



OFFICIAL

From: [REDACTED]
Sent: Wednesday, 3 September 2025 1:44 PM
To: Health Pride Network
Subject: EOI for Pride in Practice Conference [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Flagged

OFFICIAL

Hi Pride Exec,

Please see below my EOI for the November conference:

I am expressing my interest in attending the November Pride in Practice conference.

In August, I started as Health Pride Network (HPN) Co-Chair. Conference attendance would be a fantastic opportunity to further explore the whole LGBTQIA+ community, including issues such as intersectionality. This exposure will support me to be more strategic and better represent the community and department as HPN Co-Chair.

The conference will provide an opportunity for me to learn from and network with other organisations, including other pride networks. My learnings will be put to good use for the HPN and across my other professional relationships. This includes contributing to continuous improvement and lasting impact for the department such as our goal to become a Platinum Tier organisation and to drive new programs.

I intend to be an excellent representative for both the HPN and the department at this event. This I will do through sharing my learnings and experiences back not only into the HPN, but also in my role generally. The watch on demand function provided by conference organisers will assist with this goal.

My supervisor has approved attendance at the conference. As I am based in Melbourne, there will be no expenses associated with attendance.

Thanks,

[REDACTED] (he/him)

Systems Strategy and Network Support Branch

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

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

The Department of Health & Aged Care 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.



OFFICIAL

From: Health Pride Network [REDACTED]
Sent: Friday, 22 August 2025 6:34 PM
To: DL Health Pride Network Committee [REDACTED]
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] [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] [REDACTED] as incoming **Co-Chair**, joining [REDACTED] [REDACTED]
- [REDACTED] [REDACTED] and [REDACTED] [REDACTED] as incoming **Deputy Co-Chairs**, joining [REDACTED] [REDACTED]
- [REDACTED] [REDACTED] as incoming **Secretariat**, joining [REDACTED] [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

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





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 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.

Join us!

Join us for a sit-down chat with [REDACTED] from the Human Rights Commission. [REDACTED] 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 LGBTIQ+ 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](#)

MAY
19

Online
[Diversity and inclusion](#)
IDAHOBIT 2025 event with [REDACTED]
[REDACTED]
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]
[REDACTED] Chris [REDACTED] and Karlie [REDACTED]

Pride Champions

s47F, s47E(c)

Tony

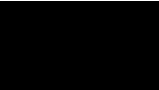
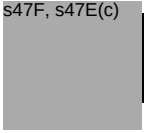
s47F, s47E(c)

Matthew

s47F, s47E(c)

Bridget

s47F, s47E(c)



Chris



Karlie

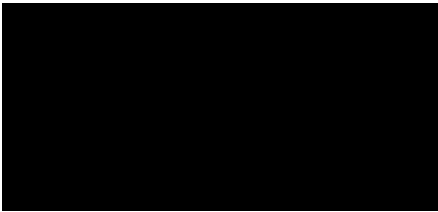
About this page

Content owner

Pride Network

Published

14 May 2025



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.

[REDACTED] 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

You may also be interested in

> News hub

IDAHOBIT 2025 event

[See all](#)

+ Add event

MAY
19IDAHOBIT 2025 event with [REDACTED]
Mon, 19 May, 11:00 am

About this page

Published

14 May 2025

Enquiries

^ Chris 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.

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

Bridget

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?

s47F,
s47E(c)

Tony

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?



Karlle

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](#).



NEWS

Wear It Purple 2025 wrap

1 min read

The Big Purple Photo at our Yaradhang building brought together a vibrant crowd of colleagues dressed in their brightest purple to support of LGBTIQ+ youth and the theme Bold Voices, Bright Futures.

Each year, [Wear It Purple Day](#) is led by our [Pride Network](#). As part of a culture of inclusion, we celebrate the strength, resilience, and voices of LGBTIQ+ youth.

Thank you to everyone who joined in on all the activities to promote awareness of issues LGBTIQ+ youth face. Your presence was a powerful show of visible allyship, inclusion, and pride.

Join the [Pride Network](#) to show your allyship too.

s47E(c), s47F



You may also be interested in

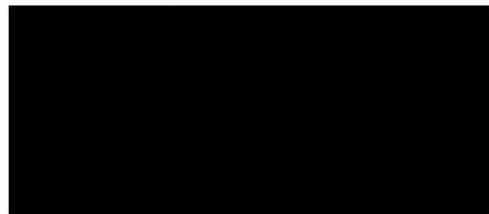


News hub

About this page

Published

4 September 2025





NEWS

Wear It Purple Day 2025

1 min read

This year's [Wear It Purple Day](#) theme is **Bold Voices, Bright Futures**.

