

From: [REDACTED] Anthony
Sent: Monday, 24 November 2025 3:52 PM
To: [REDACTED]
Cc: [REDACTED]; [REDACTED]; IndigenousNetwork; [REDACTED]; [REDACTED]
Subject: Health Pride Network
RE: World Aids Day | Lead in to Panel Event [SEC=OFFICIAL]

OFFICIAL

Thanks [REDACTED]

Thanks for pulling this together and thanks to [REDACTED] for access to the invite!

All good from my perspective. Thanks for confirming additional arrangements.

Looking forward to Thursday 😊

Cheers
Anthony

Anthony [REDACTED] [he/him]
(Acting) First Assistant Secretary – [REDACTED]

***Supporting Flexible Work:** Please note - I am sending this email now because these working hours work for me. I don't expect that you will read, respond to, or action it outside of your normal business hours.*

E.A: [REDACTED]
E.O: [REDACTED] | [REDACTED]

[REDACTED]
Australian Government Department of Health, Disability and Ageing
M: [REDACTED] | T: [REDACTED] | E: [REDACTED]
Location: Yaradhang Building
PO Box 9848, Canberra ACT 2601, Australia

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OFFICIAL

From: [REDACTED]
Sent: Monday, 24 November 2025 1:34 PM
To: [REDACTED] Anthony
Cc: [REDACTED]
IndigenousNetwork [REDACTED]
[REDACTED] WAD [REDACTED] Health Pride Network
Subject: World Aids Day | Lead in to Panel Event [SEC=OFFICIAL]

OFFICIAL

Hi Anthony,

First and foremost, thank you so much for agreeing to chair the panel event this Thursday at 1PM. A lot of work has gone in the background from the Health Pride Network and the HIV Policy Team to organise a great and informative panel event and I personally can't wait to watch it.

██████ has organised a placeholder in your diary for the event and internal comms will be sending out the invite tomorrow.

I have put together a list of talking points that you can find here: [World AIDS Day - Panel talking points](#) – happy for you to suggest changes to this if there are any points you want to clarify. These talking points have been reviewed by the HIV Policy Team and we will also be sending these talking points to the panellists before the event.

The Internal Comms team have also asked for you to review the invite going out tomorrow - [DRAFT All staff invitation - World AIDS Day event hosted by Pride - 27 Nov 2025.docx](#) – as the chair of the panel, we are going to have the invite addressed from yourself.

Happy to have a chat about this if you would like, however I'm at the Pride in Diversity Pride in Practice conference tomorrow and Wednesday, so I will be less contactable but will find time if needed.

Thanks so much,

██████ (he/him)

Systems Strategy and Network Support Branch

Service Delivery Division | Ageing and Aged Care Group
Australian Government Department of Health, Disability & Ageing

T: ████████ | E: ████████
Location: 595 Collins Street, Melbourne VIC 3000
PO Box 9848 Melbourne VIC 3001

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OFFICIAL

Subject: World AIDS Day webinar hosted by the Pride Network
Location: Online via Teams

Start: Thu 27/11/2025 1:00 PM
End: Thu 27/11/2025 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organiser: STAFF NOTICES
Required Attendees: STAFF NOTICES; DL All Health Departmental
Optional Attendees: [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]



[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 [REDACTED] [REDACTED] (National Association of People With HIV Australia), [REDACTED] [REDACTED] (Positive Living Victoria) and [REDACTED] [REDACTED] (Deputy Co-Chair of the Health Pride Network).

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
- [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 [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



Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 425 392 661 031 37

Passcode: Wv3mU3Af

Dial in by phone

[REDACTED] Australia, Sydney

[Find a local number](#)

Phone conference ID: [REDACTED]

Join on a video conferencing device

Tenant key: [REDACTED]

Video ID: 136 855 518 5

[More info](#)

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

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[Privacy and security](#)

[REDACTED]

From: [REDACTED]
Sent: Wednesday, 18 June 2025 9:23 AM
To: [REDACTED]; Neurodiversity Network
Cc: [REDACTED]; Health Pride Network [REDACTED]
Subject: RE: Recruitment: the NDN needs you - express interest by 22nd May [SEC=OFFICIAL]

Thanks [REDACTED], hope you feel better soon.

From: [REDACTED]
Sent: Wednesday, 18 June 2025 8:43 AM
To: [REDACTED] Neurodiversity Network [REDACTED]
Cc: [REDACTED] Health Pride Network [REDACTED]
Subject: RE: Recruitment: the NDN needs you - express interest by 22nd May [SEC=OFFICIAL]

Morning all,

Apologies but I am unwell and offline today, so will need to reschedule our meeting. I'll reach out to help organise an alternate time once I am back online.

Thanks very much, looking forward to speaking soon.

Best
[REDACTED]

From: [REDACTED]
Sent: Monday, 2 June 2025 11:26 AM
To: [REDACTED] Neurodiversity Network [REDACTED]
Cc: [REDACTED] Health Pride Network [REDACTED]
Subject: RE: Recruitment: the NDN needs you - express interest by 22nd May [SEC=OFFICIAL]

Hi all

No problem at all – very happy to speak with [REDACTED] and the incoming representative whenever works best for you. I'm in the middle of moving at the moment so my availability is all over the place for the next couple of weeks. I'll have more time from 16 June onwards, if we could aim for then please!

