different insights which can be especially valuable in tackling the complex and ambiguous problems faced by government each day. Diversity produces better advice to ministers and better decisions that are more attuned to the needs and interests of all groups.

Our inclusion framework

Our [Inclusion Framework 2025–30](#) demonstrates our commitment to fostering a diverse and inclusive workforce that reflects the community we serve. By embracing diverse identities and perspectives, we enrich our organisation and create a culturally safe, accessible, ~~61/32~~ inclusive and respectful workplace where staff feel connected and empowered to share their perspectives and experiences and have equitable access to opportunities.

Action plan

An annual action plan, for internal use, underpins the framework to:

- further support the priorities identified in the framework
- be developed from a human centred design approach.

Action plans are developed in consultation with staff, endorsed by People Committee with progress reports to People Committee regularly, with an annual update to Executive Committee.

Our [Inclusion Framework Action Plan 2025-26](#) has been shaped by staff feedback, lived experiences, and data from the [APS census](#). An [accessible version of the 2025-26 action plan](#) is also available.

The actions outlined have been agreed upon by responsible stakeholders, based on available resources, budget, and alignment with current or planned work. This ensures our efforts are practical, achievable and embedded in our business-as-usual operations.

Creating an inclusive environment

Demonstrating the value diversity brings to our department, the Workplace and Change Branch and the Indigenous, Diversity and Inclusion team collaborated with our [staff-led diversity and inclusion networks](#) to [name Yaradhang building meeting rooms](#). The names of these spaces:

- reflect the networks' values and missions
- create an inclusive environment which provides a sense of belonging to all staff
- reflect the diverse public the department serves
- provide connection to Country.

Enhancing inclusion

We can't rely on the diversity of our workforce alone, so we are working to embed inclusion in our daily practices.

Inclusion occurs when a diversity of people are:

- respected for who they are and can be themselves
- connected to their colleagues and feel they belong
- contributing their perspectives and talents to the workplace
- progressing in their career at work (that is, have equal access to opportunities and resources).



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Big shout-out to our amazing Health Pride Network for representing the Department at Canberra's SpringOUT festival — and for bringing our values to life with colour, courage and a whole lot of heart.

It was great to see the energy and visibility growing right across the Australian Public Service as part of the APS Pride stall. Awesome to see [redacted] our Champion of the National Aboriginal and Torres Strait Islander Network, there as well - demonstrating importance of intersectionality in inclusion. It's one thing to talk about inclusion; it's another to live it.

Thanks to everyone who volunteered, supported, and showed up — you make our workplace (and our city) that much brighter.

Here's to visibility, belonging and a community that keeps showing up for each other — every day, not just in Pride season.

#SpringOUT #CanberraPride #PrideNetwork #APSPride #Inclusion #Diversity





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Big shout-out to our amazing Health Pride Network for representing the Department at Canberra's SpringOUT festival — and for bringing our values to life with colour, ...more

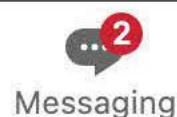


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Finish update



Following

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[#SpringOUT](#) [#CanberraPride](#) [#PrideNetwork](#) [#APSPride](#) [#Inclusion](#) [#Diversity](#)



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The Australian Workplace Equality Index (AWEI) measures how LGBTQ+ inclusive a workplace is.

Participating in AWEI allows us to review our workplace inclusion practices against industry best practice, so we can identify opportunities for improvements and ensure we are an inclusive workplace. 🏳️‍🌈

For the second year in a row, we were awarded AWEI Gold Status. 🏆

We were also a finalist for the 2025 Employee Network of the Year. 🏆

See the comments below for more information and resources. 👉

AWEI Gold Employer

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We were also a finalist for the 2023 Employee Network of the Year. 🏆

See the comments below for more information and resources. 👉

AWEI Gold Employer





markbutlermp



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markbutlermp The LGBTIQ+ community knows that only Labor will continue to strengthen Medicare for all Australians. We'll improve LGBTIQ+ Australians access to inclusive, culturally safe primary care with a \$10 million investment.

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We are working to ensure LGBTIQ+ people achieve equitable health and wellbeing outcomes. This includes access to safe, respectful, high-quality and inclusive health care across Australia.

The department is supporting LGBTIQ+ people by:

- 💜 implementing Australia's first 10-Year National Action Plan for the Health and Wellbeing of LGBTIQ+ People
- 💜 funding for LGBTIQ+ health and medical research
- 💜 promoting health equity, and safe and supportive workplaces, across the health care system, and in the broader community.

We recognise the strength that comes from diversity and the positive impact of ensuring every individual feels valued and respected. That's why we're encouraging people to participate in Wear It Purple Day to show support for inclusive environments for LGBTIQ+ young people.

For more information, see the comments below 📌

[#WearItPurpleDay](#) [#Inclusion](#) [#Diversity](#)

We're
Supporting
Wear it
Purple Day!



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The department is supporting LGBTIQA+ people by:

- ♥ implementing Australia's first 10-Year National Action Plan for the Health and Wellbeing of LGBTIQA+ People
- ♥ funding for LGBTIQA+ health and medical research
- ♥ promoting health equity, and safe and supportive workplaces, across the health care system, and in the broader community.

We recognise the strength that comes from diversity and the positive impact of ensuring every individual feels valued and respected. That's why we're encouraging people to participate in Wear It Purple Day to show support for inclusive environments for LGBTIQA+ young people.

For more information, see the comments below 📌

[#WearItPurpleDay](#) [#Inclusion](#) [#Diversity](#)

We're Supporting Wear it Purple Day!



29.08.2025

www.wearitpurple.org



Department of Health, Disability and Ageing's AWEI Advanced Submission

Question 8 Evidence

1. Potential buyers/customers/service users – National Action Plan links:

[Pathway to better health for LGBTIQ+ communities | Health, Disability and Ageing Ministers | Australian Government Department of Health, Disability and Ageing](#)

['System-Wide' Change: 10-Year Action Plan for better LGBTIQ+ health | Health, Disability and Ageing Ministers | Australian Government Department of Health, Disability and Ageing](#)

[National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025–2035 | Australian Government Department of Health, Disability and Ageing](#)

[Providing inclusive, culturally safe healthcare for LGBTIQ+ Australians | pbo](#)

2. Existing customers/service users – eheadspace links:

[Online community](#)

facebook.com/headspaceAustralia/posts/qheadspace-is-officially-live-%EF%B8%8F-qheadspace-is-our-new-digital-platform-where-peo/10158078742981660/?locale=sw KE

[National headspace Day: Funding boost to improve headspace services | Health, Disability and Ageing Ministers | Australian Government Department of Health, Disability and Ageing](#)

3. Strategic partner – ACON for Emen8 links:

[\\$43.9 million to boost fight against HIV | Health, Disability and Ageing Ministers | Australian Government Department of Health, Disability and Ageing](#)

[National campaign to raise awareness of monkeypox | Emen8](#)

[Doxy-PEP: Doxycycline STI prevention for gay and bi+ guys in Australia | Emen8](#)

4. Funding bodies – National Lung Cancer Screening (NLCSP) – National Communications Campaign 'It's Good to Know' links:

[Lung Cancer Screening for... | National Lung Cancer Screening Program](#)

[New campaign to promote free lung cancer screening program | Health, Disability and Ageing Ministers | Australian Government Department of Health, Disability and Ageing](#)

Department of Health, Disability and Ageing 2025 Advanced AWEI Submission
Q8 Strategic LGBTQ+ Inclusion Promotion. Stocktake of LGBTIQ+ focussed programs and investments

Activity	Description	Funding and Timeframe	Division	Additional Information
Evidence used in written responses				
National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025-2035 (Action Plan)	On 11 December 2024, the Australian Government released the Action Plan. The Action Plan is a high-level strategy document, co-designed with community to champion improvements to health outcomes for LGBTIQ+ people. The vision of the Action Plan is for LGBTIQ+ people to achieve equitable health and wellbeing outcomes with access to safe, respectful, high-quality and inclusive health and wellbeing services. The development and ongoing management of the Action Plan is the responsibility of the Department of Health, Disability and Ageing.	2025-2035 Multiple funding commitments, including: - Establishing a \$13 million grants program to support dedicated LGBTIQ+ health and wellbeing services and initiatives. - Investing \$2 million to collect data to underpin priority areas for action through La Trobe University's 'Private Lives' and 'Writing Themselves In' health and wellbeing surveys. - Providing \$500,000 for InterAction for Health and Human Rights' InterLink program, a community-led professional psychosocial support service for people with innate variations of sex characteristics. - Committing \$10 million to support primary healthcare providers to improve their skills and knowledge to deliver inclusive LGBTIQ+ healthcare.	PHD	Link to Action Plan Announcement of Action Plan - 1 March 2023 media release Release of Action Plan - 11 December 2024 media release National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025-35

headspace National Youth Mental Health Foundation - eheadspace	Through eheadspace, qheadspace is a digital platform where gender and sexually diverse young people can connect with others and seek support within a peer moderated online community. In parallel to eheadspace, the primary headspace program is the Government's flagship program for provision of services to young people aged 12-25 experiencing, or at risk of, mild to moderate mental illness. As part of the model, all services must welcome all young people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity to meet the requirements of the headspace Model Integrity Framework. eheadspace is funded under the Digital Mental Health Program. eheadspace was successful for funding over three years via a competitive grant round, with additional targeted funding over the same period to maintain previous service levels.	\$22.0 million (for eheadspace) over three years (excl. GST) 2025-26 to 2027-28	MHSPD	• https://my.headspace.org.au/online-communities/372936/ • www.facebook.com/headspaceAustralia/posts/qheadspace-is-officially-live-%EF%B8%8F-qheadspace-is-our-new-digital-platform-where-peo/10158078742981660/?locale=sw KE • https://www.health.gov.au/ministers/the-hon-emma-mcbride-mp/media/national-headspace-day-funding-boost-to-improve-headspace-services?language=en
Emen8	The Emen8 online platform is a sexual health and wellbeing initiative for GBMSM. Digital content is tailored and targeted to sub-groups of GBMSM at higher risk (e.g., recently arrived GBMSM and GBMSM in outer suburban areas). Since its establishment, Emen8 has been effective in contributing to changes in health behaviours, reaching urban, rural, CALD and overseas-born GBMSM population groups. In 2025, Emen8 received additional funding for the 'doxyPEP' campaign, targeting the GBMSM population with information about the use of doxyPEP as a means to avoid transmission of syphilis and chlamydia. The Department, in conjunction with ACON Health, developed a new Mpox vaccination campaign for GBMSM populations, in which was hosted on the Emen8 platform under existing funding partnerships. The campaign built on the successful 2022 'prick, pause, play' concept in which encouraged double vaccination in GBMSM and vulnerable populations. This was officially launched on 22 November 2024 and quickly became a major information hub for GBMSM populations across Australia.	\$1.479 million from 2022-23 to 2023-24 <i>Website continuation</i> – \$3.0 million over 2 years 2024-25 to 2025-26	HPPSD	• www.health.gov.au/ministers/the-hon-mark-butler-mp/media/439-million-to-boost-fight-against-hiv • https://emen8.com.au/health/sexual-health/national-campaign-to-raise-awareness-of-monkeypox/ • https://emen8.com.au/health/sexual-health/doxy-pep-101-innovative-sti-prevention-for-gay-and-bi-guys-in-australia/
National Lung Cancer Screening Program	The <i>National Lung Cancer Screening Program</i> (program) commenced on 1 July 2025, with people in the LGBTIQ+ community an identified priority population as they are disproportionately impacted by lung cancer. • The department partnered with Lung Foundation Australia (LFA) to identify the barriers and enablers for priority populations in accessing the program. This work was completed on 30 June 2025, culminating in	Funding for LFA is \$2.5m over 2 years (to 30 June 2027), noting this funding covers all priority populations (other than First Nations people).	CCSD	https://www.health.gov.au/our-work/nlcsp?language=en

	advice to the department on the removal of barriers and enabling participation within priority populations other than First Nations peoples. LFA has also been contracted (\$2.5m) to tailor education and information resources to support priority populations' awareness of and access to the program. LFA will liaise with consumers and relevant peak bodies, including a peak body representing LGBTIQ+ people, around tailoring and dissemination of the resources. This work is due to be completed by mid-2027. A consortium led by Cancer Council Victoria are delivering the national communications campaign to increase awareness of the program and promote participation. ACON is a member of the consortium. The national communications campaign website, It's Good to Know, includes a page For LGBTQ+ People.			
National Lung Cancer Screening Program (NLCSP) – National Communications Campaign 'It's Good to Know'	Cancer Council Victoria is delivering the <i>It's Good to Know</i> campaign in partnership with the Department, to promote the new National Lung Cancer Screening Program. Lung cancer disproportionately affects LGBTIQ+ communities. LGBTIQ+ health organisation ACON has been engaged as a key campaign partner to ensure communications are culturally safe, inclusive and effective for this priority audience. The campaign's TV ad features talent from the LGBTIQ+ community. In 2026, ACON will deliver peer-to-peer engagement at LGBTIQ+ events nationwide, encouraging community members to learn about the program and speak with their GP. The campaign features tailored messages, videos, imagery and targeted advertising across paid and social media, supported by an LGBTIQ+ specific PR strategy and community ambassador to boost national visibility and impact.	Campaign in market October 2025 – June 2027 ACON have been allocated \$763,456 (GST inclusive) as part of the \$12.8M campaign budget	CCSD	https://www.lungcancerscreen.org.au/en/for-lgbtq-people
Additional evidence - not listed in written examples				
2023 Models of Care for Sexuality & Gender Diverse People & People with Innate Variations of Sex	Thirteen grants were funded to improve the physical and mental health of: - sexuality diverse people including those who live in regional, remote and rural areas - sexuality and/or gender diverse people experiencing intersectional disadvantage - transgender and gender diverse children, adolescents and young adults people born with innate variations of sex characteristics.	\$22 million over 3 years from 2023-24 to 2025-26.	HERD	The Government committed to measures in the October 2022-23 Budget to increase support and better understand the needs of LGBTIQ+ people.