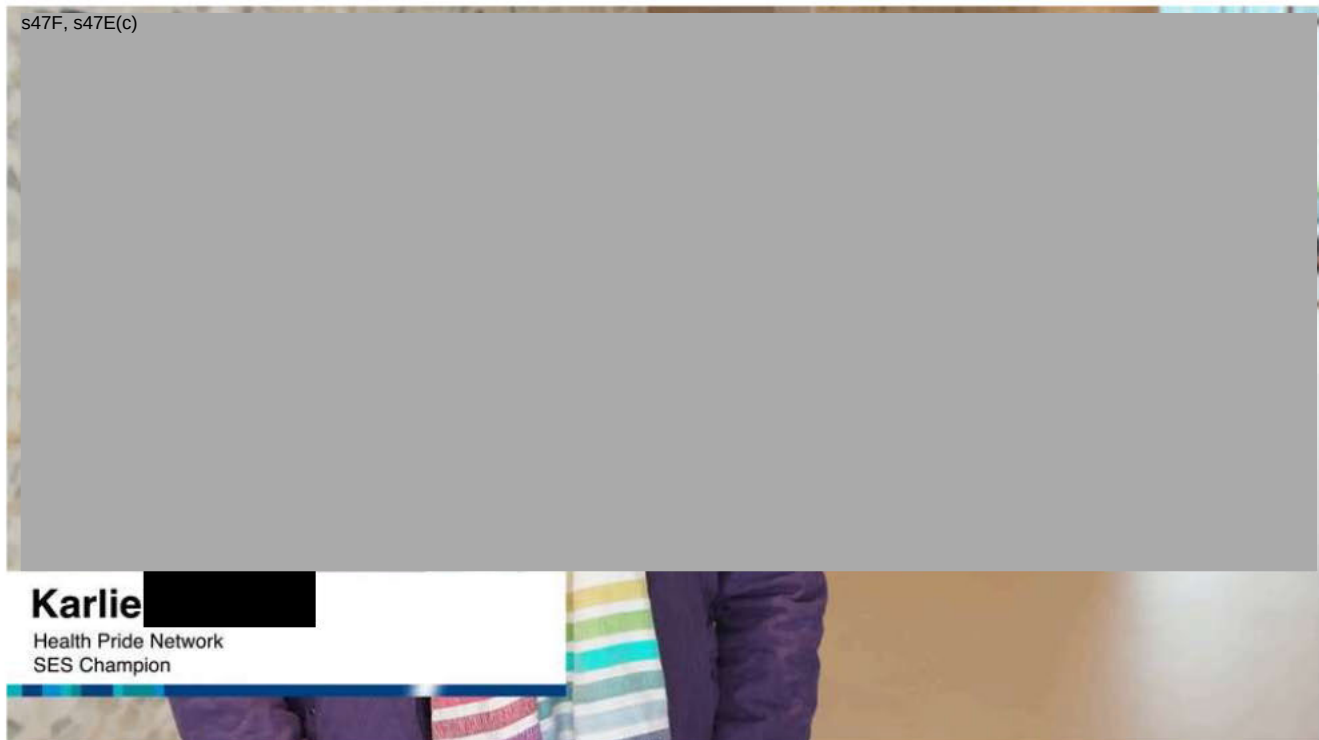
Wear It Purple Day supports young LGBTIQ+ people to speak up, be proud, and feel safe to be themselves.

Its aim highlights our [Pride Network's](#) vision:

'To give LGBTIQ+ staff and allies a safe, respectful and supportive workplace culture.'

Watch this Pride Network video to learn why it is important.

You can also be part of our inclusive community and join the activities planned.



Wear It Purple 2025

Need to know

15 years ago, [Wear It Purple Day](#) became a movement that began in response to the challenges

faced by LGBTIQIA+ youth, promoting visibility, inclusion, and support.

The goal of Wear It Purple Day is to encourage a culture of acceptance and tolerance and

promote awareness of issues relevant to the LGBTQIA+ community.

5 things you can do:

- Join our colleagues at the Yaradhang building at 12:00pm in Canberra for the annual [Big Purple photo shoot](#) on 28 August, followed by an afternoon tea.
- Wear your brightest purple on Friday 29 August and join the morning and afternoon teas in your State or Territory offices on 28 August.
- Be a visible ally by adding your pronouns – [find out how](#) – or a diversity and pride [ally banner](#) to your email signature.
- take part in a [Wear It Purple fundraiser](#).
- [upload the Wear It Purple Teams background](#).

Join the [Pride Network](#) to help make that happen every day, not just on [Wear It Purple Day](#).

Small actions can make a big difference.

You may also be interested in

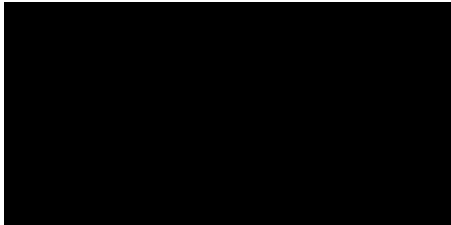


News hub

About this page

Published

29 August 2025





NEWS

Wear It Purple Day 2025

1 min read

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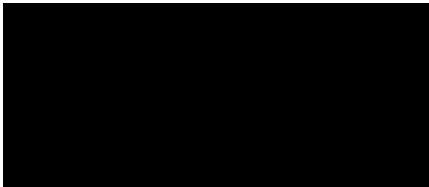


News hub

About this page

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29 August 2025



s47F, s47E(c)

TEAM HEALTH

Message from Team Health - 27 March 2025

On this page

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[From our Ministers](#)

[Across the Service](#)

[Senior staffing](#)

[One minute with...](#)

Blair thanks everyone who contributed to the Budget process and reminds us of some of the key priorities for Health and Aged Care. He empowers everyone to have open conversations about priorities to make sure we have the right people, working on the right tasks, at the right time. He also discusses his meeting with the Pride Network Executive to understand their focus and concerns.

s47F, s47E(c)

About this page

Content owner

Blair [REDACTED]

Published

27 March 2025

Across the Department

Yesterday we held an all-staff event to talk about the Budget. Blair, Penny, Liz and Charles enjoyed the opportunity to connect with staff on important issues and respond to some of your top questions. For more information on our Budget announcements, read the Budget resources at health.gov.au/budget-2025-26.