Thanks 😊
[REDACTED]

From: [REDACTED]
Sent: Thursday, 22 May 2025 12:06 PM
To: Neurodiversity Network [REDACTED]
Cc: [REDACTED] Health Pride Network [REDACTED]
Subject: RE: Recruitment: the NDN needs you - express interest by 22nd May [SEC=OFFICIAL]

[REDACTED] that would be amazing!!!

[REDACTED], currently does the role and is stepping back to be support for a new person coming on.

██████████ – can you take on setting up this meeting??
I'll be in touch shortly with details of the new rep

Thanks

From: Neurodiversity Network ██████████
Sent: Thursday, 22 May 2025 9:38 AM
To: ██████████
Cc: ██████████, ██████████
Health Pride Network ██████████ Neurodiversity Network ██████████
Subject: RE: Recruitment: the NDN needs you - express interest by 22nd May [SEC=OFFICIAL]

Hi ██████████

Thank you for reaching out.

That would be lovely! Once we have our NSPF role organised, we will reach out to you. We would appreciate any advice offered.

Thanks!

Kind regards,
Neurodiversity Network Admin - ██████████



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From: ██████████
Sent: Wednesday, 21 May 2025 12:55 PM
To: Neurodiversity Network ██████████
Cc: Health Pride Network ██████████
Subject: RE: Recruitment: the NDN needs you - express interest by 22nd May [SEC=OFFICIAL]

Hi ██████████

I am the Pride Network's NSPF representative. When you have a volunteer on board for your NSPF role, I'd be happy to chat with them about how I approach the role and how we consult with our HPN members on the work. Let me know if that would be helpful.

Thanks!

██████████ (they/them)

Co-Chair – Health Pride Network

Australian Government Department of Health, Disability and Ageing

Location: Surry Hills, NSW.

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From: Neurodiversity Network [REDACTED]
Sent: Wednesday, 21 May 2025 12:00 PM
To: Neurodiversity Network [REDACTED]
Subject: Recruitment: the NDN needs you - express interest by 22nd May [SEC=OFFICIAL]

Good morning

We are recruiting for several positions. Many hands, makes light work and there are some great roles here that will allow you to pitch in and help make the Neurodiversity Network an impactful force. Positions we are looking for include:

- **Meeting coordinator** - this role is the heartbeat of the Network and you will be working closely with the executive team to support the functioning of the Network, role includes developing meeting agendas, taking minutes, following up actions. It's a team of three – who are super fabulous – and it means you won't be required to do it all.
- **Membership coordinator** – represent new members by ensuring they received their welcome email, their name is added to members lists and become a part of the so very lovely, inbox team
- **Policy and inputs** – in this role you will be asked to lead the collation of input from members, this might mean sending an email or following up on Teams. And if you feel comfortable, to occasionally review and add comments to input requests or policies. This role is versatile and can play to your strengths, likely one- two input requests every two weeks.
- **NSPF representative** – your role is to attend National Staff Participation Forum (NSPF) meetings and to advise the Network when Network feedback is requested or would be valuable. You will be supported by another team member who can cover you for some meetings and you will both become a part of the Policy, inputs and NSPF team.

Regards

[REDACTED] (she/her)
Assistant Director

Neurodiversity Network Deputy



Subject: NDN - NSPF Representative - Sharing experiences and understanding the NDN - NSPF Rep expectations [SEC=OFFICIAL]
Location: Microsoft Teams Meeting
Start: Mon 30/06/2025 3:00 PM
End: Mon 30/06/2025 3:30 PM
Recurrence: (none)
Meeting Status: Accepted
Organizer: [REDACTED]
Required Attendees: [REDACTED]

Hi all, I know this meeting is pushed out quite a way but this is the first available for all of us. Please let me know if this time doesn't suit.

Attendees	[REDACTED] – Current NSPF meeting rep [REDACTED] – Incoming NSPF meeting rep [REDACTED] – Pride Network's NSPF representative [REDACTED] – Neurodiversity Network Deputy supporting NSPF [REDACTED] – NDN intersectionality reps and NSPF for the Disability and Carers' Network.
Purpose / Topic	To share how we approach the role of NSPF representative and how we consult with other NDN members when required Share the NSPF communications flow and meeting schedule.
Outcome sought	A shared understanding of the expectations of the role of NDN NSPF representative.

[REDACTED] [REDACTED]

From: [REDACTED]
Sent: Wednesday, 29 October 2025 3:00 PM
To: [REDACTED] Gender Equality Network [REDACTED]
Cc: Health Pride Network
Subject: RE: Proposed meeting - all Networks technology and admin catchup [SEC=OFFICIAL]

OFFICIAL

Thank you for raising this [REDACTED] – I'll add it to the agenda.

This issue certainly sounds familiar at Fairbairn where I am, so other offices are probably similarly affected.