Characteristics grant opportunity	Media announcement available here .			
LGBTI+ populations dataset 2022	Surveys funded by the Department of Health and Aged Care (the Department) have been used by the Australian Bureau of Statistics (ABS) to create the LGBTI+ populations dataset 2022. This data was used to produce the first official estimates of lesbian, gay, bisexual, trans and gender diverse, people born with variations of sex characteristics (LGBTI+) populations in Australia.	Ongoing	HERD	As part of BAU research, the Department is always looking into new data sources that may provide insights for priority populations including LGBTQI+ people. The Department dedicates financial and other resources to support the creation and use of these types of products. This has included consulting on and providing funding for data collection and publication of official statistics on LGBTI+ people by the ABS.
Medical Research Future Fund Report on gender data for grant opportunities	Monitoring and reporting of gender data on MRFF-funded researchers and annual trends. Key findings relevant to LGBTIQ+ populations in 2024 were: For the first time since reporting began in 2022, there was sufficient data to report on funded rates for non-binary researchers. Chief Investigators identifying as non-binary had higher overall funded rates (33.8%) than men (24.7%) or women (25.7%), although these figures are based on small numbers.	No funding. Ongoing and published annually.	HERD	Link to report here .
Social media channels and internal communication products	Content is regularly shared across the department's 1m+ social media followers to engage with the health and aged care needs of LGBTQI+ people. We have also developed products that are used internally within the department. 1. HPN – Champion Banner (8.1 in evidence) 2. HPN – Lanyard Design (8.2 in evidence) 3. HPN – Lanyard Design edited (8.3 in evidence) 4. HPN – Network Banner (8.14 in evidence) 5. HPN – 2025 AWEI Survey (8.5 in evidence).	2025 and ongoing	PCPD	Nil
Support at Home Thin Market Grants	The Support at Home Thin Markets (rural, remote and specialised) 2025-26 Grant Opportunity Round 1 closed on 23 April 2025. Round 2 will close on 15 January 2026. The Grant Opportunity provides supplementary grant funding to Support at Home providers operating in identified thin markets, to support	2025-26 to 2026-27 \$600 million	AHSD	Applications open for Support at Home Thin Markets Grants Australian Government Department of Health, Disability and Ageing

	provider viability and help ensure the availability of quality and safe aged care services. These grants help ensure that older people living in rural and remote areas, and those from diverse backgrounds and life experiences, can access affordable, high-quality in-home care. Eligibility for Round 1 and Round 2 included Support at Home providers that hold a valid Specialisation Verification for aged care services, including specialist services for LGBTIQ+ participants.			
National Dementia Action Plan 2024-2034 (Action Plan)	The Action Plan was released on 5 December 2024, and aims to increase dementia awareness, reduce the population's risk of dementia, and drive better coordinated dementia services. The Action Plan aims to promote inclusivity and reduce stigma within LGBTIQ+ communities, and to improve research and dementia data collections for LGBTIQ+ people living with dementia. The first implementation framework is currently being finalised	No funding commitment. 2024-2034.	MWD	www.health.gov.au/our-work/national-dementia-action-plan
Proposals to list gender affirmation surgery on the Medical Benefits Schedule (MBS)	There have been a number of proposals (including Parliamentary petitions) from individuals and stakeholders for listing of specific gender affirmation surgery items on the MBS. There is no specific or overarching Medicare Benefits Schedule (MBS) item for gender affirmation surgery. However, a range of surgical procedures listed on the MBS (ie general, gynaecology, and plastic and reconstructive services) can be performed as part of the gender affirmation process. These items are available to be billed by the treating practitioner if they are deemed clinically relevant for the treatment of the patient. MBS consultations, including with a GP and psychiatrist may also be relevant as part of the gender affirmation process.	No funding commitment. Ongoing work.	MBDHD	Before a new medical procedure or treatment can be publicly funded on the MBS, it must be assessed by the independent Medical Services Advisory Committee (MSAC) to determine its safety, clinical effectiveness and cost effectiveness. At the completion of the MSAC assessment, MSAC's advice is provided to Government for its consideration. MSAC is currently assessing application 1754 – Surgical Procedures for Gender Affirmation in Adults with Gender Incongruence, which was submitted by the Australian Society of Plastic Surgeons Inc. The progress of this application can be viewed on the MSAC website by searching '1754', or via this link .
National Drug Strategy 2017 – 2026 (NDS)	The NDS provides an overarching framework with nationally agreed priorities, and guides action by governments in partnership with service providers and the community. Implementation of the NDS is a shared responsibility of the Commonwealth, state and territory and local governments.	2017-2026 There is currently no funding committed to implementation of the NDS. The Department's administration of the Drug	PHD	The NDS is available at: National Drug Strategy 2017–2026 Australian Government Department of Health and Aged Care

	State and territory governments are largely responsible for funding and implementing alcohol and drug related services and programs. Local governments have an important role in responding to local needs and supporting community activity and partnerships. People identifying as lesbian, gay, bisexual, transgender, and/or intersex are identified as a priority population in the NDS.	and Alcohol Program (as per above) is however guided by the NDS.		
National Tobacco Strategy (NTS) 2023-2030	The NTS 2023-2030 sets out a national policy framework for the Commonwealth, state and territory governments to work together and in collaboration with non-government organisations to improve the health of all Australians by reducing the prevalence of tobacco use and its associated health, social, environmental and economic costs, and the inequalities it causes. People identifying as LGBTIQ+ in Australia are identified in the NTS 2023-2030 as having higher prevalence of tobacco use and facing more barriers to quitting. The NTS 2023-2030 proposes to strengthen efforts to prevent and reduce tobacco use among populations with high prevalence of tobacco use and populations at higher risk of harm from tobacco use.	2023-2030. No funding is applied to the implementation of the NTS 2023-2030. Individual actions and priorities under the NTS 2023-2030 are being implemented according to priority under separate funding sources.	PHD	On 2 May 2023, the NTS 2023-2030 was released following endorsement by all Health Ministers. The Australian Government is progressing a number of commitments under the Strategy, such as the implementation of new tobacco and vaping legislation, the launch of a new public health campaign, and the expansion of cessation services. These include targeted activities for people identifying as LGBTIQ+.
Improving health outcomes for priority populations of women and girls - Health Promotion Activities Grant Opportunity	The Australian Government provided \$4.093 million (GST exclusive) for the Improving health outcomes for priority populations of women and girls - Health Promotion Activities Grant Opportunity under the Public Health and Chronic Disease Program over three years (from 2024-25 to 2026-27). The grant opportunity is intended to contribute to implementation of the National Women's Health Strategy 2020-2030 (Strategy) through supporting innovative approaches or expanding existing health promotion activities that focus on improving health literacy, reducing risk, and improving health outcomes within priority population groups (as identified in the Strategy). A focus of the grants process was for initiatives that address clear unmet health needs as identified in the Strategy. ACON Health is one of the three recipients of this grant opportunity and has been funded to deliver the 'Word on the Sheets: an online sexual and reproductive health and lifestyle resource for LGBTQ+ women' Activity. The Activity will expand the existing www.wordonthesheets.org.au into a mobile optimised national online resource for accessible, inclusive and relevant sexual and reproductive health and lifestyle information for LGBTQ+ women.	\$1.3 million over three years 2024-25 to 2026-27	PHD	The intended outcomes of the grant opportunity are to: • improve women and girls' health among priority population groups; • improve women and girls' access to health information, regardless of location, socioeconomic status, age, background or disability; • reduce the incidence of preventable mortality and morbidity caused by health inequalities and specific women's population group health issues; and • improve health literacy among priority population groups of women and girls, including increased understanding of risk and opportunities for improving health

	This resource will help achieve health equity between women with a focus on prevention by improving access to sexual and reproductive health and lifestyle information and increasing literacy and knowledge among diverse LGBTQ+ women across Australia.			
The National Women's Health Advisory Council	The National Women's Health Advisory Council (the Council) was established in December 2023 and has now completed its 2023-2024 work program. The Council was established to provide strategic advice and recommendations directly to government to improve health outcomes for Australian women, girls and gender diverse people. The Council also provides advice on the implementation of the National Women's Health Strategy 2020-2030 (Strategy) which outlines a national approach to reducing inequalities and improving health outcomes for all women and girls, particularly those at greatest risk of poor health, including members of LGBTI communities. The Council provides a gender-sensitive and intersectional lens across its work. A summary of its activities for 2023-2024 can be found in the inaugural Council annual report.	\$1.6 million over four years 2022-23 to 2025-26	PHD	Note, several activities mentioned in the Council's annual report will be published in early 2025. The Council uses the terminology "woman", "women", "girl/s", and "gender diverse people" to include all people assigned female at birth, transgender people, intersex people and people with diverse genders and sexualities.
Dedicated web page on health.gov.au for LGBTQIA+ health and wellbeing	In December 2024 the Department of Health and Aged Care published a publicly facing web page with information and resources on LGBTQIA+ people health and wellbeing. This coincided with the release of the National Action Plan for the Health and Wellbeing of LGBTQIA+ People 2025-2035.	No funding commitment. Ongoing work	PHD	Dedicated web page: LGBTIQIA+ health and wellbeing
LGBTIQ + Health Australia – Vaping resources	Funding to develop vaping resources tailored for the LGBTIQ+ community and disseminate information through various accessible and community-respected channels.	\$185,322.50 (GST incl) over 2024-25 Resources available to the public on an ongoing basis.	PHD	Development of vaping resources in consultation with their community. Thorne Harbour Health, a member organisation of LHA led the development of the creative attributes and distribution. Campaign and resources are available here: Anti-vaping campaign
LGBTIQ+ Health Australia – QLife	LGBTIQ+ Health Australia is funded to deliver QLife, providing Australia-wide free and anonymous, peer support and referral for LGBTQIA+SB people via phone and webchat.	\$10.6 million over three years (excl. GST) 2025-26 to 2027-28	MHSPD	QLife is funded under the Digital Mental Health Program. QLife was successful for funding over three years via a competitive grant round, with additional targeted funding over the same period to maintain previous service levels. • https://qlife.org.au/

				https://www.health.gov.au/minister/s/the-hon-mark-butler-mp/media/delivering-high-quality-free-digital-mental-health-supports?language=en
National Suicide Prevention Leadership and Support Program (NSPLSP) delivered by various organisations	LGBTIQ+ Health Australia receives funding under the NSPLSP for the following four activities: - A Research Translation project using of existing large-scale datasets from LGBTIQ+ communities to provide essential insight into their experiences of mental ill-health and suicidality. - A national suicide prevention communications project to develop and deliver national suicide prevention communications initiatives for the mental health and suicide prevention sectors, to assist those sectors to better meet the needs of LGBTIQ+ populations - A National Training Program working to build the capacity of the workforces responding and preventing suicide amongst LGBTIQ+ communities, in partnership with people with lived experience, mental health practitioners, and other sector professionals. - The MindOUT QLife project expands on suicide prevention for the QLife service. Activities include Qlife community of practice, increased Qlife team leader resourcing and roll-out of the QProgram - a 12 -week program of support with a specific, specialist peer supporter for complex and high risk QLife contacts	\$6.4 million over 5 years 2022-23 to 2026-27	MHSPD	The NSPLSP has been extended by two years from 2025-26 to 2026-27. LGBTIQ+ Health Australia and Jesuit Social Services were notified of funding extensions to their respective projects in December 2024. https://www.health.gov.au/our-work/national-suicide-prevention-leadership-and-support-program?language=en
	Jesuit Social Services receives funding under the NSPLSP to deliver an online discussion forums and website for people from LGBTIQ+ communities who are impacted or bereaved by suicide. This website was launched in December 2023 and is titled SASH – Support After Suicide Hub.	886,537 over 3 years 2022-23 to 2026-27	MHSPD	
National Mental Health and Suicide Prevention Agreement	The National Mental Health and Suicide Prevention Agreement (National Agreement), which was noted by the National Cabinet on 10 March 2022, sets out the shared intention of the Commonwealth and state and territory governments (states) to work in partnership to improve the mental health of all Australians and ensure the sustainability and enhancement of the Australian mental health and suicide prevention system. The National Agreement focuses on key structural reforms, including psychosocial supports, in addition to roles and responsibilities, reporting and	Funding for the National Agreement is contained within its bilateral schedules.	MHSPD	Further information can be provided on request. The National Agreement and bilateral schedules are available here: The National Mental Health and Suicide Prevention Agreement Federal Financial Relations .

	governance, outcomes, data and evaluation, regional commissioning, workforce, priority populations, and addressing gaps in the system of care. Bilateral schedules with the states form part of the National Agreement and set out funding commitments and individual initiatives. Implementation of initiatives through the National Mental Agreement and the bilateral schedules are required to consider and support a range of priority population groups, including LGBTQIA+SB communities.			
Care Finder Program - Aged care access support	The Care Finder program seeks to support vulnerable older people who need intensive support to access aged care services. This may include people who identify with the LGBTQ+ community. People eligible for care finder support may not have a support person they are comfortable with or is able to help them. For example a client may not want help from family members. In addition, the person may have one or more reasons for needing intensive support to access aged care, including: 1. Difficulty communicating because of language or poor literacy 2. Difficulty understanding information to make decisions 3. Being reluctant to engage with aged care or government, fearing their safety is at risk. A care finder can help someone at any time including before they have any services in place, and when they need help with new or different supports. There are services located in the ACT PHN region (Meridian), the Brisbane North PHN region and Northern Queensland PHN region (both operated by the Queensland Council for LGBTQ+ Health) that specifically target the LGBTQ+ community (3 in total).	Total program funding for 2024-25 is \$94,275,498.90 (GST incl). Program is funded to 30 June 2029. The program provides grant funding to Primary Health Networks (PHNs) to commission (contract) organisations to provide care finder services based on the needs of the community (i.e. accounting for differing regional needs). There is no breakdown of program funds specifically for people from LGBTQ+ backgrounds.	AHSD	All care finder organisations commissioned by PHNs are expected to support any eligible client. https://www.health.gov.au/our-work/care-finder-program?language=en
Implementation of the National Blood Borne Viruses and Sexually Transmissible Infections Strategies 2018-22 / 2025 - 2030	The Department released a suite of five National Strategies (2018-2022) to address sexually transmissible infections (STI) and blood borne viruses (BBV) in Australia. New iterations of these strategies are pending finalisation. They are: • Ninth National HIV Strategy • Fifth National Aboriginal and Torres Strait Islander BBV and STI Strategy • Fifth National Hepatitis C Strategy • Fourth National STI Strategy	\$45.4 million* over three years from 2019-20 to 2021-22 The Ninth National HIV Strategy 2024–2030 – work ongoing.	HPPSD	Gay, bisexual and other men who have sex with men, and trans and gender diverse people are identified as priority populations. Funding to support the implementation of this Strategy will be considered in future Budget cycles.