If you're watching Senate Estimates tomorrow, use [ParlView](#) to help manage network load. If you have to watch on YouTube, [manually reduce the quality](#) to 480p.

The Interim Centre for Disease Control (CDC) is hosting the 4th One Health Wonders webinar on Wednesday 2 April. Speakers from the interim CDC and CSIRO will discuss the critical relationship between human, animal and ecosystem health. [Register online](#).

Catch up on the latest Have you HERD seminar about Indigenous data sovereignty on [Health TV now](#).

At the 25 March meeting of the Executive Committee, members:

1. received an update on the Learning and Development roadmap, and the Learning Landscape report
2. discussed progress on accommodation arrangements for the department's Woden precinct
3. noted the departmental and administered finances for February 2025

[Meeting minutes can be found on the Executive Committee intranet page.](#)

From our Ministers

The Australian Government's support of current and future Paralympians has continued with the launch of a new direct to athlete grant. [Read Minister Wells' media release.](#)

Across the Service

Find out about Budget measures across the APS at [Budget.gov.au](#) | [Budget 2025–26.](#)

Enhance your ethical decision making skills by attending the Institute of Public Administration Australia's Ethical and Efficient: Decision Making webinar. Gain insights and tools tailored to the public sector's ethical frameworks. [Register now.](#)

Are you an APS4 to APS6 and looking to learn more about understanding the processes of strategy and the language of strategic thinking? Register for the [APS Craft Strategic Thinking](#) event on Thursday 3 April. Costs are covered by business areas.

Senior staffing

On 1 April, Gavin [REDACTED] will commence as [REDACTED]. Gavin returns to the department after a 2 year secondment to the National Indigenous Australians Agency. Thank you to Emma [REDACTED] who has acted as [REDACTED] for the past 3 months.

On 5 May, Rhiannon [REDACTED] will move from [REDACTED]. We thank Tracey [REDACTED] for her ongoing acting.

One minute with...

Email [REDACTED] if you have any feedback or would like to include a topic.

Transcript – Message from the Team – 27 March 2025

Welcome to Team Health, day after the budget, we had just had an all staff meeting on video. We had, over 4000 people tuned in to have. Charles, myself, Penny and Liz, talk about the budget. I thought it was, And I was really interested to hear the questions coming back and to look at all the things in that, presentation. Huge budget for health. Lots of Medicare investment, urgent care clinics, women's health, among other things, that have got funding in this budget. And I just want to call out again, I did it on the video with, 4000 people. But to the people who made that happen.

Obviously, it spreads across a whole part of the department when we get to putting a budget together. But budget branch does play a central role in making that happen. So, congratulations to the branch. Thanks to Arianna and the team for really pulling that together. And, she might smile because she's here, but thanks to Adeline too for running the comms and setting everything up for the all-staff. A few technical glitches, but we got through with a high degree of professionalism. At the end of that, what I really encourage you to do now is engage in your local teams, with your branch heads, with your directors, etc. The clear message out of that thing, when I was the last question, I was asked, it was a great question is how are we going to do prioritisation across the department?

And I made it really clear that that prioritisation is got to be bottom up as well as top down. Those closest to the coalface are the ones that really know where we're under the pump and where we have the possibility to release some resources to help out everyone else across the department. So, I really encourage you in your teams to have a conversation about the year ahead. Talk to your teams about what we can really do, and let's make sure the prioritisation is right. So, we have people doing the right thing at the right time with the right level of resources. That's absolutely critical. Have that conversation.

One conversation I had last week, was we had the pride executive came and had a chat for about half an hour. It was really good just to listen to them, hear their concerns, about across the department what's really their focus? One of the key focus they had is the pressure that some people in the transgender community feel under. And I think that was something that was worth hearing from them. And I was really, really well proud of the way that they may play a support role to people in the community within the department. We want a department that welcomes everyone, and it was great to catch up with the with the Pride network. My plan going forward over the next year is to catch up with all the networks that we have, and to make sure I understand their perspective directly feeding into our thinking, my thinking on how the department is run.

The other thing that the network really stressed with me is, the intersectionality of what we do now. I use the word intersectionality. We've just signed off on a diversity inclusion framework for the department. The biggest debate among executive committee is whether we should use the phrase intersectional. Because it was what is it broadly understood. But I think for a lot of people, they do understand it's the fact that, different types of disadvantage or different things that you might be in a network for. They're not partitioned. They overlap like an intersect as well, in a way that compounds either feelings of exclusion. If

we're not careful or disadvantage. So, this morning we had the budget presentation after the budget last night, was really good conversation with the pride network.