Kind regards
[REDACTED]

OFFICIAL

From: [REDACTED]
Sent: Wednesday, 29 October 2025 2:52 PM
To: [REDACTED], Gabriella [REDACTED] Gender Equality Network
[REDACTED]
Cc: Health Pride Network [REDACTED]
Subject: RE: Proposed meeting - all Networks technology and admin catchup [SEC=OFFICIAL]

OFFICIAL

Hi [REDACTED]

Awesome! Glad to hear we are on the same page.

I also wanted to flag an item we'll raise under "Other Business" at Friday's meeting. We're currently troubleshooting an issue around the use of personal laptops to run events in the kitchen space at the STO offices. For some of our STO reps, it's not feasible to be without their laptops for the hour or so that an event or screening runs.

We're reluctant to shift these events into meeting rooms with full VC setups, as we want to keep them accessible to all STO staff and foster a sense of community. Unfortunately, IT hasn't been able to offer a workable solution so far.

We'd love to connect with other networks to explore potential workarounds, or even collectively advocate for a solution.

Looking forward to the discussion.

Regards,

[REDACTED]

[REDACTED] (she/her)

GEN Secretariat



[REDACTED]

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OFFICIAL

From: [REDACTED]
Sent: Wednesday, 29 October 2025 2:35 PM
To: [REDACTED]; Gender Equality Network
[REDACTED]
[REDACTED]
Cc: Health Pride Network [REDACTED]
Subject: RE: Proposed meeting - all Networks technology and admin catchup [SEC=OFFICIAL]

OFFICIAL

Hi [REDACTED]

Thanks for your reply! All good – sounds like we are indeed on the same page and nothing further to discuss at this stage.

For further context – Inclusion has already been in touch with HPN foreshadowing the decommissioning of Qualtrics. A little while ago we also flagged with Inclusion a few concerns about MS Forms that we'll need to resolve to ensure the program is appropriate for hosting a HPN sign up form.

Kind regards

[REDACTED]

OFFICIAL

From: [REDACTED]
Sent: Wednesday, 29 October 2025 2:20 PM
To: [REDACTED] Gender Equality Network
[REDACTED]
[REDACTED]
Cc: Health Pride Network [REDACTED]
Subject: RE: Proposed meeting - all Networks technology and admin catchup [SEC=OFFICIAL]

OFFICIAL

Hi [REDACTED]

Thanks for reaching out.

Our understanding is that Inclusion was planning to take on responsibility for managing the sign-up forms following the decommissioning of Qualtrics. As a result, GEN hasn't progressed any work on a new form itself. That said, we've started considering some updates to the wording in the automatic sign-up email. However, we're holding off on any implementation until we have more clarity on what the new platform will look like.

[REDACTED] - do you have any updates or insights on this?

Happy to jump on a Teams call if that's helpful, [REDACTED] though at this stage I don't think GEN has much to contribute on the form side just yet.

Regards

[REDACTED] (she/her)

Single Assessment System Branch

Access and Home Support Division | Ageing and Aged Care Group
Australian Government, Department of Health, Ageing and Disability

Location: Level 7, Yaradhang Building
GPO Box 9848, Canberra ACT 2601, Australia

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From: [REDACTED]
Sent: Wednesday, 29 October 2025 2:03 PM
To: Gender Equality Network [REDACTED]
Cc: Health Pride Network [REDACTED]
Subject: RE: Proposed meeting - all Networks technology and admin catchup [SEC=OFFICIAL]

OFFICIAL

Hi [REDACTED] and [REDACTED]

I've heard that GEN may be working on a new MS Forms-based member sign up form, in anticipation of the move away from Qualtrics. I have also been tinkering in power automate for a little while now, trying to customise a MS Form that would work for HPN. Our main concern at this stage (aside from privacy) is the ability to automate emails that contain meaningful content.

I was wondering what progress GEN has made at your end? I thought it might be sensible to be on the same page before Friday's all-networks meeting. Feel free to give me a call if that's easier for you. :)

Kind regards

OFFICIAL

From: Gender Equality Network [REDACTED]
Sent: Thursday, 23 October 2025 4:09 PM
To: [REDACTED]
Cc: Gender Equality Network [REDACTED]
Subject: RE: Proposed meeting - all Networks technology and admin catchup [SEC=OFFICIAL]

OFFICIAL

Afternoon [REDACTED]

Thank you for sending this through. Our GEN Co-Chair [REDACTED] and member of our Secretariat team [REDACTED] have put their hands up as enthusiastic representatives.

Kind regards,

[REDACTED] (she/her)
GEN Secretariat

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From: [REDACTED]
Sent: Wednesday, 22 October 2025 9:44 AM
To: DCN Committee [REDACTED] IndigenousNetwork
[REDACTED] Gender Equality Network
[REDACTED] Neurodiversity Network [REDACTED]
CALDNetwork [REDACTED]
Cc: Health Pride Network [REDACTED]
Subject: Proposed meeting - all Networks technology and admin catchup [SEC=OFFICIAL]

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Good afternoon Staff Network colleagues

As discussed during the Intersectionality Meeting on Monday, it would be great to organise a meeting with 1-2 representatives from each network to further discuss our current processes and challenges relating to technology and network admin in each network.