	Third National Hepatitis B Strategy Each strategy recognises sexually diverse (men who have sex with men) and trans and gender-diverse people as priority populations for targeted action in response to reducing STI and BBV incidence and related stigma, and ensuring equitable access to prevention, treatment and care. The Australian Government has invested significant funding to implement the National Strategies. The Ninth National HIV Strategy 2024–2030 was released on 28 November 2024. The draft Fifth National Sexually Transmissible Infections Strategy 2024-2030 was released for public consultation on 22 November 2024. The consultation process closed 20 December 2024. Feedback is being considered to inform the final strategy. Gay, bisexual and other men who have sex with men, and trans and gender diverse people are identified as priority populations in the consultation draft, which is available via the department's website.	Funding figure includes total implementation budget; it is not limited to implementation activities for LGBTIQ+ people.		https://www.cdc.gov.au/resources/collections/national-strategies-bbv-sti
Blood Borne Viruses and Sexually Transmissible Infections Research Program	The Blood Borne Viruses (BBV) and Sexually Transmissible Infections (STI) Research Program provides funding to research bodies to undertake innovative BBV and STI research activities that continue to build on the evidence that informs the development, implementation, monitoring and evaluation of the BBV and STI health policy and improve practices and focus on reducing morbidity, mortality, stigma and discrimination, increasing access to new biomedical intervention and improving quality of life and health outcomes for people living with, or at risk of BBV and STI. Due to STI and BBV prevalence, LGBTQI+ people are identified as a priority population in several of the awarded grants.	\$18,083,201 (GST incl) million 4 years 2022-23 to 2025-26.	HPPSD	Funding figure includes total budget; it is not limited to activities for LGBTQI+ people but identified as a priority population.
National HIV self-test mail-out program	The National Association of People with HIV Australia (NAPWHA) is funded to deliver free HIV self-test kits to people at risk of acquiring HIV, including gay, bisexual and other men who have sex with men (GBMSM). The program targets hard-to-reach population groups with lower HIV testing rates including people from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander peoples and people born overseas.	\$2.5 million over 2 years 2024-25 to 2025-26	HPPSD	https://www.health.gov.au/ministers/the-hon-mark-butler-mp/media/439-million-to-boost-fight-against-hiv?language=en
HOLA workforce education platform	Health Equity Matters is funded to deliver the HIV Online Learning Australia (HOLA) initiative. HOLA is an online workforce education and development platform available to the HIV workforce. It delivers training packages, peer learning and workshops on HIV topics designed to improve the knowledge,	\$2.1 million over 2 years 2024-25 to 2025-26	HPPSD	https://www.healthequitymatters.org.au/impact-areas/australia/hola

	skills and capabilities of the workforce and that will support the health and wellbeing of people affected by, and living with, HIV.			
HIV Prevention Workforce Development Pilot	ASHM Health is funded to develop and deliver a national workforce training program targeting HIV prevention. This funding is used to improve knowledge and confidence of the health workforce to discuss, prescribe and manage pre-exposure prophylaxis (PrEP) in various settings, through the provision of a range of materials and education resources, targeting recently arrived GBMSM and people living in rural and remote settings.	\$3.274 million over two years 2024-25 and 2025-26	HPPSD	https://www.health.gov.au/ministers/the-hon-mark-butler-mp/media/439-million-to-boost-fight-against-hiv?language=en
CONNECT National Implementation	Thorne Harbour Health is funded to deliver the CONNECT National Implementation project, which uses smart vending machines placed in community and education settings to dispense HIV self-test kits. CONNECT targets population groups with lower testing rates - including GBMSM from non-English speaking backgrounds, migrants and international students. Funding is used to maintain a dedicated website on how to use the test kits and information on HIV and sexual health, as well as a social marketing campaign to support the initiative.	\$3.8 million over 2 years from 2024-25 to 2025-26	HPPSD	https://thorneharbour.org/news-events/media-releases/connecting-at-risk-communities-with-rapid-hiv-testing/
Federation Funding Agreement - Health - Communicable Disease of Public Health Concern - Access to HIV treatment for people who are not eligible for Medicare program	The Access to HIV treatment for people who are not eligible for Medicare program provides equitable access to HIV medications for all people living with HIV in Australia regardless of Medicare eligibility, to reduce transmission, morbidity and mortality associated with HIV infection. Funding is used by states and territories to purchase HIV medications (antiretroviral therapy) for people living with HIV in Australia who are not eligible for Medicare. The majority of this cohort are GBMSM. The Department funded National Association of People with HIV Australia (NAPWHA) and ASHM Health to raise awareness of the program among the target cohort of people, as well as the health workforce. The program was promoted through marketing and communication campaigns, webinars, workforce training programs and social media channels	\$15.0 million per annum 2023-24 to 2026-27	HPPSD	Further information is available from the links below: • NAPHWA's HIV Treatment for All – Awareness • ASHM Health
Federation Funding Agreement – Health –	On 26 June 2025, Minister Butler signed the FFA Schedule: Communicable Diseases of Public Health Concern – <i>Access to HIV Pre-Exposure Prophylaxis (PrEP) for People who are not eligible for Medicare</i> after extensive	\$26.0 over 2 years from 2025-26 to 2026-27	HPPSD	https://federalfinancialrelations.gov.au/agreements/communicable-disease-public-health-

Communicable Diseases of Public Health Concern – Access to HIV PrEP for people living in Australia who are not eligible for Medicare program	consultation with States and Territories and central agencies. This program is a collaboration between the Commonwealth and the States and Territories to provide access to oral PrEP for people who are not eligible for Medicare, enabling increased HIV prevention to a key cohort and assisting in the overall goal of achieving virtual elimination of HIV transmission in Australia by 2030. The majority of the target cohort are GBMSM. To date, except for QLD, all States and Territories have signed the FFA and commenced delivery of the program.	Funding provided to state and territory governments		concern-access-hiv-pre-exposure-prophylaxis-prep
Beforeplay	The Australian Government's new STI campaign 'Beforeplay' launched on 14 January 2024 and ran for nine weeks. A second round of the campaign was launched in late 2025. The campaign's target audience was people aged 20 to 34 years, as this cohort is where most notifications of STIs occur. It aimed to educate and raise awareness of the importance of STI prevention, testing and treatment, and promote safe sex behaviours, including addressing stigma around testing and seeking care for STI. The campaign includes media placement on dating apps like Tinder and Grindr, bespoke placements on Uber (ride share and food delivery), advertisement in and around night venues, and digital video, audio and display formats. Branded condoms are being distributed at Spilt Milk and New Year's at the Bowl festivals in partnership with Live Nation. Partnerships with an influential podcaster and featured articles in Star Observer will extend reach within the LGBTQIA+ community. A portion of the campaign is targeted messaging for the LGBTQIA+ audience, particular for gay, bisexual and other men-who-have-sex-with-men.	\$4.5 million over four years 2019-2020 to 2022-2023 for round one. \$3.7 million in 2024-25 for round two.	HPPSD	The campaign can be found here .
Could it be syphilis?	In February 2024, ASHM launched 'Could it be syphilis?', an initiative to raise awareness in the health workforce and educate through a series of online videos (featuring the Chief Medical Officer). A clinical indicator tool for health workers was developed in 20214 which highlights LGBTQIA+ people as a priority group for testing.	Ongoing work and funding through peak bodies.	HPPSD	Link to decision making tool found here . Link to CMO 'Could it be syphilis' video, here .
The National Allied Health Workforce Strategy	As recommended in the Independent review of Australia's regulatory settings relating to overseas health practitioners Final Report, the department has worked with states and territories to develop the draft National Allied Health Workforce Strategy (the Strategy).	No funding commitment from any government.	PCD	Updates and further information on the Strategy can be found here

	The Strategy sets a national vision to build a skilled and sustainable allied health workforce to meet the needs of Australian's now and into the future. The Strategy recognises that an allied health workforce that's representative of the diversity of the Australian population, including LGBTQIA+ people, and which has the cultural competencies to provide inclusive and equitable services, will lift access to culturally safe care for all consumers. The Strategy also includes an aim to future proof accreditation standards and professional capability frameworks to better equip allied health professionals with the skills required to deliver high-quality contemporary and evidence-based care to all Australians, including LGBTQIA+ people.	The Strategy is currently progressing through the government endorsement process and is expected to be published in 2026.		
National Cervical Screening Program – Own It national campaign	The 'Own It' National Cervical Screening awareness campaign was developed and implemented in partnership with LGBTQ+ health organisation, ACON. As one of the targeted priority audiences, dedicated content and key messaging for the LGBTQ+ community was featured throughout the campaign. As part of the campaign, ACON also did community engagement at LGBTQ+ events, allowing for safe and engaging peer-to-peer discussions about cervical screening. At some events, self-collected cervical screening was also conducted. Over 120 people undertook their Cervical Screening Test at these events – some for the very first time. Dates: • Campaign in market: September 2024 to November 2025 • Community engagement: October 2024 to December 2025	\$11.4M (GST incl.) over 3 years (Funding provided in May 2022 Budget) ACON's split of the budget was \$9.46m (GST incl)	CCSD	Own It campaign evaluation undertaken with the LGBTQ+ audience found: • 44% were aware of the campaign • 67% were aware of the option to self-collect their Cervical Screening Test • 89% of those who saw the campaign intended to self-collect their next test 61% felt encouraged to talk to their GP about the test – this was at 11% before the campaign
National Cervical Screening Program – eligibility by sex at birth	The National Cervical Screening Program is delivered via the National Cancer Screening Register (NCSR), with program eligibility determined by Medicare data supplied by Services Australia. To date, Medicare <i>gender</i> data has been used to identify eligible program participants. This project will implement the use of Medicare <i>sex at birth</i> to identify program participants, enabling improved access and equity in relation to cervical screening for people who are biologically female / were born female, but who may no longer identify as female. This will provide for more tailored information and engagement to be provide to these participants.	Estimated \$1-\$2m (ex GST)	CCSD	More information about the National Cervical Screening Program can be found here: National Cervical Screening Program Australian Government Department of Health, Disability and Ageing

	As at January 2026, this project is being scoped and quoted for cost to implement. Anticipated delivery during 2026.			
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Subject: Health Pride Network Monthly Committee Meeting [SEC=OFFICIAL]
Location: [REDACTED]
Start: Thu 14/08/2025 12:00 PM
End: Thu 14/08/2025 1:00 PM
Recurrence: Monthly
Recurrence Pattern: Occurs every month on the first Thursday of the month from 12:00 to 13:00 effective 06/03/2025.
Meeting Status: Accepted
Organizer: Health Pride Network
Required Attendees: DL Health Pride Network Committee
Optional Attendees: [REDACTED]
Resources: [REDACTED]
Categories: Action

AGENDA

Health Pride Network Monthly Committee Meeting Thursday 14 August 2025, 12pm (AEST)

Item	Topic	Lead
1.	Acknowledgement of Country	Chair – [REDACTED]
2.	Welcome to new members and introductions	Chair
3.	Committee refresh - Farewell of co-chair [REDACTED] - Seek nominations for vacant Executive and Committee positions	Chair
4.	Wear it Purple Day Update on Wear It Purple Day celebrations on Thursday 28 August	[REDACTED]
5.	Working group updates - Australian Workplace Equality Index (AWEI) - National Staff Participation Forum (NSPF) - Sharing the Pride - Allyship	[REDACTED]

	Any additional updates	
6.	Inclusion team update	[REDACTED] Inclusion team)
7.	Executive update Reminder that working groups are open for joining	[REDACTED]
8.	Other Business by exception States and territories updates	Committee
9.	Close meeting	Chair

Further information

[See about the Committee](#)

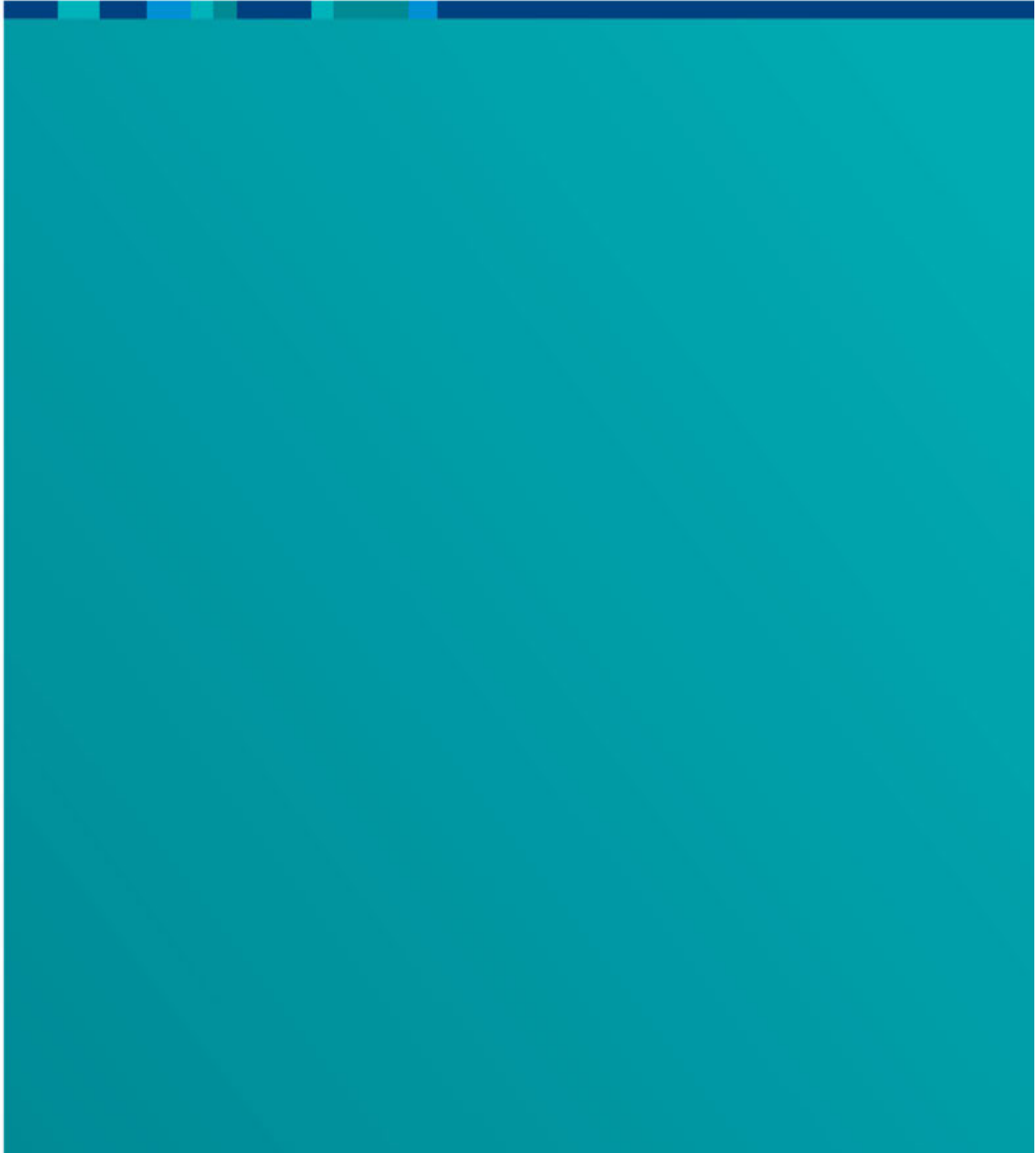
November 2025 – Health Pride Network – Committee roles and locations

Name	Position	Location
Exec team		
██████	Co-Chair	Melbourne, VIC
██████	Co-Chair	Melbourne, VIC
██████	Deputy Co-Chair	Woden, ACT
██████	Deputy Co-Chair	Woden, ACT
██████	Deputy Co-Chair	Woden, ACT
██████	Co-Secretariat	Woden, ACT
██	Co-Secretariat	Woden, ACT
Champions		
Bridget	Senior Executive Champion	Woden, ACT
Lisa	Senior Executive Champion	Woden, ACT
Matt	Senior Executive Champion	Hobart, TAS
Chris	Senior Executive Champion	Woden, ACT
Karlie	Senior Executive Champion	Woden, ACT
Tony	Senior Executive Champion	Fairbairn, ACT
Miriam	Senior Executive Champion	Woden, ACT
State and Territory Liaison Officers		
██████	STO Liaison Officers	Sydney, NSW
██	STO Liaison Officers	Brisbane, QLD
██████	STO Liaison Officers	Adelaide, SA
██████	STO Liaison Officers	Adelaide, SA
██████	STO Liaison Officers	Hobart, TAS
██	STO Liaison Officers	Melbourne, VIC
██████	STO Liaison Officers	Perth, WA
██	STO Liaison Officers	Fairbairn, ACT



Terms of Reference

Health Pride Network



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Background

The Department of Health, Disability and Ageing (the department) supports staff diversity networks (Networks), representing some of its core diverse workforces. Networks are governed by the [Network Charter](#), which details the functions and responsibilities of all Networks and contributes to the development of inclusive departmental policies and procedures through:

- Meaningful contribution to the department's diversity and inclusion goals, as set out in various strategies and action plans.
- Bringing together staff who have a shared interest in building a diverse and inclusive workplace.
- Providing guidance and support to staff, consistent with departmental employment guidelines and representation at departmental forums on diversity and inclusion issues.