Last week, and tonight I'm going to do something a little bit different. Tonight, I'm going to do something tonight. It's, Ben Elton at the Canberra Theater. So, I'm looking forward to that. I mean, obviously the budgets light relief, but this will be a different sort of light relief, potentially with a bit of political and social commentary. So big, big, big budget prepared at short notice. And I hope you have a great time and see you next week on Team Health

.

s47F, s47E(c)

TEAM HEALTH

Message from Team Health - 28 August 2025

On this page

[Across the Department](#)

[From our Ministers](#)

[Across the Service](#)

[One minute with...](#)

In this week's video Blair encourages staff to [Wear It Purple](#) and show their support for LGBTIQ+ youth. He also talks about Dr Antonio [REDACTED] powerful presentation on dealing with burnout, reminding us all to look after ourselves and each other. Listen to Dr [REDACTED] [Running on empty? Burnout in the public sector](#) on the IPAA Work with Purpose podcast.

s47F, s47E(c)

About this page

Content owner

Blair [REDACTED]

Published

28 August 2025

Enquiries

[REDACTED]

Across the Department

Staying active is a key part of maintaining good physical and mental health and wellbeing. Next month, join in STEPtember and aim to get your steps up every day. STEPtember raises funds for babies with cerebral palsy. It also supports participants to meet Australia's [physical activity and exercise guidelines recommendations](#). [Register as an individual or a team](#).

At the 28 August meeting of the Executive Committee, members:

- discussed future funding arrangements for the department's immunisation function as the National COVID-19 Vaccine Program begins to wind up.
- provided feedback on the department's Workforce Strategy 2025-26, to foster closer alignment with the Capability Review and other priorities.
- noted the departmental and administered finances for July 2025.

Minutes will be endorsed at the next meeting and then made available on the [Executive Committee](#) intranet page.

From our Ministers

Minister Butler published an opinion piece on the National Disability Insurance Scheme (NDIS) in the Australian Financial Review. [Read the article](#).

Minister Butler joined Craig Reucassel on ABC Radio to talk about securing the future of the NDIS and the development of the [Thriving Kids](#) program. [Access the transcript](#).

The Australian Government is partnering with states and territories to establish [Medicare Mental Health Centres](#) across Australia. The centres provide a safe and welcoming place for anyone to access free, quality mental health care over extended hours. Access Assistant Minister McBride's [media release](#).



s47F, s47E(c)

And I'm wearing it because tomorrow is Wear It Purple day.



0:07 / 2:26

11/13



Team Health – 28 August 2025

Welcome to Team Health. Now the very observant of you will notice I've got a hat on today which I don't normally wear. And I'm wearing it because tomorrow is Wear It Purple day. And I got this hat last Wear It Purple day when we had a great function downstairs, big photo celebrating the day. Now what's Wear It Purple day about, well its really celebrating and encouraging LGBTQIA+ youth in particular, to feel comfortable and feel supported by the community. Great event last time.

To be honest, I'm struggling to have other things that I have that are purple. It is a gap in my wardrobe. It's a little bit like when I go to the [REDACTED] [REDACTED], lunch for the Sydney Test match. You got to wear it pink. And I've actually got a bit of gap in that wardrobe as well. So a couple of gaps, but great thing to celebrate. There'll be a celebration here on Thursday, not Friday in the Yaradhang building. So come along whether you're apart of the pride network, which runs it, or feel like an ally who can pitch in. It's a great day and a great celebration.

The second thing I wanted to mention is last week I went to a presentation by Doctor Antonio [REDACTED]. Now Antonio is a GP in Canberra. He's also the head of the Professional Standard Review Board. So he works within the portfolio. But he's been leading in the department for a long time and gave his 100th presentation to staff, which I was really pleased to attend, and answer a few questions with him. The topic of his talk was dealing with burnout, and it was really a fantastic talk where he talked very candidly about his experience with burnout, but also helping many, many people through the personal management issues associated with burnout. And it's just a reminder, I think, that we all do have to really look after each other and look after ourselves when things are coming together.

So, I just wanted to call out to Antonio for that great piece of work. If you see him advertising other seminars, about 30 EL2s there last week, I'd go along if I was you because it's really informed by evidence and insight and really makes us remember that we have to look after ourselves, and the organisation has to make sure we do all the right things so people don't burn out.

So this week, a big event Wear It Purple Day, real call out to Antonio. I hope you have a great week.

From: [REDACTED], Blair
Sent: Friday, 29 August 2025 9:04 AM
To: DL All Health Departmental
Subject: Message from Team Health – 29 August 2025 [SEC=OFFICIAL]

Click on the link for my latest message.

s47F, s47E(c)

[Message from Team Health – 29 August 2025](#)

In this week's video Blair encourages staff to [Purple](#) and show their support for LGBTIQ+ staff. He also talks about s47F, s47E(c) [REDACTED] power presentation on dealing with burnout, reminding all to look after ourselves and each other. Listen to Dr [REDACTED] [Running on empty? Burnout in the health sector](#) on the IPAA Work with Purpose podcast.

2:15pm – 2:55pm

Session 15B (CUSTOM FLEET Room)

**Demonstrating Inclusive Allyship And
Leadership Within The Public Sector,**
Department of Health, Disability and Ageing

Session 15B

**DEMONSTRATING INCLUSIVE ALLYSHIP AND
LEADERSHIP WITHIN THE PUBLIC SECTOR**

Department of Health, Disability and Ageing

Join Pride Network members and senior executive Champions from the Australian Government Department of Health, Disability and Ageing as they share how they actively champion LGBTIQ+ inclusion, allyship, and leadership in the public sector. Through personal and professional reflections and insights, they'll explore the barriers faced within a complex political landscape and highlight a targeted initiative designed to grow active allies across their organisation. This panel session offers practical strategies and inspiration for leaders and allies across sectors to foster inclusive workplaces and drive meaningful change.