If all networks could **let me know your representatives by COB this Friday 24 October**, I'll send out an invite early next week. It would be great to meet sometime within the next month or so. Representatives can be exec, secretariat or another committee member with an interest in the issue.

I have noted a few possible discussion items for the meeting – please let me know if you have anything else you'd like to add or different views.

- Sharepoint sites (including Copilot access)
- Membership management
 - Membership records
 - Sign-up forms
 - Exit forms
- Communicating with the network/committee
 - Distribution lists
 - Teams chats
 - Teams channels
- Filing documents
 - Content manager (formerly TRIM)
 - Sharepoint

In the meantime, I'm happy to chat if you have any questions. I'm ok with emails, phone calls and teams messages.

Kind regards

HPN Co-Deputy Chair

(she/her)
| Commercial law
Dispute Resolution, Compliance and Commercial Branch

Regulatory Legal Services Division | Health Products Regulation Group
Australian Government Department of Health, Disability and Ageing

This email comes to you from Ngunnawal Country.
Location: 27 Scherger Drive, Canberra Airport
PO Box 100, Woden ACT 2606, Australia

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Subject: Staff networks: Tech and admin meeting
Location: Microsoft Teams Meeting
Start: Fri 31/10/2025 3:00 PM
End: Fri 31/10/2025 3:50 PM
Recurrence: (none)
Meeting Status: Meeting organiser
Organiser: [REDACTED]
Required Attendees: [REDACTED]
Optional Attendees: [REDACTED]
Categories: Green

Good afternoon Network colleagues

Looking forward to catching up at **3 pm this Friday 31 October 2025** to discuss our networks' current use of technology and admin processes, particularly focussing on our key challenges. I have selected this time because, amazingly, everybody appears to be available according to outlook scheduling assistant. Please let me know if this time is not suitable.

To prepare for the meeting, it would be great if everybody could **review** and **complete your network's row** in this table overview of technology used by each network: [📄 Summary table - Networks current tech and admin processes Oct 2025.docx](#). Feel free to add additional columns for anything I may have omitted.

I have also written a **draft agenda**: [Agenda - Networks tech and admin meeting 31.10.25](#). Let me know if you have any suggestions or additions to the agenda – I'm keen to make sure every network has a chance to raise the key issues concerning them.

Kind regards

[REDACTED]
HPN Co-Deputy Chair

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 487 812 753 597 3

Passcode: Nf7Ue9kQ

Dial in by phone

[REDACTED] Australia, Sydney

[Find a local number](#)

Phone conference ID: [REDACTED]

Join on a video conferencing device

Tenant key: [REDACTED]

Video ID: 138 107 655 9

[More info](#)

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

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Draft Agenda – Networks tech and admin meeting 31 October 2025

1. Introductions and housekeeping – 5 mins [REDACTED]
2. Discussion about current challenges – 30 mins (**All**)
 - a. Member sign-up forms
 - i. Move from Qualtrics to MS Forms
 - ii. Exit forms
 - b. Community and private SharePoint sites
 - i. Copilot access
 - ii. Filing sensitive documents – in Content Manager (formerly TRIM) and elsewhere
 - c. Communicating with networks and committees
 - i. Distribution lists
 - ii. Teams chats
 - iii. Teams channels
 - d. Virtual events at STOs
 - i. Networks hosting virtual events/screenings in kitchens require one of the reps to be without their laptop for that time, which is not always feasible
 - e. Other business?
3. Wrap up and next steps – 5 mins (**All**)

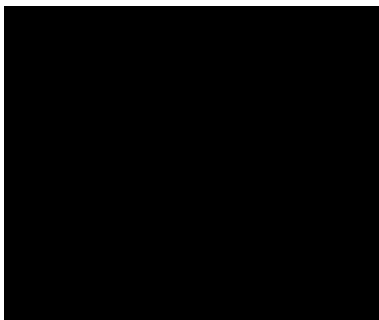
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Notes

Present

-
-
-
-
-
-



- o Setting up a cross department community of practice

Notes

Qualtrics forms

1. 31 December was confirmed by inclusion
2. Manual adding to spreadsheets would be great
3. We will share our progress with inclusion
4. Benefit of keeping forms consistent between networks

Sharepoint

1. GEN – lapse in admin support, SP out of date. Admin required to maintain a site that nobody uses or looks at
2. NDN – large turnover in staff members and changes in capacity. Lots of duplicates. Not clear processes on how to save things. New network – wanting to build up the site. All staff access vs committee only vs working groups only. Planning on a revamp over dec-jan.
3. DCN – limited capacity is an issue. Internal - Revamped folder, but people not always saving. Considering a SOP - to include in welcome email for specific roles. INtranet page – out of date, but no specific person. No community site.
Challenges coming together as a cohesive committee, organising for variations in capacity and fluctuating policy work.
4. CALD – same

GEN has so many things – onenote, planner, sharepoint,

- concern that terms of reference, everything goes in the onenote instead of on the sharepoint
- have you tried embedding those different products in a committee homepage?