Health Pride Network

The department's Health Pride Network (HPN) was established in 2014, with the view to support lesbian, gay, bisexual, transgender or gender diverse, intersex, queer or questioning, asexual and all people with diverse sexualities and genders (LGBTIQA+) staff to bring their whole selves to work. The HPN is open to all staff and welcomes people who identify as LGBTIQA+, have family or friends who are LGBTIQA+ identifying, allies and anyone who believes in making our workplace welcoming to all staff.

The HPN's vision is to give LGBTIQA+ staff and allies a safe, respectful and supportive workplace culture.

Purpose

At a high level, the purpose of the HPN is to:

- provide support and representation for LGBTIQA+ diversity dimension and those who identify, including connecting staff with appropriate support mechanisms as required
- provide a space for like-minded employees to meet and make connections across the portfolio,
- plan events and activities to promote LGBTIQA+ acceptance, and
- provide input to the department on policies and practices that have an impact on LGBTIQA+ staff.

Composition

All staff can join the HPN as a Network or Committee member. Staff do not need to identify as LGBTIQA+ to join or participate in the HPN. All staff are encouraged to be involved in HPN activities. Employees can request to become a HPN member by completing the [membership form](#).

Membership and Structure

The HPN Committee is the working body responsible for progressing key work items, monitoring outcomes and promoting the HPN objectives.

The HPN Executive team play a leadership role in guiding the Committee to achieve HPN outcomes. The HPN Executive team are the conduit between the HPN Champions, HPN Committee and the HPN, and are often the first point of contact for confidential discussions.

Committee Structure

The minimum specified roles for the HPN Committee are outlined below. The structure can change in-line with HPN Committee numbers and HPN priorities. This can be varied at the discretion of the HPN Co-Chairs or depending on capacity and workload.

HPN Executive team structure	
Champion/s	More than one Champion, nominated via Indigenous, Diversity and Inclusion Team (Inclusion Team).
Co-Chairs	Two Co-Chairs to lead the function of the HPN.
Co-Deputy Chairs	Two Co-Deputy Chairs to support in leading the function of the HPN.
Co-Secretaries	Two Co-Secretaries to support administrative functions of the HPN.
HPN Committee structure	
National Staff Participation Forum (NSPF) Representative	One HPN spokesperson to represent the HPN at NSPF meetings.
State and Territory Office (STO) Representatives	One HPN member at each STO to represent that regional office and lead on local approaches.
General Committee members	Self-appointed committee members to contribute to HPN outcomes, attend HPN meetings and participate in HPN business on an ongoing basis.
Other Committee positions	Additional positions may be elected as decided by the HPN Committee if required.

Leadership representation across locations

The department's workforce is primarily based in the ACT, however, has a smaller footprint in each STO. To ensure HPN leadership is spread across offices, and not just in the ACT sites, where possible, leadership appointments will be prioritised to be spread across all sites.

Where possible, at least one HPN Champion, one HPN Co-Chair and one HPN Deputy Co-Chair will be filled from a STO outside of ACT. This is to encourage a diverse group of leaders who understand the unique challenges and perspectives of the STOs, outside of the ACT. Where insufficient leaders are available in regional offices, the HPN will look to fill positions from any office, including the ACT offices, to ensure workflow continues.

As outlined above, each STO will have at least one HPN representative appointed to lead site specific responses, events and liaise with other regional offices.

Decision making

Major decisions (e.g. changes to the Terms of Reference outside of the formal review) impacting HPN will be voted upon at a meeting, via email, or via secret ballot facilitated by the Inclusion Team. Objections to a decision may be noted. If a vote becomes deadlocked, HPN Champions will resolve the deadlock with a collective deciding vote.

The HPN Committee will make decisions on behalf of HPN members. These decisions will be recorded in the HPN Committee meeting minutes.

Decisions concerning minor, non-urgent matters (i.e. queries pertaining to processes and administrative tasks) do not need to be subjected to the operating principles for decisions, however, consultation with the HPN Committee and/or HPN Chair(s) and HPN Deputy Chair(s) is to take place.

Quorum

Quorum is met when more than five committee members are in attendance.

Deliverables

The HPN Committee will:

- develop a workplan with the Inclusion Team. The HPN will review the current plan in the first quarter of each year to ensure its relevance for the incoming year.
- conduct a review of the Terms of Reference, in conjunction with the Inclusion Team, at least every 24 months.

Any significant changes to the Terms of Reference must be agreed to by a majority vote of members at a general HPN meeting.

The workplan may contribute to the Inclusion Team's preparation and planning including resourcing and budget support. The Inclusion Team will also assist the HPN to monitor the budget and expenditure in-line with targets identified in the workplan.

Meetings

HPN Committee meetings will be held monthly and will include virtual attendance options. All HPN Committee members are welcome and encouraged to attend meetings.

Reporting and Evaluation Mechanisms

To track progress against HPN's workplan and acknowledge achievements, the HPN Committee will prepare an annual progress report. The report will provide an update against the actions in the workplan. It will also include any recommendations for the following year's activities to progress HPN business.

Reports will be provided to:

- HPN Champions
- Inclusion Team Executive

The reports may be used by the Inclusion Team for external reporting requirements.

Succession Plan

In the event the HPN Committee no longer has the minimum structure to operate, the following actions will be taken:

- The Inclusion Team will manage the day-to-day functions of the HPN.
- The Inclusion Team will run an election process to fill minimum roles and support the HPN Committee until such time the HPN Committee is functioning once again.
- If the minimum roles are not filled, the Inclusion Team will continue to support the HPN until such time the HPN Committee is able to be filled.

When members of the HPN Committee step down from their roles, they are to notify the HPN Committee by emailing [REDACTED]. The HPN Committee will then conduct an Expressions of Interest process to fill that role.

Revision tracker

Date	Version	Changes made	Author
November 2024	V1.0	New Terms of Reference	HPN
December 2025	V2.0	Departmental name changes	Inclusion

From: Health Pride Network
Sent: Friday, 11 July 2025 4:38 PM
To: Health Pride Network
Subject: Health Pride Network update (and happy Friday!) [SEC=OFFICIAL]

Hi Health Pride Network members!

We hope everyone is having a safe, warm, and happy Winter.

Committee update

It is with sadness we announce that our Co-Chair, [REDACTED], is stepping down from her role. [REDACTED] has been an integral part of the HPN Executive team for the last 4 years. Over this time, she has led us with pride and dedication to improving diversity and inclusion practices for LGBTIQ+ staff here at the department. We are so very grateful for all the work that [REDACTED] has done for the Network and we will be celebrating her farewell in the near future.

[REDACTED] departure opens a vacancy on the HPN Executive. We are calling for all interested parties to join us on **Thursday 14 August between 12-1pm**, where we will hold a special committee meeting to seek nominations for new members to join the team, or for current members interested in stepping up.

This is a great opportunity for those who would like to be more involved in shaping the network, supporting our staff, and overseeing the amazing work we do. Please reach out to the Executive team if you have any questions.

Signature blocks

Recently, a range of new signature blocks were developed for all staff networks. If you are interested in using them, please see the below:

- [Ally](#)
- [Member](#)

We have received some mixed feedback from Members in relation to these new signature blocks. We understand and agree with your concerns around the wording used. We encourage you to choose the signature block and/or logo that is most appropriate and comfortable for you. You are also able to continue to use the standard HPN logo, as per the below. We will continue to use this option.

If you are not already a member of the committee, and would like to get in on the fun, you can join by emailing [REDACTED] and asking to be added to the monthly calendar invite, and Teams chat.

We look forward to seeing everyone at our special committee meeting in August.

With pride,

HPN Executive Team
[REDACTED]



From: Health Pride Network
Sent: Friday, 22 August 2025 6:34 PM
To: DL Health Pride Network Committee
Subject: HPN Executive Changes and Pride in Practice Conference Tickets [SEC=OFFICIAL]

Hi HPN Committee,

Thanks to everyone who made it to our Committee meeting on 14 August. For those not able to attend, we wanted to provide you all with an update on outcomes following the meeting.

Exec Update

As you may already know, our lovely former co-chair [REDACTED] has stepped down from her role in the HPN Exec. [REDACTED] has been part of the Exec team for the last four years or so, and we will absolutely miss working closely with her. We are elated that she will be continuing on in the Committee and remaining devoted to our AWEI work.

We are happy to announce the following changes to the HPN Exec team. We welcome:

- [REDACTED] as incoming **Co-Chair**, joining [REDACTED]
- [REDACTED] and [REDACTED] as incoming **Deputy Co-Chairs**, joining [REDACTED]
- [REDACTED] as incoming **Secretariat**, joining [REDACTED].

We are extremely excited to continue delivering important and exciting outcomes for LGBTIQ+ people and allies in the Department.

We have a range of other roles available, and would like to take the opportunity to remind you that you can join working groups at any time. Please take a look at this document and feel free to fill out your details if you are interested - [link](#). In particular, we are looking for more assistance on the following working groups

- Events
- Australian Workplace Equality Index
- Sharing the Pride Newsletter
- LGBTIQ+ Women's Strategy
- Establishing a trans and gender diverse group/Teams chat.

Pride In Practice Conference

Pride in Diversity's [Pride in Practice](#) conference is being held on 25-26 November in Melbourne. This conference focuses on LGBTIQ+ diversity and inclusion practices, across private and public sectors. We are pleased to say we have two tickets available to attend the conference this year, and we are opening this up for Committee members to express their interest in attending.

For action: If you are interested in attending, please send a short (max 200 words) EOI to [REDACTED] by **COB Friday 5 September 2025**. Please advise why you should be selected for the conference, and how you would utilise lessons learned to help influence the HPN. Please note, the successful candidate will need endorsement from their supervisor to attend, and any travel or accommodation costs would need to be borne by their line area. Unfortunately, the HPN and Inclusion are unable to provide any travel or accommodation support.

It's going to be a wonderful conference, and we will be sharing the program once it has been released.

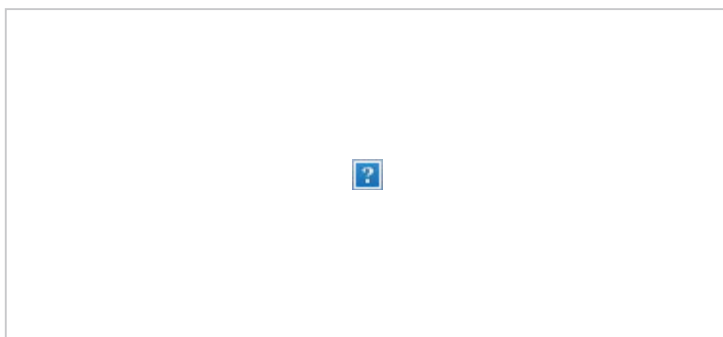
Please feel free to contact us with any questions.

Kind regards,
The HPN Executive

Australian Government Department of Health, Disability and Ageing

From: [Health Pride Network](#)
To: [Health Pride Network](#)
Subject: Celebrating Trans Awareness Week [SEC=OFFICIAL]
Date: Thursday, 13 November 2025 10:56:42 AM
Attachments: [image001.jpg](#)
[image002.jpg](#)

OFFICIAL



Hello Health Pride Network members,

Today marks the start of Trans Awareness Week, which runs from 13 to 19 November. During this week-long celebration of trans, gender-diverse and non-binary pride, we highlight our communities' history, resilience, diversity and future. As part of our work here at Health to support better health and wellbeing for all Australians, it is critical that we recognise and understand the experiences of trans and gender-diverse people. Trans Awareness Week is an opportunity for this type of reflection.

The week culminates in the Transgender Day of Remembrance on 20 November, which is an international day of observance honouring the lives of trans and gender-diverse people who have died as a result of transphobia and discrimination.

We invite you to read more about Trans Awareness Week and the Transgender Day of Remembrance at [Trans Awareness Week | Minus18](#).

In honour of Transgender Awareness Week, on Wednesday 19 November from 1-2pm AEDT ACON's Pride Inclusion Programs are hosting [You Can't Ask That - A Trans Awareness Week Panel](#). The event aims to increase awareness and expose some of the myths about being transgender. Register and see more information [here](#).

With pride,
HPN Executive

Will you stand against discrimination? – IDAHOBIT 2025

4 min read

May 17 marks the [International Day Against Homophobia, Biphobia, Intersexphobia & Transphobia \(IDAHOBIT\)](#). The date commemorates the World Health Organisation's decision in 1990 to delist homosexuality as a mental illness. It is a day to celebrate and promote human rights and respect for those who identify as LGBTIQ+.

This year's theme "Will you stand against discrimination?" empowers us to think about how we can prevent discrimination against those who identify as LGBTIQ+ for a more inclusive workplace and community. It is underpinned by [recent findings](#) from the [2024 Australian Workplace Equality Index \(AWEI\) Employee Survey](#), which highlighted:

- a rise in discrimination
- increasing workplace harassment
- lower rates of LGBTIQ+ employees feeling safe at work.

Our [Inclusion Framework 2025–30](#) demonstrates our commitment to a culturally safe accessible, inclusive and respectful workplace for all staff.

Stand with us!

Everyone is invited to [join the Health Pride Network for our IDAHOBIT event](#) in-person and online on Monday 19 May. Invite on the right.

 from the Human Rights Commission, will join us to discuss:

- intersectionality and how we can work together to achieve equality goals
- how to help and influence those in power to make decisions that positively impact people
- how we prioritise LGBTIQ+ safety.

You can also learn about understanding stigma and discrimination in LGBTIQ+ health care. The Health Design Lab project showcase explores the topic on Thursday 15 May 2025. Check your inbox for a direct invite or [join using this link](#).