Matthew

Following

4w • Edited • 🌐

⋮

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 [Anthony](#) 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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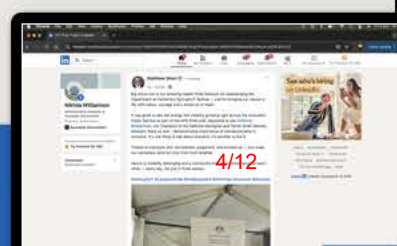
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Messaging 2



Demonstrating inclusive allyship and leadership within the public sector

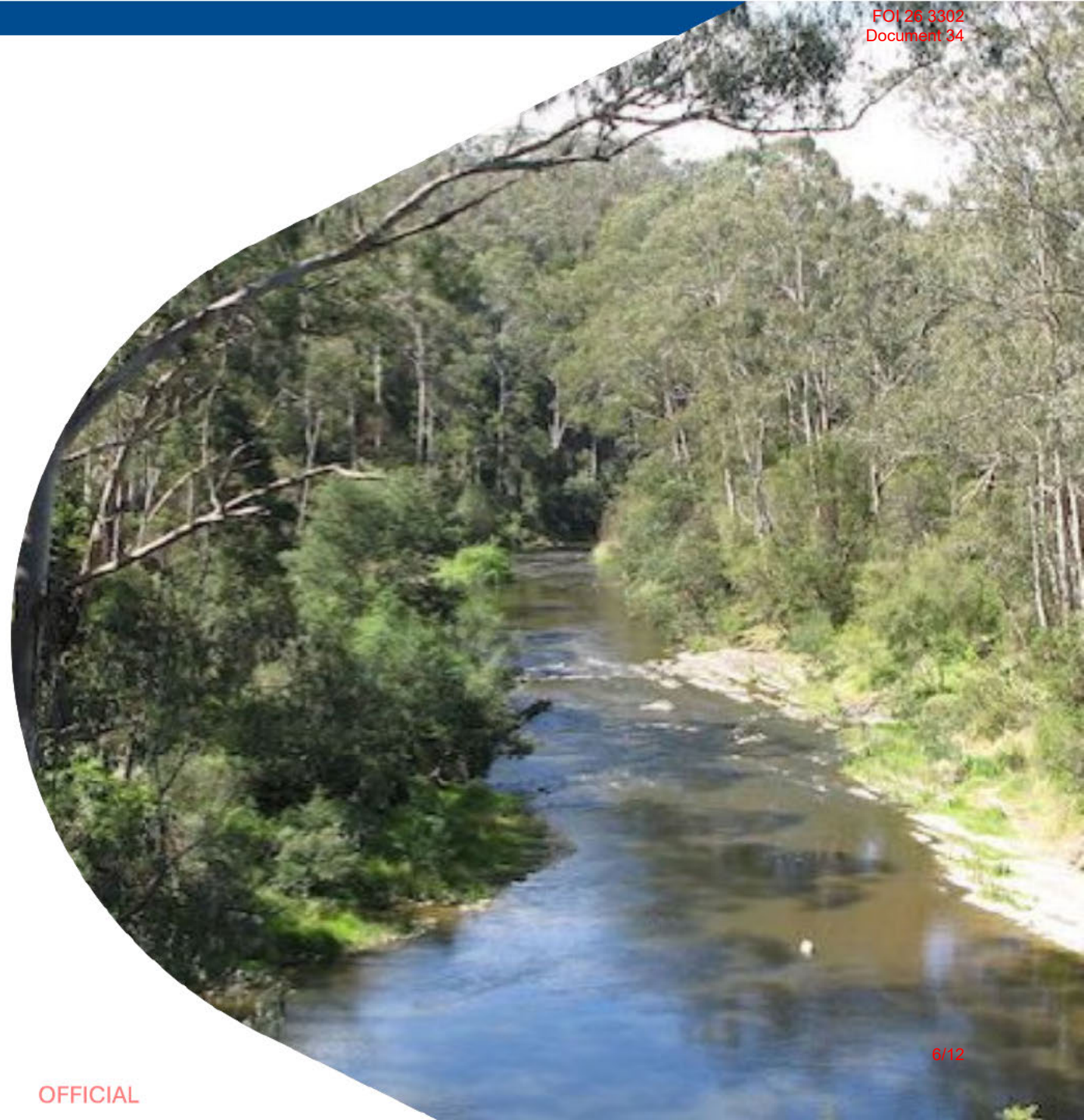


Australian Government
Department of Health, Disability and Ageing



www.health.gov.au

Acknowledgement of Country



Introductions



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Health Pride Network



Our vision is to give LGBTIQ+ staff and allies a safe, respectful and supportive workplace culture.



Active Allyship project

- Part of the Health Pride Network's Work Plan
- Objective is to uplift and increase the role of active allies within the Network
- Project will consider linkages to other diversity and inclusion staff networks



Blair [REDACTED] Secretary, Department of Health, Disability and Ageing demonstrating active allyship at Wear it Purple Day 2025

Professor Tony [REDACTED] Deputy Secretary, Health Products Regulation Group

Panel discussion and Q&A





Thank you!