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- HPN ran a feedback survey

GEN – everything is in one sharepoint that is committee only

What happens if all of the senior people are away? Nobody would know what needs to be actioned.

- GEN uses planner to track action items. Always reminding people to use it. Should be hyperlined to relevant files
- HPN – approx 90. Considering approaches.
- NDN – approx 60. Considering approaches due to engagement. Most things happen only in exec due to so many committee members. Note – some working group members are NOT committee members.
- DCN – bringing in people with specific interests for specific events. Looking to revise terms of reference. 16 + 14 general members. DCN looking to working groups that include people from outside the committee for future working groups after december.
 - o 3 december international day of people w disability.
- CALD – 12 committee members. [REDACTED] and [REDACTED] do most, newsletter team is active. STO members only join when doing something in their STO.
- Subject matter experts – part of the community, but not committing anything as a committee member. Possible term? Separate arm – not heirarchial role. Committee general members/adjacent

STOs

- To present in the kitchen, need to use a laptop
- Some reps need an hour
- Champions have not been able to help
- won't provide non=assigned laptops
- not full video conferencing – it is plugged into the tv
- Nat on the committee has had the issue
- Possibly cast from phone to tv?
- Barriers to kitchen use – accessibility

Next steps

- MS forms
- NWOW consultation

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To: Health Pride Champions - Bridget [REDACTED], Chris [REDACTED], Karlie [REDACTED], Miriam [REDACTED], Matt [REDACTED], and Tony [REDACTED]

From: Health Pride Network (Network) Co-Chairs – [REDACTED] and [REDACTED]

Purpose:

To provide Health Pride Champions an update on LGBTIQ+ inclusion initiatives across the department in 2025.

Issues:

1. The Network's 2024-2026 Action Plan commits to providing you with an annual report on its activities to improve accountability for LGBTIQ+ inclusion work across the Department.
2. This report covers activities undertaken by both the HPN and the Department's Inclusion team from January - December 2025.
3. The full tracking against the Network's Action Plan is provided at **Attachment A**.

Update on 2025 Network Activities:

- 2025 was a busy year for the Network and we are incredibly proud of the outputs of the committee.
- The department achieved Gold status for the second year running in the 2024 Australian Workplace Equality Index (AWEI). We are aiming for Gold in the 2025 AWEI results.
- The Network received two internal awards this year:
 - The *Celebrating Inclusion and Diversity* team award, awarded as part of the 2025 Secretary's Awards. This award was presented to the HPN Executive team and reflects the work that the whole Network undertakes to promote inclusion and diversity.
 - The *Stronger Together* award, awarded as part of the 2025 Intersectionality Awards, which reflects the Network's commitment to collaborative efforts across the department.
- The Network has sustained membership at close to 1,000 members, as at December 2025. The HPN remains the largest staff network in the Department.
- We have made several changes to the executive team, with [REDACTED] leaving the executive team. Whilst we are sad to no longer have [REDACTED] in the executive team, she continues to provide guidance and assistance across a number of other areas. Other changes to our executive team, included:
 - [REDACTED] joined [REDACTED] as co-chair.
 - [REDACTED] and [REDACTED] moved into deputy co-chair roles, joining [REDACTED]
 - [REDACTED] joined [REDACTED] in the Secretariat role.

We have broken down achievements and activities under the following headings:

- Days of Significance
 - Administration and Policy
 - Events, Networking and Training
-

Days of Significance

- The Network has worked closely with many areas within the Department to acknowledge and celebrate several LGBTIQ+ Days of Significance this year.
- Days of significance are an important facet of the Network's efforts to raise visibility and awareness of various issues and challenges still facing the LGBTIQ+ community.
- These celebrations provide the Network with an opportunity to celebrate key milestones and raise funds for charities and initiatives that support the LGBTIQ+ community.
 - In 2025, we raised a total of \$483 for the Wear It Purple Day not for profit.
- **International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT)**
 - On 19 May 2025, Health Pride Committee Deputy Co-Chair [REDACTED] [REDACTED] hosted [REDACTED] [REDACTED] from the Human Rights Commission, in the Melbourne Office.
 - This event was a discussion focussed on intersectionality, how to influence those in power to make decisions that benefit all, and what contemporary research says about the safety of LGBTIQ+ people.
 - The event was broadcast virtually and marked the first HPN event hosted outside of Canberra, with 800 people attending the event.
 - Watch parties for this IDAHOBIT event were held in the Yaradhang, Adelaide, Brisbane, Perth and Hobart offices.
- **Wear it Purple Day**
 - The Network celebrated Wear it Purple Day with events across the country, with more than 200 staff attending 10 events.
 - In Canberra, we hosted the Big Purple Photoshoot at the Yaradhang office. In attendance was Blair [REDACTED], deputy secretaries, and many of our Champions.
 - In our state and territory offices, afternoon teas were held in the Melbourne, Adelaide, Hobart, Perth and Fairbairn offices.
 - The Network held a virtual quiz to ensure that remote staff were able to engage with the festivities. The quiz celebrated and raised awareness of historical LGBTIQ+ allies. The quiz was attended by 300 staff and was a success.
- **World Aids Day**
 - The Network celebrated World Aids Day in 2025 with a virtual panel event, which was very well received and attended by 312 people.
 - The panellists included HIV advocates and community leaders who spoke on the challenges, and joys, of HIV+ folk in Australia.
 - The event was chaired by Anthony [REDACTED] who is one of the Department's National Aboriginal and Torres Strait Islander Staff Network champions.