Hear from our Health Pride Network Champions on IDAHOBIT

^ s47F answers: How can we all help prevent discrimination against those who identify as LGBTIQ+?

s47F,
s47E(c)  Chris

Preventing discrimination against LGBTIQ+ individuals involves each one of us taking steps to create a more inclusive workplace. It starts with building personal awareness and challenging stereotypes through education, showing support and allyship, advocating for positive change, creating safe environments, and celebrating the diversity within our workplace. This is more than just buying a rainbow cupcake on days of significance – think about attending a Health Pride Network meeting or completing the [LGBTIQ+ course](#) in the [SBS Inclusion Program](#). By educating ourselves about LGBTIQ+ issues, using inclusive language, and promoting inclusive practices, we foster a workplace where everyone feels valued and respected.

You may also be interested in

> News hub

IDAHOBIT 2025 event

[See all](#)

+ Add event



IDAHOBIT 2025 event with 
Mon, 19 May, 11:00 am

About this page

Published

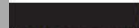
14 May 2025



Interested in learning more about how you can help prevent discrimination against those who identify as LGBTIQ+?

1. Check out the [National Staff Participation Forum](#) (NSPF), representing the interests of the department's LGBTIQ+ staff.
2. Get involved! You don't need to disclose gender identity or sexuality [Complete our sign up form](#) if you would like to join the network.
3. Language is incredibly powerful. Check out information about LGBTIQ+ inclusive and negative language in [this inclusive language guide](#) and the [#WordsAtWork LGBTIQ+ fact sheet](#).
4. Learn more about [LGBTIQ+ days of significance](#).

^ Bridget answers: How does the Health Pride Network contribute to our workplace and work culture?

S47F,
S47E(c)  Bridget
First Assistant Secretary

The Pride Network plays an essential role in supporting our LGBTIQ+ employees and creating an environment where people feel comfortable to be themselves at work. When I first joined the workforce, there were no official diversity networks! In these environments, I was cautious about discussing my personal life with my female partner, fearing social exclusion and career impacts. The active promotion of diversity and inclusion through initiatives such as the Pride Network has really changed the way I feel about this, and I hope it has for others as well!

The Pride Network meet regularly throughout the year to plan and discuss opportunities to improve our workplace and work culture. In partnership with members, champions, work areas and friends, the Pride Network contribute to a respectful and supportive workplace culture by:

1. providing support and representation for LGBTIQ+ employees and their families
2. providing a space for like-minded employees to meet and make connections across the portfolio
3. planning events and activities to promote LGBTIQ+ acceptance
4. providing input to the department on policies and practices that have an impact on LGBTIQ+ staff.

The network is also an active member of the [National Staff Participation Forum](#) (NSPF), representing the interests of the department's LGBTIQ+ staff.

^ Tony answers: What can we expect from this year's IDAHOBIT event?

  Tony
Deputy Secretary

This is my second IDAHOBIT here, and I am looking forward to another great day of fantastic people coming together to show support and allyship. As one of the Pride Network's days of significance, it is a great opportunity to show that our workplace is a welcoming, respectful and above all safe place for all friends and colleagues who identify as LGBTIQ+. While there will be a great sit-down chat in the Melbourne office, remember that it is IDAHOBIT everywhere!



Tony
Deputy Secretary

This is my second IDAHOBIT here, and I am looking forward to another great day of fantastic people coming together to show support and allyship. As one of the Pride Network's days of significance, it is a great opportunity to show that our workplace is a welcoming, respectful and above all safe place for all friends and colleagues who identify as LGBTIQ+. While there will be a great sit-down chat in the Melbourne office, remember that it is IDAHOBIT everywhere!

^ Karlie answers: Are there any experiences (your own or otherwise) that you can share on the impact of LGBTIQ+ discrimination?



Karlie

LGBTIQ+ discrimination in the workplace can have deep and lasting effects. Even when it's not directed at us personally, witnessing prejudice can be confronting and can influence whether we bring our whole selves to work. From my own experience as a graduate (some time ago!) I know how powerful it can be when someone speaks up to challenge a casual comment. That's what this year's theme, *'Will you stand against discrimination?'*, means to me. You never know who might feel safer, more valued, or more able to contribute just by knowing that negative behaviours won't go unchallenged. And when LGBTIQ+ employees feel safe to be themselves, there are tangible benefits for organisations as well.

Show your support on Teams

Bring a rainbow to your Teams world with our IDAHOBIT Teams background. The background is [now available to download and use](#).

Join the Health Pride Network

Our employee networks are an important part of our [positive and inclusive work culture](#). You can support LGBTIQ+ diversity in Health and Aged Care by joining the Health Pride Network via their [community page](#).

While we have you, register for the upcoming learning and development: [Inclusive Management Training: Engaging and Supporting LGBTQ+ Staff training sessions](#).

OFFICIAL

Strategic Priority		Lead	Team Members	2025 Status update
SP1: Enhance Connection				
A1	Develop and maintain a LGBTIQ+ mentoring program	[REDACTED]	HPN Exec	Complete - The Department has relaunched the Mentoring Program and HPN has been engaged in design. The program now includes fields to match LGBTIQ+ mentors and mentees. Discussions are ongoing on how to further specialise the program for LGBTIQ+ mentors and mentees. This work will continue into 2026.
A2	Establish a networking group for Transgender and Gender Diverse staff	[REDACTED]	[REDACTED]	Complete - [REDACTED] and [REDACTED] have established, and met with a new group of HPN Members focussed on improving supports for TGD staff at Health. At this early stage, this has included a scoping piece to better understand how Health can support its TGD staff, and what it is they are looking for. They are working through the administrative details of establishing a group, whilst considering safety and anonymity factors. This work will continue into 2026.
A3	Enhance activities across all regional offices to ensure inclusion across Australia - Continue to deliver a minimum of three all staff events during the year - Enhance informal staff networking and social opportunities within the Network	Events team and STOs	All events team All STOs [REDACTED] [REDACTED]	Complete - The events team and STOs continue to work together to develop events for each of our days of significance. This year, there was an active focus on spreading events out across the country, and focussing less on Canberra specific events. - IDAHOBIT – a flagship event was held in Melbourne, with all other offices holding watch parties. - Wear it Purple Day – an all of staff educational trivia quiz was held. In addition, our flagship Big Purple Photoshoot and morning tea was held. The Canberra office organised the professional staff photographers, and the Secretary attended. - World Aids Day – an all of staff panel event was held, and STOs held a watch party to view. The Woden (ACT), Melbourne and Brisbane offices now regularly hold informal coffee catch ups to enhance social networking. Events work is BAU and will continue into 2026.

Organiser

☐ Internal Comms

Time

Friday, 21 February 2025 11:00 AM-12:00 PM

Location

Response

?

Tentative

Change Response

s47F, s47E(c)

Dear colleagues,

Please come along to the ***Have you HERD?*** seminar on understanding population health through a sex and gender lens.

LGBTIQ+ people have higher rates of health inequities in comparison to the wider Australian community. [Research shows:](#)

- [1 in 3 rate their health as poor or fair](#)
- [3 in 4 experience a mental health condition.](#)

In response to these statistics, the department has launched the [National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025-2035](#), which aims to:

- improve the care and support LGBTIQ+ people receive
- strengthen physical and mental health outcomes across the community
- ensure safe and inclusive policies, programs, and services for all LGBTIQ+ people backed by high quality representative data.

Please join

s47F

 our speaker from the University of New South Wales' Sydney School of Psychology and Neuroscience Research Australia, who will present on:

- the current state of sex and gender data internationally and in Australia
- how a sex and gender lens reveal new insights in research
- future data practices beyond the [10-Year Action plan](#).

Join details:

Date: Friday, 21 February 2024
Time: 11:00 am – 12:00 pm AEDT
Link: [Join MS Teams link](#)

357/427

Population Health Seminar: Understanding sex and gender bias in the health system [SEC=OFFICIAL]

Organiser ☐ STAFF NOTICES

Time Monday, 28 July 2025 12:30 PM-1:30 PM

Location [Microsoft Teams Meeting](#)

Response ☒ Accepted [Change Response](#)

s47F, s47E(c)



Dear colleagues,

I am pleased to invite you to the next Population Health seminar – ***Understanding sex and gender bias in the health system.***

Sex and gender bias in the health system refers to disparities in the quality of health care that individuals receive due to their sex and gender. While some health disparities can be attributed to biological differences, many arise from the medical evidence base, and structures within the health system. Experiences of sex and gender bias can have far-reaching impacts on the lives of women, girls and gender diverse people. This can include distrust of the health system, financial burden, and worse health outcomes due to delayed diagnosis and treatment.

In this seminar, s47F [redacted] from the University of Queensland will set the scene by outlining the impacts of sex and gender bias in our health system. Key findings from the analysis of the #EndGenderBias survey will be shared. The survey was the first of its kind in Australia, asking women about their experiences of gender bias within the health system.

s47F [redacted] from Monash University will then present key findings from a review undertaken to inform strategies to address sex and gender bias in the health system. [redacted] will outline how the health system currently considers sex and gender, and what opportunities exist to address to improve the system.

Questions and discussion will follow the presentations.

Date: Monday 28 July 2025
Time: 12.30pm – 1.30pm (AEST)
Location: Microsoft Teams Webinar

Hope you can make it.

Regards,
Liz [redacted]
[redacted]

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.

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.

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

Join the Network!

What's on

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

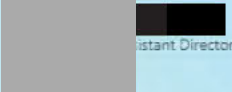
[International Lesbian Day - 8 October](#)

[Coming Out Day - 11 October](#)

[International Pronouns Day - 15 October](#)

Get in touch!

s47F, s47E(c)



Assistant Director



s47F, s47E(c)

Matthew
Assistant Secretary

s47F, s47E(c)



Project Officer

s47F, s47E(c)



Assistant Director

International Lesbian Day takes place on 8 October each year.

International Lesbian Day gives an opportunity for lesbians and their families and friends to connect, celebrate and raise awareness on the importance of the community. It is a day to celebrate lesbian history, diversity and culture, and to bring visibility to the lesbian community around the world.

Although the exact origin of the day is uncertain, it likely began in Australia and Aotearoa New Zealand. Some say International Lesbian Day began in 1980 when a Lesbian Day March was held in Aotearoa New Zealand.

The first Australian event was held at the Collingwood Town Hall in Melbourne on 13 October 1990. It featured musicians, market stalls and readings during the afternoon. Following that, women held a dance with live bands later in the evening.

International Lesbian Day is all-inclusive. It's a day to be shared by lesbians and allies of lesbian rights. The term 'lesbian' usually refers to a woman who is attracted to other women, however, some gender non-confirming and non-binary people also identify with this label.

International Lesbian Day is also connected to Lesbian Visibility Day, which is held on April 26 each year.

What issues do lesbians experience in the workplace?

Lesbians are typically less visible within LGBTIQ+ employee networks.

The intersections of gender and sexual orientation mean that LGBTIQ+ women are less represented within industry and there are few who are visible.

The lack of visibility acts as a barrier to attracting more LGBTIQ+ women into industry and in assisting existing talent feeling able to be 'out' within the workplace.

What can you do to show your support?

During International Lesbian Day, consider what you can do to support lesbians in your life. You might like to:

- Call out harmful stereotypes, when safe to do so,
- Support lesbian-owned businesses,
- Educate yourself as an ally of the lesbian community,
- Share your own story and show your pride and solidarity with the lesbian community,
- Attend a lesbian event to support the community.

The lesbian flag



The lesbian flag



Get in touch



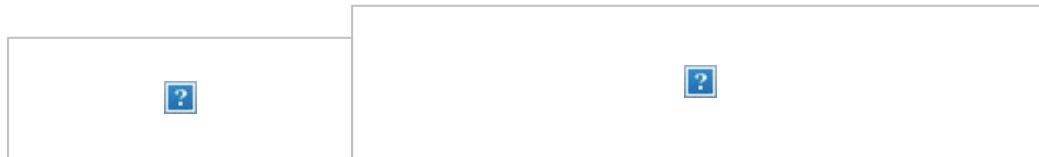
Health Pride Network

From: [Health Pride Network](#)
To: [Health Pride Network](#)
Subject: Happy International Lesbian Day [SEC=OFFICIAL]
Date: Wednesday, 8 October 2025 7:40:41 AM
Attachments: [image007.png](#)
[image008.png](#)
[image001.jpg](#)
[image002.jpg](#)

OFFICIAL

Hi to our lesbian friends in the network on [International Lesbian Day](#), as we celebrate lesbian history, diversity and culture, and recognise the importance of community. It's an all-inclusive celebration for those who identify with this label as well as allies of lesbian rights. You can go to the [Health Pride Network SharePoint page](#) to learn more about the day and see ways you can show your support.

From the Health Pride Network Executive & Committee



OFFICIAL

From: [Health Pride Network](#)
To: [REDACTED]
Cc: [Inclusion](#); [Neurodiversity Network](#); [Health Pride Network](#); [DCN Committee](#)
Subject: RE: SUMmary - Women in Public Sector Leadership Summit 2025 [SEC=OFFICIAL]
Date: Friday, 22 August 2025 9:09:32 AM
Attachments: [image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

[REDACTED] – thank you so much for sharing this. I'll distribute this among the Pride Network.
Cheers

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

From: [REDACTED]
Sent: Thursday, 21 August 2025 8:01 PM
To: Neurodiversity Network ; Health Pride Network ; DCN Committee
Cc: Inclusion
Subject: SUMmary - Women in Public Sector Leadership Summit 2025 [SEC=OFFICIAL]

OFFICIAL

Hi Networks

I was lucky enough to be granted the opportunity by the inclusion team to attend the Women in Public Sector Leadership Summit 2025. The inclusion team has asked that we provide a summary for you to share in any network newsletters etc or as you wish. I have attached a summary of the event that was sent to us. However, for me personally, I have written a bit of a blurb to share what I learnt below:

The Women in Public Sector Leadership Summit reminded me that leadership is not just about strategy and delivery. It's about creating inclusive environments where every voice feels heard, valued, and empowered to contribute. What stood out most was the powerful message around authentic leadership – leading with integrity, showing up as your whole self, and making space for others to do the same. It's worth writing down what your values are and demonstrating them to your staff. As someone who leads a team of individuals with diverse working styles, experiences, and perspectives, I left with a renewed commitment to lead inclusively and intentionally. It's not just about setting goals, it's about asking who those goals serve, who's shaping them, and how we ensure everyone has a seat and a voice at the table. I also learned the value of co-creating team culture statements and promoting shared values. AI was a key topic, with the OAIC Commissioner reminding us that transparency and accountability must remain central, especially when decisions are outsourced to AI. The fundamental rights to privacy and access to information must not be compromised in the name of efficiency. On a personal level, I was reminded of the internal barriers I sometimes place on myself such as family responsibilities, being introverted, imposter syndrome, or the belief that others are more deserving. The summit challenged that thinking and reinforced the

importance of self-advocacy. This includes not waiting to be noticed, but confidently sharing your contributions and value. I remember the Assistant Under Treasurer from WA mentioning “If you don’t sell yourself, who will?”.

I’m walking away with a deeper understanding that leadership is about lifting others and opening doors for them, especially for those who haven’t always been invited in. It’s about creating safe spaces, and using our influence to build a culture where everyone feels they belong.