[REDACTED]

[REDACTED]

[REDACTED]

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From: [REDACTED], Chris

Sent: Thursday, 13 November 2025 2:43 PM

To: [REDACTED], Bridget [REDACTED] Tony

[REDACTED] Karlie [REDACTED]

[REDACTED] Matthew [REDACTED], Miriam

[REDACTED]

Subject: [REDACTED] notes - National Executive LGBTQ+ Allies Forum - Q4 (13 November 2025)

Hi team

My notes/download from the forum. Happy to translate any incomprehensible scrawl or expand on any of the dot points. I have noted an item I'd like to raise for discussion at our next Champs catch up.

Thanks!

Chris

13 November 2025 12.30pm – 2.30pm

Acknowledgement of country, welcome and opening comments [REDACTED]

Pride in Diversity Update (Chris [REDACTED])

- Events, Sponsorship Opportunities
 - Annual Pride in Practice Conference is coming up - 25th and 26th November at Marvel Stadium in Melbourne
 - Currently sold out - there is a waitlist - call out to PID if you want to attend
 - General encouragement to foster meeting up with members of the forum

Pride Pathways Program Update ([REDACTED])

- Pilot program outcome in WA
 - Pride Pathways: Future LGBTQ+ Leaders

- Collaboration between Pride in Diversity and Authentic Leaders organisation
- How do we support people to have a dual focus?
 - Need to be able to have a structure that is not 'set and forget'. It's a program that is designed to span over 12 months and embedded into organisations - it also spans to non-LGBTQ+ people
- Why do we need leadership training for LGBTQ+ people?
 - Closing the seniority divide
- Who is the program for?
 - Emerging early-mid career LGBTQ+ leaders striving for authentic representation
 - 1:1 mentoring
 - Group retreats
 - Influential senior leaders dedicated to fostering internal talent
 - Shift thinking from mentorship to sponsorship
 - Organisations committed to cultivating diverse leadership across all sectors
 - Supporting and embedding leadership structure into the organisation
- Benefits for the LGBTQ+ employee
 - Expand influence and build connections
 - Lead confidently with your LGBTQ+ identity
 - Sharpen interpersonal and leadership skills
 - Foster inclusivity and workplace equity
 - Capitalise on career progression opportunities
 - Join a thriving LGBTQ+ leadership network
- Benefits for the organisation
 - Unlock the full potential of your talent
 - Financial benefit
 - Productivity gain
 - Create a culture of inclusion
 - Attraction/retention
 - Empower your Senior Leaders as Sponsors
 - Strengthen visibility through networking
 - Supporting visible and connected diverse leaders
- Aim is to really have this as a standing item (with HR) and know in advance when the program is running. Have a pipeline of people that might be identified as suitable for attendance etc
 - **Action for** ■ For discussion with the HPN Champions.
 - **stream of thought:** Can see this as comparable to how IPAA Future Leaders or ANZSOG's Exec Masters of Public Administration operates. Query whether there is/would be appetite to test this for the Department and if it looks beneficial, seek to embed an ongoing offering? (PCPD or EC or other creative solution for funding) Maybe 2 places each year depending on

potential pipeline? Approx. \$8k per program plus travel noting

Syd/Mel/Perth delivery

- Plans for NSW and VIC programs
 - Sydney program timeline is 9 Feb - 15 Jun
 - Melbourne program timeline is Jul - TBC
 - Reach out directly to [REDACTED] or [REDACTED]
[REDACTED] if wanting a direct contact about the program
[REDACTED]

The National Conversation Summary & Recommendations [REDACTED] - Director
ACON's Pride Inclusion Programs)

'Australia's Response to Anti-woke, Anti-DEI backlash'

- Background
 - PID - 15 years of leadership in LGBTIQ+ inclusion
 - Emergence of Global Anti-Trans and Anti-LGBTQ+ movements
 - Targeted campaigns undermining PID
 - From Anti-Trans to 'anti-woke' to broader DEI (diversity, equity and inclusion) pushback
 - Impact of US DEI rollbacks on Global Practice
 - The National Conversation: Future of Inclusion in Australia
- Project scope
 - Callouts across membership, social media and LinkedIn
 - More than 320 contributions to the study
 - Over 90 in-dept 1:1 interviews with board members, CEO's, C-suite + some small group direct reports
 - 171 DEI professionals: survey
 - 45 DEI leaders town-hall summit, Sydney
 - Panel Diversity leaders
 - Findings consistent with AWEI data
 - Academic literature review supports findings
- Full Report
 - Free access
 - LinkedIn commentaries
 - Executive summary
 - Comprehensive any of each group
 - AWEI supporting data
 - Academic Literature Review
 - Calls to Action & Reflective Questions