Administration and Policy

- **Australian Workplace Equality Index (AWEI) Employee Survey**
 - We co-lead the Department's 2024 AWEI submission, in collaboration with the Inclusion section. The submission was finalised in February 2025.
 - In May 2025, Pride in Diversity announced that we had achieved Gold status for the second year in a row. We received 111 out of 120 in the 202 submission. This was an improvement on 2023 submission.
 - The team are currently working on the 2025 submission, which is due to Pride in Diversity in February 2026.
 - 1,273 of our employees took part in the AWEI survey, which reflects an 18.2% participation rate. The AWEI survey builds our evidence base to capture insights into the

lived experiences of LGBTIQ+ employees at Health. Using this data, we are able to better position our supports, training and responses available at Health.

- **Secretary meeting**

- In March, the HPN Executive team met with the Secretary, Blair [REDACTED] the Chief Operating Officer, Charles [REDACTED] and Champion, Tony [REDACTED], to discuss concerns raised by the Health Pride community on impacts local and international rhetoric was having on trans and gender diverse staff.
- The meeting was constructive and positive, with a clear commitment from the Secretary to support all staff, including our trans and gender diverse staff.
- The Secretary acknowledged our efforts to foster an inclusive workplace and reinforced his view that diversity and inclusion are shared responsibilities across all leadership levels.
- Following the meeting, the Secretary reinforced his commitment to inclusion and diversity in the Team Health Message of 28 March.

- **Trans and Gender Diverse working groups**

- In 2025, we identified that our trans and gender diverse staff cohort are experiencing stressors, and social and professional pressures at a far greater rate than other staff.
- In response, we have established a Trans and Gender Diverse working group to better understand how the Department can better support this cohort.
- In 2026, we hope to solidify this working group, and better conceptualise how to better support our trans and gender diverse staff.

- **State Office Representation and Portfolio Agencies**

- In 2025, the HPN executive made a conscious effort to ensure that our state and territory office representatives were brought into event planning early, and often.
- We saw a range of locally designed events held across staff offices, which were important additions to our social calendar that let state and territory offices hold events that considered specific office requirements and staff attendance rates
- In addition, in 2025 we were successful in enabling access to our Network Sharepoint for all portfolio agencies. This was a successful step in ensuring that our portfolio agency colleagues can interact, participate and join with the Network.

- **Collaboration with other staff Networks**

- In 2025, the Network continued to collaborate with many of the other staff networks in the Department. Highlights of our intersectionality work include:
 - Sharing lessons learnt from migrating our Network sign-up process from the Qualtrics platform to Microsoft Forms.
 - Assisting both the Gender Equality Network and Disability and Carers Network in responding to staff concerns and queries.
 - Sharing secretariat procedures and committee lessons learnt with the Neurodiversity Network.

- **Allyship Working Group**

- The purpose of the Allyship Project is to increase the number of active allies across the Department to promote diversity and inclusion and ensure a safe, respectful and inclusive workplace for all staff.
- The Allyship working group met multiple times this year and established a workplan for their work.

- The team were instrumental in developing the abstract for the Pride in Practice Conference session on active allyship and leadership in the public service.
- **National Staff Participation Forum**
 - The Health Pride Network continues to be represented at the NSPF by both Dr [REDACTED] and [REDACTED].
 - Throughout 2025, the Network was consulted and provided advice on a wide range of policies impacting all staff. Consultations on restructures, the New Ways of Working process and a range of policies, including Bullying and Harassment, Family & Domestic Violence and Sexual Violence were advised on.
 - Of note, Networks were asked to provide naming suggestions for two new meeting rooms across Brisbane and Paramatta Offices. The Network was successful with the following names
 - Oxford Street – Paramatta
 - Pride Room – Brisbane.
- **Inclusion Framework**
 - On 31 December 2024, the department's Lesbian, Gay, Bisexual, Transgender and Intersex Action Plan expired.
 - In early 2024, the new Inclusion Framework and associated Action Plan came into effect. The Inclusion Framework captures all staff network diversity cohorts.
 - The Network was consulted on this item, though we had advised that we felt both documents did not appropriately capture, reflect or support LGBTIQ+ staff.
 - We spoke with a range of other APS agencies who advised their corporate areas were also taking similar approaches to inclusion.
 - The Network remains committed to ensuring that LGBTIQ+ inclusion remains core to the Department's position as an attractive employer. The Executive team will continue to advocate for this with Inclusion.