One exercise I remember and would like to pass on is to:

1. Write down a goals you’d like to achieve in the next five years.
2. List the thoughts or beliefs that you feel are holding you back.
3. Share your goals with a partner, who then reads the list of barriers to you as responses to your goals (so you can hear the internal narrative out loud).

I have to say it felt so awkward and silly to hear someone else tell me the things holding me back and for the other person to say them. If you wouldn’t say those things to a friend or colleague – don’t say them to yourself!

[REDACTED] (She/Her)

International Regulatory Branch

Medicines Regulation Division | Health Products Regulation Group
Australian Government, Department of Health, Disability and Ageing

This email comes to you from Ngunnawal
Location: Gulgana Building, Level 1, South, Fairbairn
PO Box 9848, Canberra ACT 2601, Australia

The Department of Health, Disability and Ageing 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.



OFFICIAL

ABOUT LESBIAN VISIBILITY

Lesbian Visibility Day originated in the UK in 2008, with the aim to heighten the visibility of lesbian culture while celebrating diversity and self-identity. However, recognising the depth of prejudice and discrimination, it evolved into a week-long celebration and **Lesbian Visibility Week** was born in the last week of April 2020.

s47F [REDACTED] Chair of Trustees of UK LGBTQ+ support organisation Stonewall, last year wrote about *The power of lesbian visibility*:

"As a lesbian, I sometimes feel caught between visibility and invisibility. My decision to come out at work, which I first did in the 1990s, and be openly lesbian and embrace my authentic self, was at the time, and still is, an act of defiance against societal norms and expectations.

"I remember being asked questions like whether I was 'the husband' and I suspect many struggled to know quite what to make of me! Despite, being 'out', I didn't want my sexuality to totally define me – it is a fundamental part of me, but I have always preferred to be seen and judged on what I do and the person I am, as opposed to being 'the lesbian'.

"Being a visible lesbian and women leader ... is not just about being seen; it is about reclaiming space, challenging stereotypes, and advocating for LGBTQ+ rights. In a world that still, and increasingly, struggles with acceptance and equality for the LGBTQ+ community, visibility is a form of resistance and empowerment.

Being a visible lesbian means living openly and unapologetically as a lesbian woman. It means refusing to hide or downplay your identity for the comfort of others. It means being proud of who you are and celebrating your queerness in all its forms.

"One of the key reasons why visibility is important for me as a lesbian is therefore representation. Representation matters because it validates our existence, our experiences and our identities. When we see other lesbians and others from the LGBTQ+ community being visible and unapologetic, it sends a powerful message that we are not alone, that we are part of a vibrant and diverse community. Representation also challenges stereotypes and misconceptions about lesbians, showing the world that we come in all shapes, sizes, and colours."

CHALLENGING LESBIAN STEREOTYPES

You know the lesbian stereotypes we're talking about ... so please keep in mind the very many different 'types' of lesbians there are, and the way an individual's experience and personal way of being go far beyond the confines of most stereotypes.

Stereotypes are oversimplified beliefs or generalised ideas about a group of people. While they are a way to make sense of the world around us, they often distort reality and perpetuate bias. They might sometimes be based on partial truths but ignore the diversity and individuality within groups.

Stereotyping may have negative effects that include perpetuating social inequality, causing emotional harm and limited opportunities, and reinforcing cultural divisions. They affect individuals and communities. Stereotypes can shape policy decisions and contribute to systemic inequality. And then there's the effects of the frequent and universal stereotyping used in comedy.

While humour can be a force for good, it also has the potential to reinforce harmful stereotypes and perpetuate inequality. Jokes that rely on racist, sexist or homophobic tropes can normalise prejudice and marginalise vulnerable communities. It's essential for comedians and audiences alike to be mindful of the impact of humour and strive for comedy that punches up rather than down.

A few years ago, the LGBTQ+ news and content platform *PinkNews* published an article titled *10 lesbian stereotypes we've all heard*. As they pointed out, while a few of these stereotypes are bound to translate to some lesbians, you'd be a fool to think these can all be applied to someone just because of their sexuality. Think about the person you are or about a lesbian friend – how do these stereotypes fit you or them: all lesbians love sport; lesbians dress like boys; they were tomboys growing up; lesbians fancy all other women; lesbians hate men; there's always 'the man' in any lesbian relationship; they don't do hair removal; if they are *somehow* feminine, they'd be up for a threesome; lesbians love astrology; 'It's just a phase'.

Think twice before you fall into the stereotyping trap. Even if your intention is to be fond, funny or familiar, stereotypes can have much bigger, deeper and far-reaching consequences than you might imagine.

EMBRACE LESBIAN HISTORY & CREATE THE FUTURE

stereotypes and misconceptions about lesbians, showing the world that we come in all shapes, sizes, and colours."

Read the entire article here: [The power of lesbian visibility | Stonewall](#).



s47F Chair of UK organisation Stonewall

In Australia, as internationally, lesbians are typically less visible within LGBTIQ+ employee networks. The intersections of gender and sexual orientation mean that LGBTIQ+ women are less represented in workplaces and there are few who are visible. This lack of visibility acts as a barrier to attracting more LGBTIQ+ women into an industry and stops people already there from feeling able to be 'out' at work.

As a lesbian or an ally, during Lesbian Visibility Week and any time you can, think how you can support lesbians in your life. You might like to:

- call out harmful stereotypes
- support lesbian-owned businesses
- educate yourself as an ally of the lesbian community
- share your own story and show your pride and solidarity with the lesbian community
- attend a lesbian event to support the community.

NEED SUPPORT?

[QLife](#) – highly experienced staff and volunteers Australia-wide will connect with you to explore what's going on in your life. [Webchat](#) or call 1800 184 527. Need inspiration? Watch the [QLives](#) video of elder lesbian Heather [REDACTED]

[Rainbow Door](#) – for Victorians who need an experienced LGBTIQ+ peer to help you navigate the system to access the supports you need. Contact from 10 am to 5 pm every day for SMS support: 0480 017 246, email: support@rainbowdoor.org.au or call 1800 729 367.

For urgent help:

CREATE THE FUTURE

You may know a proudly old-school lesbian – you may even be one – or you may know or be a much younger lesbian. Times have certainly changed, with attitudes, language, the law and the way we find out about and discover our sexuality always evolving.

Lesbians can identify in so many different ways. You can be a cisgender woman, a trans woman, or an intersex, non-binary identifying, gender non-conforming or asexual person who identifies as lesbian.

If you want to get in touch with the beginnings of our contemporary lesbian culture, watch 30-something US filmmaker and journalist Meghan [REDACTED] documentary short [Old Lesbians](#). Delving into the lives and stories of older lesbians, it's inspired by the [Old Lesbian Oral Herstory Project](#) (OLOHP). Also read: ["Old Lesbians": A Film Celebrating Inter-generational Queer Narratives - The Pink Times](#) and [Meet the Old Lesbians • GCN](#).

What does it mean to be lesbian in Australia in 2025? Check out the brilliant [The Lesbian Experience](#) episode of [OK Boomer, OK Zoomer](#) on ABC iView. Well-known Australian entertainer Julie [REDACTED] now 70, and YouTuber Lauren [REDACTED] 27, compare the stories of their very different lesbian lives. Filmed earlier this year, it's only 15 minutes long but it will make you think, learn, laugh and cry – they did!



Boomer Julie [REDACTED] and zoomer Lauren [REDACTED]

If you're interested in lesbians in entertainment, read the DIVA Magazine article [2024 was The Year Of The Lesbian: what does that mean for 2025?](#)

Organiser ☐ Internal Comms

Time Friday, 21 February 2025 11:00 AM-12:00 PM

Location

Response ? Tentative [Change Response](#)



Dear colleagues,

Please come along to the ***Have you HERD?*** seminar on understanding population health through a sex and gender lens.

LGBTIQ+ people have higher rates of health inequities in comparison to the wider Australian community. [Research shows:](#)

- [1 in 3 rate their health as poor or fair](#)
- [3 in 4 experience a mental health condition.](#)

In response to these statistics, the department has launched the [National Action Plan for the Health and Wellbeing of LGBTIQ+ People 2025-2035](#), which aims to:

- improve the care and support LGBTIQ+ people receive
- strengthen physical and mental health outcomes across the community
- ensure safe and inclusive policies, programs, and services for all LGBTIQ+ people backed by high quality representative data.

Please join s47F our speaker from the University of New South Wales' Sydney School of Psychology and Neuroscience Research Australia, who will present on:

- the current state of sex and gender data internationally and in Australia
- how a sex and gender lens reveal new insights in research
- future data practices beyond the [10-Year Action plan](#).

Join details:

Date: Friday, 21 February 2024
Time: 11:00 am – 12:00 pm AEDT
Link: [Join MS Teams link](#)

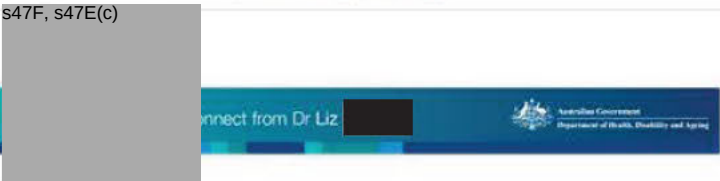
Population Health Seminar: Understanding sex and gender bias in the health system [SEC=OFFICIAL]

Organiser ☐ STAFF NOTICES

Time Monday, 28 July 2025 12:30 PM-1:30 PM

Location [Microsoft Teams Meeting](#)

Response ☒ Accepted [Change Response](#)



Dear colleagues,

I am pleased to invite you to the next Population Health seminar – ***Understanding sex and gender bias in the health system.***

Sex and gender bias in the health system refers to disparities in the quality of health care that individuals receive due to their sex and gender. While some health disparities can be attributed to biological differences, many arise from the medical evidence base, and structures within the health system. Experiences of sex and gender bias can have far-reaching impacts on the lives of women, girls and gender diverse people. This can include distrust of the health system, financial burden, and worse health outcomes due to delayed diagnosis and treatment.

In this seminar, s47F [redacted] from the University of Queensland will set the scene by outlining the impacts of sex and gender bias in our health system. Key findings from the analysis of the #EndGenderBias survey will be shared. The survey was the first of its kind in Australia, asking women about their experiences of gender bias within the health system.

s47F [redacted] from Monash University will then present key findings from a review undertaken to inform strategies to address sex and gender bias in the health system. [redacted] will outline how the health system currently considers sex and gender, and what opportunities exist to address to improve the system.

Questions and discussion will follow the presentations.

Date: Monday 28 July 2025
Time: 12.30pm – 1.30pm (AEST)
Location: Microsoft Teams Webinar

Hope you can make it.

Regards,
Liz [redacted]
[redacted]

A3	Enhance activities across all regional offices to ensure inclusion across Australia - Continue to deliver a minimum of three all staff events during the year - Enhance informal staff networking and social opportunities within the Network	Events team and STOs	All events team All STOs [REDACTED] [REDACTED]	Complete - The events team and STOs continue to work together to develop events for each of our days of significance. This year, there was an active focus on spreading events out across the country, and focussing less on Canberra specific events. - IDAHOBIT – a flagship event was held in Melbourne, with all other offices holding watch parties. - Wear it Purple Day – an all of staff educational trivia quiz was held. In addition, our flagship Big Purple Photoshoot and morning tea was held. The Canberra office organised the professional staff photographers, and the Secretary attended. - World Aids Day – an all of staff panel event was held, and STOs held a watch party to view. The Woden (ACT), Melbourne and Brisbane offices now regularly hold informal coffee catch ups to enhance social networking. Events work is BAU and will continue into 2026.
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OFFICIAL

OFFICIAL

STRATEGIC PRIORITY 2: Enhance Promotion and Visibility

A4	Develop a LGBTQIA+ Women Strategy to increase visibility of LGBTQIA+ women and out role models	TBC	TBC	Progressing – A number of activities occurred during the first half of 2025. Work on the Women's Strategy was paused in mid-2025 due to key members moving to new positions. The Executive team are actively looking for a Network member to lead the charge and continue this work into 2026.
A5	Increase intersectionality work, and collaboration with all Health staff Networks.	Events team w/ Inclusion	[REDACTED] [REDACTED] [REDACTED]	Complete - Inclusion hold quarterly intersectionality meetings across each of the staff networks. All Network members are welcome to attend. The Events Team continue to work to find intersectional opportunities to celebrate days of significance and promote diversity and inclusion within the Department. The Health Pride Network, the National Aboriginal and Torres Strait Islander Staff Network (NATSISN) and the HIV Policy section worked together to organise an all of staff event for World Aids Day, in December 2025. The HPN and the Neurodiversity Network are in discussions about a possible event for 2026, noting the high cross over of LGBTQIA+ and neurodiverse identifying cohorts. This is BAU and will continue into 2026.

NEWS

World AIDS Day: No one left behind

World AIDS Day is a time to:

- show support for people living with HIV
- raise awareness about prevention, treatment and care
- combat stigma and discrimination around HIV
- remember people who have died of AIDS-related illnesses.

HIV in Australia

In 2024, an estimated 30,890 people were living with HIV in Australia.

Australia reached the important [UNAIDS](#) target of 90-90-90 in 2020. We are one of the few countries to do so.



Source: Health Equity Matters – HIV in Australia 2025

Australia is now close to meeting the UNAIDS 2025 target of 95-95-95, demonstrating our commitment to ending HIV transmission and improving health outcomes for people living with the HIV by 2030.



You may also be interested in

> News hub

About this page

Published

25 November 2025



Related events

[See all](#)

+ Add event



World AIDS Day panel event hosted by Pride Network
Thu, 27 Nov, 1:00 pm

No one left behind

This year's theme *No one left behind* highlights the importance of tackling inequities in HIV prevention, testing, treatment and quality of life. It focuses on improving access and outcomes for First Nations peoples, culturally and linguistically diverse communities, and those in regional and remote areas.

The theme also acknowledges Australia's responsibility to support global initiatives and reminds us that stigma and discrimination must be addressed as they continue to hinder testing, treatment and wellbeing.

It's a call for collective action to create supportive environments that enable people living with HIV to live free from stigma and discrimination.

Our work to improve sexual health and health equity

[Beforeplay](#) is our award-winning national sexual health campaign, encouraging sexually transmissible infections (STI) testing before sexual activity and raising awareness of STI and safe sex practices. It targets priority populations, including young people, through social media, collaboration with pride week organisations, university o-weeks and more.

We're delivering the [Many STIs are Hidden](#) campaign through Sexual and Reproductive Health Australia. Aimed at people aged 20-34, it normalises regular STI testing and safe sex practices, engaging audiences through social media, podcasts, outdoor media and Google advertisements.

We've partnered with the Poche Centre for Indigenous Health on the [Young Deadly Free Project](#), delivering blood borne virus (BBV) and STI health promotion resources for Aboriginal and Torres Strait Islander communities, especially young people. This project also includes syphilis-specific resources as syphilis cases are rising nationally.

We're also partnering with ASHM Health to deliver [targeted resources, training and decision-making tools](#) for the health workforce.