Presentations to Exec Teams available FFS

- What reached consensus
 - DEI remains integral to organisational success even as anti-DEI sentiment gains

traction

- The need to embed DEI systemically, a move away from the performative
 - Governance, risk management (psychosocial safety) and leadership accountability
- The need to reach all, move away from "us and them"
 - But NOT at the expense of addressing inequities
- Robust measurement
- Leadership capability: anticipating and responding to backlash
 - Risk mitigation: psychological safety: Awareness and Action
 - Leaders though DEI was nice to have but not important
 - Diverse implies diversity applies only to the diverse
- Emerging Concerns
 - Impact of dismantling DEI in the US here in Australia
 - Disappointment re: corporate withdrawals
 - Permission given to voice harmful rhetoric
 - Increased blame on DEI & minority groups
 - Psychosocial / physical safety
 - Fatigue and under-resourcing
 - Majority population: an emerging diversity?
- What is not working?
 - Communication: misalignment and misinterpretation
 - Guilt-based approaches
 - Approaches being alienating
 - Some orgs forcing people to state pronouns/wear rainbow lanyards
 - Use of guilt or fear
 - Contributing to the anti-DEI push
 - Saturation and symbolism over substance
 - Under-resourcing and performative pressures
 - Language and accessibility
 - Need to change, simplify, remove isolating language
- All groups: key themes
 - Sustained commitment:
 - Retreat is the greatest risk. Leaders cautioned that stepping back will erode competitiveness, while steady commitment strengthens talent, innovation and reputation
 - Universal framing with equity at the core:
 - Messaging should emphasise that DEI strengthens workplaces for everyone, while continuing to tackle entrenched inequities. The language of fairness and the 'fair go' resonates strongly
 - Engaging senior leaders:

Especially majority populations in executive roles, some of whom may lack direct experience of exclusion

- Strategies must appeal to their drivers while reinforcing shared responsibility
- Embedding DEI in everyday practice:
 - Beyond symbolic events, DEI must be lived through leadership behaviours, systems and employee experiences that foster belonging, safety and accountability
- Collective summary
 - Enduring Commitment: Executives, boards and DEI practitioners reaffirm DEI as essential to organisational success despite rising anti-DEI sentiment
 - From Symbolism to Systems: Leaders advocate embedding equity into governance, risk and accountability frameworks - not just symbolic actions
 - Strategic and Moral Value: DEI is consistently framed as both a moral imperative and a driver of reputation, talent and innovation
 - Challenges Identified: Practitioners highlight under-resourcing, fatigue, and the impact of imported 'culture war' narratives
 - Reframing and Authenticity: Calls for plain, human-centred communication - anchored in fairness, belonging and shared benefit - to counter polarisation
 - Future Focus: Achieving credibility and sustainability through measurable outcomes, authentic leadership, and systemic integration
- Recommendations for sustainable DEI
 - Stay the Course with Conviction:
 - Resist retreat
 - Sustained commitment to DEI is a marker of strategic strength and cultural maturity, not risk
 - Reframe for Connection:
 - Ground DEI in Australian values of fairness, safety and belonging to build shared understanding and reduce polarisation
 - Embed Equity Systemically:
 - Integrate DEI into governance, risk and performance frameworks so inclusion becomes part of how business is done
 - Lead Authentically and Publicly:
 - Expect visible, values-driven leadership and boards and exec
 - Model the behaviours that create trust and credibility
- Pride in Diversity
 - As DEI changes, we will change, continuing to break down barriers to LGBTQ+ Equity, Inclusion & Belonging through our deep expertise and thought leadership
 - In response to these findings, we will drive fresh approaches that are universal in nature but still embedded in equity and inclusion:
 - We will focus on language and all-inclusive comms

We will continue emphasis on policies, processes while embedding equity and safety into risk and governance frameworks

- We will build awareness of at-risk populations and psychosocial safety
- Changes to the AWEI
 - We will continue to measure progress, best practice and impact
- We will further develop our consulting model

The report has not yet been released - but once it is, will be free for all

[Sneak Preview: What Executives Are Really Saying About DEI in 2025 | \[REDACTED\] \(GAICD\) | 18 comments](#)

[Inclusion Without Noise: What the Next Chapter of DEI Looks Like in Australia | \[REDACTED\] \(GAICD\)](#)

[Executive Stories \(\[REDACTED\] - McCullough Robertson Lawyers - Champion partner\)](#)

- 170 plus allies - active and passive
- Learned over time (with help from PID) that it can't be forced
- Opt-in built into the induction manual
 - Take up rate has been significant
- It started with 'it's the right thing to do' and has ended on the same footing
- Had a bit of a false start, regrouped and now has a broader offering (beyond LGBTQ - also inclusive of other diversity groups)
- Strategy is not about forcing people. Allies are proud to be part of it
- Still learning, on the journey, not perfect but happy to continue on the path
- Personal learning: Not to focus on the 'result' as the outcome. Rather, make time to take people on a journey - which is a continuum.\

[Pride in Practice Conference \[REDACTED\] & \[REDACTED\]](#)

- Update on Forum event
 - A small, select group from this forum will be presenting/discussing - Q&A style session
 - If there are questions you think would benefit the panel to discuss, encourage people to attend and ask. No content has been prepared - so questions are welcome!