Events, Networking and Training

- **External Events**
 - As part of the Network's commitment to driving inclusion efforts across the public sector and beyond, we participated in several external community and corporate events, including:
 - The Network participated in Canberra's annual SpringOut Pride Festival Fair Day in November 2025 as part of an APS Pride stall, alongside 11 other APS agencies and departments.
 - The Network, for the second year in a row, had a presence at the Western Australian PrideFEST 2025.
 - In November 2025, [REDACTED] and [REDACTED] attended the Pride in Diversity Pride in Practice Conference. We were joined by both [REDACTED] and [REDACTED] to participate on a panel discussion with [REDACTED]. This Conference is Australia's leading national event dedicated to LGBTQ+ workplace inclusion. Each year, it brings together over 900 delegates from across the country to connect, learn, and shape the future of inclusion in workplaces nationwide.
- **Training**
 - As part of the Network's commitment to strengthening and supporting staff development in areas of LGBTIQ+ inclusion, we continued to champion and advocate for staff education and training.

- In 2025, the Department provided the following training to staff:
 - *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.
 - *LGBTQ Inclusive Language Considerations* in June and December with a total of 41 attendees.
 - *Transgender and Gender Diverse Awareness* in November with a total of 10 attendees.
- **External Leadership and Advocacy**
 - Through the Allyship Working Group, the Department submitted a successful abstract to the Pride in Practice Conference on *Demonstrating Inclusive Allyship and Leadership within the Public Sector*. On Wednesday 26 November, [REDACTED], [REDACTED] and [REDACTED] presented to the Pride in Practice Conference. The presentation included a pre-recorded video from [REDACTED].
 - This is the first time the Department has presented at the Pride in Practice conference, marking a significant milestone for the Department. Thank you to all Champions who supported this piece of work.

What's next?

- The Network is keen to focus on the following areas in the coming year, in addition to BAU:
 - We plan to complete the work that has been undertaken over the past year to develop a Committee Guide, which will assist in ensuring our committee has clearly defined roles, expectations and succession plans.
 - We are excited to continue to advance work to support trans and gender diverse staff, building off the momentum of the trans and gender diverse working group that was started in 2025.
 - We plan to assist in ensuring our colleagues in the Australian Centre for Disease Control remain included in Network activities.
 - We plan to continue to refine how we run events, to reduce the demands on our staff and improve our long-term planning.
 - We will develop a new Work Plan for calendar years 2026 and 2027, to replace the version that has just lapsed. We will utilise our existing relationship with Pride in Diversity to navigate this large piece of work.

What can you do as Health Pride Champions in 2026?

- We look forward to working with you across 2026 to continue to progress LGBTIQ+ inclusion initiatives. If there is any project that you are particularly interested in or want to champion, or you think is missing, please let us know.
- Items for your consideration into the new year:
 - Register as a mentor on the department's mentoring program when it opens again in 2026.
 - Promote yourself as a HPN Champion. Your visibility as a safe space for LGBTIQ+ staff is important.
 - Continue to share Network communications with your staff. By forwarding on the regular Sharing the Pride, for example, you demonstrate to staff your commitment and involvement in the Network. Don't assume staff know about this!
 - Drive awareness of LGBTIQ+ initiatives among your SES cohort and encourage them to attend Network all staff events. We know that SES attendance at events is an important opportunity for staff to see their senior executives showing their allyship.

- Attend executive leadership conferences, meetings and communities of practice. An example of these is the Executive LGBTQ+ Allies Forum, hosted by Pride in Diversity, which you can attend in your capacity as a HPN Champion. Champions that have attended these forums have found them to be useful and highly applicable to the work you undertake.
- Let us know if there's something else you would like to champion or think you can help us navigate.

Recommendation

That you NOTE the above.

Noted / Not Noted

██████████ and ██████████
Health Pride Network - Chairs
23 December 2025

Copy to:
Inclusion team

Attachments:

Attachment A: HPN Action Plan Tracker 1 January 2025 – 31 December 2025

Attachment B: HPN Action Plan Tracker 1 January 2024 – 31 December 2024 (previous)



OFFICIAL

Attachment A

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	██████	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	██████ ██████	██████ ██████	Complete - ██████ and ██████ 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 ████████████████████ ██████	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	██████████ ██████████ ██████████	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: Automate membership processes	██████████ ██████████	██████████ ██████████	Complete - Now named the Collaboration team, ██████████ and the team have been busy modernising, streamlining and improving ways of working and collaborating. Development of a whole of network channel for direct communication.

	Continue to enhance and maintain the Network's Sharepoint page Automate days of significance boosting of Sharepoint pages / content calendar			- 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 LGBTIQ+ 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 LGBTIQ+ 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 LGBTIQ+ 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 LGBTIQ+ inclusive	██████	██████████	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 LGBTIQ+ 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.