Our work is underpinned by our suite of national BBV and STI strategies. [Learn more and read the latest strategies.](#)

Find out more about [what we're doing about sexual health](#).

Show your support

- Join our panel event, chaired by NATSISN Champion Anthony [REDACTED] and hosted by our Pride Network.
- Explore the [World AIDS Day](#) website to learn more and find events across Australia.
- Wear a [red ribbon](#) or look into [volunteering](#) with a local HIV health organisation.
- Learn about [AIDS memorial quilts](#) or visit an [AIDS memorial](#) in your local area.
- Join our [Pride Network](#) or [National Aboriginal and Torres Strait Islander Network](#).
- Donate to a local HIV charity or organisation – see [Our partners](#).



Thoughts about Trans Awareness Week

In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in 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 Elisabeth [REDACTED] (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](#).



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 diverse communities, and those in regional and remote areas.

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](#).

DEC
1

World AIDS Day

When Monday, 1 December 2025, All day
(UTC+10:00) Canberra, Melbourne, Sydney ⓘ
Add to my calendar

Category Day of significance

About this event

World AIDS Day is held on 1 December each year.

World AIDS Day is a globally recognised awareness day to encourage everyone to educate themselves about HIV/AIDS, take action to reduce the transmission of HIV, and to safeguard that people with HIV can participate fully in community, free from stigma and discrimination. It is also a day to commemorate the people that have died from AIDS related illnesses.

Every year the department marks World AIDS Day. The journey towards education and destigmatisation is still ongoing, and there's still much we can learn and do as the Health and Aged Care community.

1 December also marks the beginning of [Aboriginal and Torres Strait Islander HIV Awareness Week \(ATSIHAW\)](#), an occasion that was founded to inspire conversation around HIV in First Nations communities and beyond. The inaugural ATSIHAW was held in November 2014 to get a conversation going about HIV prevention and the importance of regular testing for HIV.

Learn more: [World AIDS Day](#)

[See all events](#)

World AIDS Day webinar hosted by the Pride Network

Organiser ☐ STAFF NOTICES

Sent Tue 25/11/2025 10:13 AM

Time Thursday, 27 November 2025 1:00 PM-2:00 PM

Location [Online via Teams](#)

Response ☐ Tentative [Change Response](#)



[World AIDS Day](#) is held each year to help 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 diverse communities, and those in regional and remote areas.

Join our World Aids Day panel event, chaired by National Aboriginal and Torres Strait Islander Staff Network Champion Anthony [REDACTED] This event is hosted by our Pride Network.

Session overview:

Our panelists are Aaron [REDACTED] (National Association of People With HIV Australia), Emil [REDACTED] (Positive Living Victoria) and Michelle [REDACTED]

They will talk about how to address HIV stigma in Australia amongst marginalised communities and how we can better support people living with HIV.

Meeting details:

- Thursday 27 November, 1pm to 2pm AEDT on Microsoft Teams

Organiser ☐ STAFF NOTICES

Time Thursday, 27 November 2025 1:00 PM-2:00 PM

Location [Online via Teams](#)

Response ☐ Tentative [Change Response](#)

Meeting details:

- Thursday 27 November, 1pm to 2pm AEDT on Microsoft Teams
- [Join the meeting now](#)

Accessibility:

Live captioning will be provided at this event.

If you require Auslan interpreting, please contact [REDACTED]

Other ways to get involved:

Explore the [World AIDS Day website](#) to learn more and find events across Australia.

You can also:

- wear a [red ribbon](#) or look into [volunteering](#) with a local HIV health organisation
- learn about learn about [AIDS memorial quilts](#) or visit an [AIDS memorial](#) in your local area
- join our [Pride Network](#) or [National Aboriginal and Torres Strait Islander Network](#)
- donate to [Health Equity Matters](#), the national federation for Australia's leading HIV and LGBTIQ+ organisations.

Regards,
Anthony [REDACTED] and the Health Pride Network



International Transgender Day of Visibility

The International Transgender Day of Visibility is held on 31 March each year.

It is an annual celebration of [transgender](#) and [gender diverse](#) people around the world, their stories and their achievements. Transgender Day of Visibility raises awareness about the discrimination that transgender and gender diverse people can face.

Transgender Day of Remembrance

Transgender Day of Remembrance (TDOR) is an annual observance on 20 November that honours the memory of the transgender people whose lives were lost in acts of anti-transgender violence.

Transgender Day of Remembrance (TDOR) was started in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honour the memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence since Rita Hester's death, and began an important tradition that has become the annual Transgender Day of Remembrance.

What is transgender?

Transgender – or trans for short – is an umbrella term for those whose gender differs from that which they were assigned at birth. This includes binary trans people (trans men and trans women) and non-binary trans people, who may use descriptors like gender-queer, bi-gender, a-gender, or gender-fluid (though not all non-binary people use trans as a descriptor – refer to A Gender Agenda's [gender diversity](#) pages for more information).

Trans people may express their gender in a variety of ways and that may vary in certain contexts and at certain times. Therefore, it is important to remember that there is no one way to 'be' trans as it can mean many different things to different people. Transition for some people may mean changing their name and choosing a pronoun that feels more appropriate – a process that is often referred to as 'social transition'. For others, transition may involve gender affirming medical treatments, such as hormones and surgical interventions – processes referred to as 'medical transition'. The Department has developed the [Gender Affirmation Policy](#) (GAP) and the [Gender Affirmation Guidelines](#) to support transgender and gender diverse staff in the workplace.

What is gender diversity?

Gender diversity is an umbrella term that is used to describe gender identities that demonstrate a diversity of expression beyond the binary framework. For many gender diverse people, the concept of *binary* gender – having to choose to express yourself as male or female – is constraining. Some people change from one gender to another, or do not have a gender identity at all. Others just want to be able to openly defy or challenge more normalised concepts of gender. For gender diverse people, their identity is about presenting something more outwardly authentic to the world, whether they understand themselves to be differently gendered, or have no gender at all.



Get in touch

-  Health Pride Network
-  Why Pronouns Matter course
-  Gender-inclusive terminology
-  Gender Affirmation Policy
-  Gender Affirmation Guidelines

What issues can transgender and gender diverse people face?

Many statistics show alarmingly high rates of depression, anxiety, and suicidality within the transgender community. Mental illness is often not associated directly with being transgender, but with the stigma and discrimination that transgender people face in daily life. These same statistics also show better mental health outcomes for those who are able to transition, as well as those who engage with transgender communities.

LGBTIQ+ Health Australia reports that:

- transgender people experience a higher rate of suicide attempts and are nearly eleven times more likely to attempt suicide than the general population;
- transgender people are twelve times more likely to have thoughts about suicide than the general population;
- transgender people experience high levels of psychological distress;
- transgender people are nearly twice as likely to be diagnosed or treated with a mental disorder and anxiety than lesbian and gay people, and nearly three times than the general population; and,
- transgender and gender diverse people are nearly four times more likely to have experienced sexual violence or coercion.

What about in the workplace?

The 2018 Australian Workplace Equality Index (AWEI) Employee Survey canvassed employees from around Australia on their organisation's LGBTQ+ inclusion efforts. The survey was conducted by Pride in Diversity, ACON's national not-for-profit employer support program for LGBTQ+ workplace inclusion. In 2018, it found:

- over 10% of transgender and gender diverse employees reported having been bullied in the past year;
- Almost one-third of gender diverse respondents are open about their identity at work, although one-quarter of respondents' gender identity is completely hidden;
- one in ten gender diverse respondents did not feel confident that their manager would address transphobic behaviour or bullying in their workplace;
- More than 13% of gender diverse employees experienced 'very high' or 'high' levels of anxiety during the recruitment processes; and,
- Only 55% of gender diverse employees in regional areas would recommend their current organisation as a place in which trans or gender diverse people could comfortably work, compared to 66% in the cities.

What can you do?

There are many ways that people can show solidarity with their transgender and gender diverse peers:

- Use people's chosen names and pronouns and refer to them as their identified gender. If you make a mistake, apologise.
- Respect your colleagues' privacy and confidentiality.
- Address any discriminatory and offensive jokes and comments immediately.
- Do not discuss your transgender colleague's gender affirmation, sexual orientation, medical treatments, or other personal information unless they bring up the topic themselves.
- Get involved in an event in your local community on Transgender Day of Visibility – see a list of events of the HPN Network events page.
- Display postcards and pronoun cards which are available around the department or by contacting Inclusion at [REDACTED]
- Incorporate your pronouns into your signature block - see example below.

[REDACTED] your chosen pronouns)
 Contact: [REDACTED] - [REDACTED]
 204 Branch 1, 1st Division
 Australian Government Department of Health and Aged Care
 Canberra, ACT 2601, Australia
 Australia

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.

Why do chosen names and pronouns matter?

Often, we interpret or "read" a person's gender based on their outward appearance and expression, and "assign" a pronoun. However, our reading may not be a correct interpretation of the person's gender.

Using a person's chosen name and desired pronouns is a form of mutual respect and basic courtesy. Everyone deserves to have their self-ascribed name and pronouns respected in the workplace.

What has the Health Pride Network and the Department done to ensure transgender and gender diverse staff are safe and supported in the workplace?

The Health Pride Network has worked with the Department to ensure transgender and gender diverse staff feel supported and included in the workplace. Examples of our collaboration include:

- The development of the [Gender Affirmation Policy](#) (GAP). The GAP supports the Department's goal to create an environment that empowers LGBTQIA+ people to bring their whole selves to work and that values their contributions, regardless of sex, sexual orientation or gender identity. The Policy is supported by the [Gender Affirmation Guidelines](#).
- The Department has a dedicated Inclusion team that is a point of contact for any transgender or gender diverse staff who need support. The Inclusion team will support any transgender staff transitioning in the workplace or support them with any issues they face, including addressing bullying and harassment. They can be contacted at [REDACTED]
- The Bullying and Harassment guidelines include specific reference and protection for sex and gender identity. Find out more [here](#). [REDACTED]
- The Department has also provided inclusive language guides for broader LGBTQIA+ inclusion and promotes the [AIDS Council of NSW \(ACON\) language guide for transgender and gender diverse inclusion](#) - this can be found [here](#).
- The Pride Network worked with the Department to ensure the Enterprise Agreement 2019-22 includes gender and sex neutral language, where possible.
- The Department Pride Network advocated to ensure sanitary bins are able to be accessed in male bathrooms.

The Pride Network has led the development of the Department's [LGBTQIA+ Action Plan](#), which includes a commitment to develop further guidance to support gender transition and gender affirmation in the workplace.

Learn more

The below information has been compiled from information members of the Health Pride Network have shared. This is not a complete list of resources, and we encourage you to continue your search for information should you need it. Similarly, we encourage you to send in any information you think might be useful here so we can share it with the rest of the Network

Here are some great resources for people who wish to learn more about what it means to be transgender:

- [A Gender Agenda](#)
- [Human Rights Campaign: Transgender and Non-Binary People FAQ](#)
- [Transgender Victoria](#)

Education and advocacy

- [Minus18](#) - Australia's youth driven network for LGBTQIA+ youth has a range of resources on [gender and gender identity](#).
- [Gender Spectrum](#) - helps to create gender sensitive and inclusive environments for all children and teens.
- [Transcend](#)
- Human Rights Campaign - [Transgender FAQ](#).
- ACON - [Transhub](#).
- National LGBTQIA+ Health Alliance - [Transgender Knowledge Hub](#).
- Canberra local advocate and educator, [Jenn](#) [REDACTED] with free posters you can download).

State and Territory Transgender and Gender Diverse Services

Australian Capital Territory	▪ A Gender Agenda ▪ Canberra Transgender Network
New South Wales	▪ The Gender Centre ▪ Twenty10 ▪ Seahorse Society of NSW ▪ Transgender Anti-Violence Project
Queensland	▪ Queensland Gender Centre ▪ Australian Transgender Support Association of Queensland ▪ Transbridge (Townsville-based)
Victoria	▪ Transgender Victoria ▪ Seahorse Club of Victoria
South Australia	▪ ShineSA ▪ Trans Health South Australia ▪ Carousel Club of SA
Western Australia	▪ TransFolk of WA ▪ Freedom Centre WA ▪ Living Proud - Gay and Lesbian Community Service WA
Northern Territory	▪ Rainbow Territory ▪ Northern Territory Government
Tasmania	▪ Tasmania Gender Service ▪ Working It Out

Media

Movies/Videos	▪ My Generation: Transgender in the Workplace - a 10 minute video that showcases transgender people in different jobs, talking about their experience in the workplace. ▪ ABC 3: What it's like being transgender - an 11-minute video with transgender children talking about their experiences. ▪ Watch Taz's story - Winner of SBS National Youth Week video competition, Taz Clay, 17, a young Indigenous brotherboy shares his difficult journey to affirming his gender and the importance of speaking out about gender identity ▪ The Whittington Family - Ryland's Story - a 7-minute video on parenting a transgender child. Now also a book! ▪ 52 Tuesdays - a film that explores transgender parenthood (available on SBS On Demand). ▪ Bathroom Rules ▪ 3 Generations ▪ The Crying Game
TV Shows	▪ Transblack - follows the day-to-day life of four Aboriginal and Torres Strait Islander transgender men and women. Available on ABC iView. ▪ First Day - It's Hannah Bradford's first year of high school. As a 12-year-old transgender girl, Hannah has to navigate the challenges that come with starting a new school and find the courage to live as her most authentic self. Available on ABC iView. ▪ Queer Eye. Available on Netflix. ▪ One Day at a Time. Available on Netflix. ▪ Tales of the City. Available on Netflix. ▪ The L Word: Generation Q. Available on Stan.
Music	▪ Kim Petras ▪ Simona Castriicum ▪ SCORIE ▪ Cavetown ▪ Against Me! ▪ G Flip ▪ Sam Smith ▪ Tash Sultana ▪ Demi Lovato
	▪ OJ, MC Jaxx in Transgenderes: Beyond Gender Lockdown

OFFICIAL

Strategic Priority		Lead	Team Members	2025 Status update
SP1: Enhance Connection				
A1	Develop and maintain a LGBTIQA+ mentoring program	[REDACTED]	HPN Exec	Complete - The Department has relaunched the Mentoring Program and HPN has been engaged in design. The program now includes fields to match LGBTIQA+ mentors and mentees. Discussions are ongoing on how to further specialise the program for LGBTIQA+ mentors and mentees. This work will continue into 2026.
A2	Establish a networking group for Transgender and Gender Diverse staff	[REDACTED]	[REDACTED]	Complete - [REDACTED] and [REDACTED] have established, and met with a new group of HPN Members focussed on improving supports for TGD staff at Health. At this early stage, this has included a scoping piece to better understand how Health can support its TGD staff, and what it is they are looking for. They are working through the administrative details of establishing a group, whilst considering safety and anonymity factors. This work will continue into 2026.
A3	Enhance activities across all regional offices to ensure inclusion across Australia - Continue to deliver a minimum of three all staff events during the year - Enhance informal staff networking and social opportunities within the Network	Events team and STOs	All events team All STOs [REDACTED] [REDACTED]	Complete - The events team and STOs continue to work together to develop events for each of our days of significance. This year, there was an active focus on spreading events out across the country, and focussing less on Canberra specific events. IDAHOBIT – a flagship event was held in Melbourne, with all other offices holding watch parties. - Wear it Purple Day – an all of staff educational trivia quiz was held. In addition, our flagship Big Purple Photoshoot and morning tea was held. The Canberra office organised the professional staff photographers, and the Secretary attended. - World Aids Day – an all of staff panel event was held, and STOs held a watch party to view. The Woden (ACT), Melbourne and Brisbane offices now regularly hold informal coffee catch ups to enhance social networking. Events work is BAU and will continue into 2026.