Attachment B

Health Pride Network Action Plan: 1 January 2024 through 31 December 2024

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

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	2024 Status update
SP1: Enhance Connection				
A1	Develop and maintain a LGBTIQ+ mentoring program	TBC	[REDACTED] [REDACTED]	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 2025.
A2	Establish a networking group for Transgender and Gender Diverse staff	[REDACTED] [REDACTED]	[REDACTED] [REDACTED]	Underway - [REDACTED] and [REDACTED] have met multiple times to progress this work and have presented to both the Network executive and to the Committee at monthly meetings. They are working through the administrative details of establishing a group, whilst considering safety and anonymity factors. This work will continue into 2025.
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. - IDAHOBIT – an all of staff panel event was held, and STOs held watch parties to view. - Wear it Purple Day – an all of staff panel event was held. A big purple morning tea was held, STOs held morning teas at the same time to celebrate in unison. - 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 2025.
STRATEGIC PRIORITY 2: Enhance Promotion and Visibility				
A4	Develop a LGBTIQ+ Women Strategy to increase visibility of LGBTIQ+ women and out role models	TBC	[REDACTED] (GEN) [REDACTED] (GEN) [REDACTED] [REDACTED]	Paused - Work on the Women's Strategy has stalled in 2024 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 2025.
A5	Increase intersectionality work, and collaboration with all Health staff Networks.	Events team w/ inclusion	[REDACTED] [REDACTED]	Complete - Inclusion held a number of intersection meetings across each of the staff networks. 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 2024. This is BAU and will continue into 2025.
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 – panel event.

				- Wear it Purple and 10 Year celebration – panel 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 2025.
A7	Ongoing technology projects: Automate membership processes Continue to enhance and maintain the Network's Sharepoint page Automate days of significance boosting of Sharepoint pages / content calendar			Complete - Now named the Collaboration team and the team have been busy modernising, streamlining and improving ways of working and collaborating. - 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 2025.
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			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. Interactions with Sharing the Pride are increasing, with November/December 219 page views. This is BAU and will continue into 2025.

	pages/content on days of significance etc			
A9	Lead the campaign and planning for an APS Pride float at Mardi Gras		With Prime Minister & Cabinet	Paused - and the Network Executive team met with PM&C in June 2024 to discuss the opportunity for a whole of APS Pride Float at Mardi Gras 2025. Work on this has paused due to lack of resourcing at the PM& end, though we hope to make it to Mardi Gras 2026.
A10	Develop and submit advanced AWEI submission			Complete - Earlier in the year, the Department was awarded Gold for the first time. The team are currently working on the Advanced Submission for 2024. This is BAU and will continue into 2025.
STRATEGIC PRIORITY 3: Uplift Staff Capability				
A11	Continue to deliver LGBTIQ+ training across all levels			Complete - 23 May, Pride in Diversity LGBTQ Awareness and Empowering Allies session, with 18 attendees. - 12 June, Pride in Diversity Inclusive Management session with 18 attendees. - 27 August, Pride in Diversity LGBTQ Awareness and Empowering Allies session, with 52 attendees. - 29 August, Pride in Diversity Inclusive Management session with 41 attendees. - 20 November, Pride in Diversity Transgender and Gender Diverse Awareness session, with 37 attendees. - This is BAU and will continue into 2025.

A12	Uplift SES capability on LGBTIQ+ inclusion within Health through dedicated training sessions	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 LGBTIQ+ Inclusion. Possible SES planning day D&I session.
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. This work will progress into 2025.
A14	Continue to advocate through the National Staff Participation Forum for policies to be LGBTIQ+ inclusive			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 2025.
STRATEGIC PRIORITY 4: Build a sustainable Pride Network				
A15	Continue to provide advice on policies affecting LGBTIQ+ 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 bathroom signage, inclusive language practices and on sexual health language policies. This is BAU and will continue into 2025.
A16	Develop a HPN Committee Guide to enhance business continuity		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 2025.



From: [REDACTED]
Sent: Tuesday, 23 December 2025 10:54 AM
To: [REDACTED] Miriam; [REDACTED] Bridget; [REDACTED], Chris; [REDACTED], Karlie; [REDACTED], Matthew; [REDACTED] Tony
Cc: Health Pride Network; [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]; [REDACTED], Matthew
Subject: For noting - HPN - Annual Champions Report 2025
Attachments: HPN - Champions Annual Report 2025 FINAL.docx

Dear Health Pride Network Champions

For noting: 2025 HPN Annual Report - at your earliest convenience.

Please find attached the 2025 HPN Annual Report, for your noting please. I trust this document will provide you with a comprehensive overview of the HPN's work in 2025, and provide you with an outline of our key priority areas for the new year. In particular, I'd like to draw your attention to the section outlining what you can do as HPN Champions. We note this report is quite long, and intentionally so to meet the requirements of our 2025 Australian Workplace Equality Index submission.

On behalf of us all, I would like to thank you again for Championing the Health Pride Network, and for advocating for an inclusive workplace here at Health. This year, we instituted quarterly catch-ups with you, which have been extremely helpful in allowing us to get to know each of you, better understand your priorities and how you would like to support the Network.

We are so grateful to have a cohort of active, engaged and enthusiastic Champions to support us. Thank you for everything you've done to support us and the Network this year – we really appreciate it. Looking forward to doing bigger and better things with you in 2026.

Thank you again. Have a safe and happy holiday break.

Best

[REDACTED]

[REDACTED] (they/them)

Co-Chair – Health Pride Network

Australian Government Department of Health, Disability and Ageing

Location: 595 Collins Street, Vic

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