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](#).

IDAHOBIT 2025 event with [REDACTED] [SEC=OFFICIAL]

Organiser	☐ Internal Comms	Sent Wed 14/05/2025 2:34 PM
Time	Monday, 19 May 2025 11:00 AM-12:00 PM	
Location	Attend watch parties in your capital city office or watch online via Teams	
Response	☒ Accepted Change Response	

The Health Pride Network is holding a virtual event on Monday 19 May to celebrate [International Day Against Homophobia, Biphobia, Intersexphobia & Transphobia \(IDAHOBIT\) 2025](#). We will be joined by guest speaker [REDACTED] from the Human Rights Commission for a sit down chat.

Ruby has been researching and supporting trans and gender diverse employees in the workplace. The conversation will focus on:

- intersectionality and how we can work together to achieve equality goals
- how to help and influence those in power to make decisions that positively impact people
- how we prioritise LGBTQIA+ safety.

Details:
Date: Monday 19 May
Time: 11am to 12 pm AEST
Where: online via Teams or at a watch party. This event will be held from the Melbourne office.

Teams Link: [Join the meeting now](#)

Join us for IDAHOBIT 2025

1 min read

Dear colleagues,

As the Health Pride Network Champions, we'd like to invite you to the [International Day Against Homophobia, Biphobia, Intersexphobia & Transphobia \(IDAHOBIT\) 2025](#) event.

May 17 (IDAHOBIT) commemorates the World Health Organization's decision in 1990 to delist homosexuality as a mental illness. It is a day to celebrate and promote human rights and respect for those who identify as LGBTIQA+.

This year's theme 'Will you stand against discrimination?' empowers us to think about how we can prevent discrimination against those who identify as LGBTIQA+, for a more inclusive workplace and community.

Join us!

Join us for a sit-down chat with [redacted] from the Human Rights Commission. Ruby has been researching and supporting trans and gender diverse employees in the workplace. The conversation will focus on:

- intersectionality and how we can work together to achieve equality goals
- how to help and influence those in power to make decisions that positively impact people
- how we prioritise LGBTIQA+ safety.

Date: Monday 19 May
Time: 11am to 12 pm AEST
Where: online or at a watch party.
Invite: [Download the invite into your calendar.](#)

+ Add event



Online

Diversity and inclusion

IDAHOBIT 2025 event with Ruby

Mon, 19 May, 11:00 am

Attend watch parties in your capital city...

Our [Inclusion Framework 2025–30](#) demonstrates our commitment to a culturally safe accessible, inclusive and respectful workplace for all staff.

Regards,
[Health Pride Champions](#): Prof Tony [redacted] Matt [redacted] Dr Bridget [redacted] Chris [redacted]
and Karlie [redacted]

Pride Champions

s47E(c), s47F


Deputy Secretary


Chief Executive Officer


Chief Executive Officer


Executive Director


Karlie

About this page

Content owner

Pride Network

Published

14 May 2025

See all

STRATEGIC PRIORITY 2: Enhance Promotion and Visibility				
A4	Develop a LGBTQIA+ Women Strategy to increase visibility of LGBTQIA+ women and out role models	TBC	TBC	Progressing – A number of activities occurred during the first half of 2025. Work on the Women's Strategy was paused in mid-2025 due to key members moving to new positions. The Executive team are actively looking for a Network member to lead the charge and continue this work into 2026.
A5	Increase intersectionality work, and collaboration with all Health staff Networks.	Events team w/ inclusion	[REDACTED]	Complete - Inclusion hold quarterly intersectionality meetings across each of the staff networks. All Network members are welcome to attend. The Events Team continue to work to find intersectional opportunities to celebrate days of significance and promote diversity and inclusion within the Department. The Health Pride Network, the National Aboriginal and Torres Strait Islander Staff Network (NATSISN) and the HIV Policy section worked together to organise an all of staff event for World Aids Day, in December 2025. The HPN and the Neurodiversity Network are in discussions about a possible event for 2026, noting the high cross over of LGBTQIA+ and neurodiverse identifying cohorts. This is BAU and will continue into 2026.
A6	Promote diverse voices through Network-led events	Events team	Events team	Complete - The Events Team have worked to promote intersecting and diverse voices through Network led events. • IDAHOBIT – Melbourne research event. • Wear it Purple – educational trivia event, purple photoshoot and morning tea, across each STO. • World Aids Day – panel event co-lead with the National Aboriginal and Torres Strait Islander Staff Network (NATSISN) and the department's HIV policy section. Events work is BAU and will continue into 2026.
A7	Ongoing technology projects:	[REDACTED]	[REDACTED]	Complete - Now named the Collaboration team, [REDACTED] and the team have been busy modernising, streamlining and improving ways of working and collaborating.

Organiser ☐ Internal Comms

Time Thursday, 13 March 2025 12:30 PM-1:30 PM

Location [Scarborough Theatre in Canberra, at a state office viewing party, or online via teams.](#)

Response ☒ Accepted [Change Response](#)



Come and celebrate [International Women's Day](#) (IWD) 2025 with a panel event hosted by the Gender Equality Network. Reflect on why gender parity is important as we work to deliver our vision of 'better health and wellbeing for all Australians, now and for future generations'.

This year's IWD theme is March Forward: For all women and girls. It calls for action to unlock equal rights, power and opportunities for everyone. We also want to empower the next generation – youth, particularly young women and adolescent girls – as catalysts for lasting change.

Here at the department, we strive for gender equality now and in the future. We're proud to have women strongly represented in our Executive Committee, and at all levels across Health and Aged Care.

At our panel event, hear perspectives of our achievements made in progressing gender equality within the department and nationally.

Date: Thursday 13 March

Time: 12:30 to 1:30pm (AEDT).

Where: Scarborough Theatre in Canberra, at a state office viewing party, or online via teams.

Panellists include:

- Sonja
- Andrea
- Karlie
- Chris

Watch parties are being held simultaneously in state offices around Australia. Bring your lunch along. Snacks provided.

There will be an opportunity to ask questions in person, or online. We also encourage any questions to be sent ahead of the day to the GEN Network:

ABOUT LESBIAN VISIBILITY

Lesbian Visibility Day originated in the UK in 2008, with the aim to heighten the visibility of lesbian culture while celebrating diversity and self-identity. However, recognising the depth of prejudice and discrimination, it evolved into a week-long celebration and **Lesbian Visibility Week** was born in the last week of April 2020.

Cat [REDACTED] Chair of Trustees of UK LGBTQ+ support organisation Stonewall, last year wrote about *[The power of lesbian visibility](#)*:

"As a lesbian, I sometimes feel caught between visibility and invisibility. My decision to come out at work, which I first did in the 1990s, and be openly lesbian and embrace my authentic self, was at the time, and still is, an act of defiance against societal norms and expectations.

"I remember being asked questions like whether I was 'the husband' and I suspect many struggled to know quite what to make of me! Despite, being 'out', I didn't want my sexuality to totally define me – it is a fundamental part of me, but I have always preferred to be seen and judged on what I do and the person I am, as opposed to being 'the lesbian'.

"Being a visible lesbian and women leader ... is not just about being seen; it is about reclaiming space, challenging stereotypes, and advocating for LGBTQ+ rights. In a world that still, and increasingly, struggles with acceptance and equality for the LGBTQ+ community, visibility is a form of resistance and empowerment.

Being a visible lesbian means living openly and unapologetically as a lesbian woman. It means refusing to hide or downplay your identity for the comfort of others. It means being proud of who you are and celebrating your queerness in all its forms.

"One of the key reasons why visibility is important for me as a lesbian is therefore representation. Representation matters because it validates our existence, our experiences and our identities. When we see other lesbians and others from the LGBTQ+ community being visible and unapologetic, it sends a powerful message that we are not alone, that we are part of a vibrant and diverse community. Representation also challenges stereotypes and misconceptions about lesbians, showing the world that we come in all shapes, sizes, and colours."

CHALLENGING LESBIAN STEREOTYPES

You know the lesbian stereotypes we're talking about ... so please keep in mind the very many different 'types' of lesbians there are, and the way an individual's experience and personal way of being go far beyond the confines of most stereotypes.

Stereotypes are oversimplified beliefs or generalised ideas about a group of people. While they are a way to make sense of the world around us, they often distort reality and perpetuate bias. They might sometimes be based on partial truths but ignore the diversity and individuality within groups.

Stereotyping may have negative effects that include perpetuating social inequality, causing emotional harm and limited opportunities, and reinforcing cultural divisions. They affect individuals and communities. Stereotypes can shape policy decisions and contribute to systemic inequality. And then there's the effects of the frequent and universal stereotyping used in comedy.

While humour can be a force for good, it also has the potential to reinforce harmful stereotypes and perpetuate inequality. Jokes that rely on racist, sexist or homophobic tropes can normalise prejudice and marginalise vulnerable communities. It's essential for comedians and audiences alike to be mindful of the impact of humour and strive for comedy that punches up rather than down.

A few years ago, the LGBTQ+ news and content platform *[PinkNews](#)* published an article titled *[10 lesbian stereotypes we've all heard](#)*. As they pointed out, while a few of these stereotypes are bound to translate to some lesbians, you'd be a fool to think these can all be applied to someone just because of their sexuality. Think about the person you are or about a lesbian friend – how do these stereotypes fit you or them: all lesbians love sport; lesbians dress like boys; they were tomboys growing up; lesbians fancy all other women; lesbians hate men; there's always 'the man' in any lesbian relationship; they don't do hair removal; if they are *somehow* feminine, they'd be up for a threesome; lesbians love astrology; 'It's just a phase'.

Think twice before you fall into the stereotyping trap. Even if your intention is to be fond, funny or familiar, stereotypes can have much bigger, deeper and far-reaching consequences than you might imagine.

EMBRACE LESBIAN HISTORY & CREATE THE FUTURE

stereotypes and misconceptions about lesbians, showing the world that we come in all shapes, sizes, and colours."

Read the entire article here: [The power of lesbian visibility | Stonewall](#).



Cat [REDACTED] Chair of UK organisation Stonewall

In Australia, as internationally, lesbians are typically less visible within LGBTIQ+ employee networks. The intersections of gender and sexual orientation mean that LGBTIQ+ women are less represented in workplaces and there are few who are visible. This lack of visibility acts as a barrier to attracting more LGBTIQ+ women into an industry and stops people already there from feeling able to be 'out' at work.

As a lesbian or an ally, during Lesbian Visibility Week and any time you can, think how you can support lesbians in your life. You might like to:

- call out harmful stereotypes
- support lesbian-owned businesses
- educate yourself as an ally of the lesbian community
- share your own story and show your pride and solidarity with the lesbian community
- attend a lesbian event to support the community.

NEED SUPPORT?

[QLife](#) – highly experienced staff and volunteers Australia-wide will connect with you to explore what's going on in your life. [Webchat](#) or call 1800 184 527. Need inspiration? Watch the [QLives](#) video of elder lesbian Heather Morgan.

[Rainbow Door](#) – for Victorians who need an experienced LGBTIQ+ peer to help you navigate the system to access the supports you need. Contact from 10 am to 5 pm every day for SMS support: 0480 017 246, email: support@rainbowdoor.org.au or call 1800 729 367.

For urgent help:

CREATE THE FUTURE

You may know a proudly old-school lesbian – you may even be one – or you may know or be a much younger lesbian. Times have certainly changed, with attitudes, language, the law and the way we find out about and discover our sexuality always evolving.

Lesbians can identify in so many different ways. You can be a cisgender woman, a trans woman, or an intersex, non-binary identifying, gender non-conforming or asexual person who identifies as lesbian.

If you want to get in touch with the beginnings of our contemporary lesbian culture, watch 30-something US filmmaker and journalist Meghan [REDACTED] documentary short [Old Lesbians](#). Delving into the lives and stories of older lesbians, it's inspired by the [Old Lesbian Oral Herstory Project](#) (OLOHP). Also read: ["Old Lesbians": A Film Celebrating Inter-generational Queer Narratives - The Pink Times](#) and [Meet the Old Lesbians • GCN](#).

What does it mean to be lesbian in Australia in 2025? Check out the brilliant [The Lesbian Experience](#) episode of [OK Boomer, OK Zoomer](#) on ABC iView. Well-known Australian entertainer Julie [REDACTED] now 70, and YouTuber Lauren [REDACTED] 27, compare the stories of their very different lesbian lives. Filmed earlier this year, it's only 15 minutes long but it will make you think, learn, laugh and cry – they did!



Boomer Julie [REDACTED] and zoomer Lauren [REDACTED]

If you're interested in lesbians in entertainment, read the DIVA Magazine article [2024 was The Year Of The Lesbian: what does that mean for 2025?](#)

Population Health Seminar: Understanding sex and gender bias in the health system [SEC=OFFICIAL]

Sent Fri 18/07/2025 10:06 AM

Organiser [STAFF NOTICES](#)

Time Monday, 28 July 2025 12:30 PM-1:30 PM

Location [Microsoft Teams Meeting](#)

Response [✓ Accepted](#) [Change Response](#)



Dear colleagues,

I am pleased to invite you to the next Population Health seminar – ***Understanding sex and gender bias in the health system.***

Sex and gender bias in the health system refers to disparities in the quality of health care that individuals receive due to their sex and gender. While some health disparities can be attributed to biological differences, many arise from the medical evidence base, and structures within the health system. Experiences of sex and gender bias can have far-reaching impacts on the lives of women, girls and gender diverse people. This can include distrust of the health system, financial burden, and worse health outcomes due to delayed diagnosis and treatment.

In this seminar, Professor Gita [REDACTED] from the University of Queensland will set the scene by outlining the impacts of sex and gender bias in our health system. Key findings from the analysis of the #EndGenderBias survey will be shared. The survey was the first of its kind in Australia, asking women about their experiences of gender bias within the health system.

Dr Maggie [REDACTED] and Professor Jane [REDACTED] from Monash University will then present key findings from a review undertaken to inform strategies to address sex and gender bias in the health system. [REDACTED] will outline how the health system currently considers sex and gender, and what opportunities exist to address to improve the system.

Questions and discussion will follow the presentations.

Date: Monday 28 July 2025
Time: 12.30pm – 1.30pm (AEST)
Location: Microsoft Teams Webinar

Hope you can make it.

Regards,
Liz [REDACTED]
Deputy Secretary Primary and Community Care