[Matters Arising & Future Discussion Points](#)

- Think about what organisations are struggling with?
 - Send through ideas for discussion/content so that this forum can assist
 - Also put hand up to speak about a topic or present content

[Closing Remarks & Dates for 2026 Meetings \[REDACTED\]](#)

- Meeting dates for next year will be circulated shortly by [REDACTED]

Kind Regards

Chris [REDACTED]

[REDACTED]
[REDACTED]
Legal Division | Corporate Operations Group
Australian Government, Department of Health, Disability and Ageing

[REDACTED]
Location: Yaradhang Building Level 3 North

PO Box 9848, Canberra ACT 2601, Australia

Executive Assistant: [REDACTED] T [REDACTED] I E [REDACTED]



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

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From: [REDACTED]
To: [REDACTED]
Cc: s47E(d)
Subject: RE: Pride in Diversity Exec Leaders Network Event - Canberra [SEC=OFFICIAL]
Date: Friday, 22 August 2025 9:35:35 AM
Attachments: [image001.png](#)
[image002.png](#)

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Hi Champions, HPN Exec, Inclusion colleagues

I attended the PiD Exec Leaders Network event yesterday. A few notes for awareness/thoughts:

- Pride in Diversity reported that in the last AWEI workplace survey only 37% of LGBTQIA+ respondents indicated they are “out to everyone” at work, which is down from a high of around 50% in 2020. Young people are the least likely to be out.
- 41% of otherwise supportive people said they are not active allies – largely due to not having time, or not feeling that the issues faced by the LGBTQIA+ community personally face them.
- Shared challenges faced by most PiD members include the current geopolitical environment and moves to “clump” (their word, not mine) all diversity groups together in corporate initiatives.

[REDACTED] at ABF spoke about her experience becoming [REDACTED] and as an active ally. I can’t do her story justice, but she would be a fabulous speaker on allyship in the public service (and as a parent) if needed in the future.

There are challenges at Home Affairs/ABF that we don’t face – uniform and flag protocol, for example – but also a lot of good practice. Champions use the all-SES email channel to promote initiatives to their peers. It also sounded as though Champions support cultural change in areas of the department where there are known cultural issues.

In particular, [REDACTED] and others spoke about the power of 5 + 5 mentoring sessions employed at Home Affairs – 5 SES take a day out to converse to with 5 junior staff members of a particular cohort (they spoke of doing it for their rainbow network, intergenerational sessions and other diversity groups) to understand the day to day experiences of staff within the organisation.

Pride in Diversity mentioned they are working with [REDACTED] and others at PM&C to establish the APS Community of Practice for Pride Champions.

Happy to chat if any questions.

[REDACTED]

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

From: [REDACTED]

Sent: Thursday, 24 July 2025 4:42 PM

To: [REDACTED]

Subject: Pride in Diversity Exec Leaders Network Event - Canberra

When: Thursday, 21 August 2025 5:30 PM-7:30 PM (UTC+10:00) Canberra, Melbourne, Sydney.

Where: Deloitte (Level 5 6 Brindabella Cct North Canberra Airport, 2609 Canberra Airport Australian Capital Territory, AU)

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

Hello

Thank you for confirming your attendance at our upcoming event.

Please find below further detail about the arrangements.

Event details

These events are a regular series of in-person networking events held locally across Australia and are designed to bring together Pride in Diversity's Executives & Leaders across our membership from private sector, public sector (state and federal government) and not for profit organisations who are committed to LGBTQ+ inclusion in their workplaces.

- When: Thursday 21 August, 5.30pm-7.30pm
- Location: Deloitte offices, Level 5, 6 Brindabella Cct, Canberra Airport ACT 2609

Agenda with approx. timings

5.35pm – 5.45pm	Introductions by Pride in Diversity, [REDACTED] Associate Director
5.45pm – 5.55pm	Welcome by Deloitte, [REDACTED], Partner & Exec Sponsor of Deloitte LGBTQ+ network
5.55pm -6.25pm	Keynote speaker + Q&A, [REDACTED]
6.25pm – 7.30pm	Social networking

If you have any issues on the night, please contact either [REDACTED] on [REDACTED] or [REDACTED] on [REDACTED]

We look forward to seeing you there.

Thanks

[REDACTED]

[REDACTED]

Executive Programs & Operations Support, ACON's Pride Inclusion Programs

Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

On Gadigal Land

Address: 414 Elizabeth St Surry Hills NSW 2010 | **Website:** www.prideinclusionprograms.com.au | www.pid-awei.com.au
My pronouns: he/him



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From: [REDACTED] s47F, s47E(c)
To: [REDACTED] s47E(d)
Cc: [REDACTED] s47F, s47E(c)
Subject: RE: FYI - AWEI 2024/25 Survey - Executive Summary [SEC=OFFICIAL]
Date: Monday, 25 August 2025 6:25:38 PM
Attachments: [image001.png](#)
[image002.png](#)

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Hi [REDACTED] s47F, s47E(c)

Just echoing Matt's acknowledgement of the time, effort and thoughtfulness that went into the AWEI Survey summary. It is incredibly helpful. And it was reassuring to see some of the results – the year on year reductions in witnessing bullying behaviours stood out to me.

I would be keen to receive a copy of the detailed results. In particular, great to see how we are tracking on the benchmark of sexuality and gender-diverse staff being “out” at work, and the free-text results are important to be aware of.

Cheers,
 Karlie

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From: [REDACTED] Matthew [REDACTED]
Sent: Friday, 22 August 2025 10:28 AM
To: Inclusion [REDACTED], Jackie [REDACTED]
 [REDACTED] Mitchell [REDACTED], Davis [REDACTED]
 [REDACTED], Gabriella [REDACTED]
 [REDACTED] Tony [REDACTED], Matthew [REDACTED]
 [REDACTED] s47F, s47E(c) [REDACTED]
 [REDACTED], Chris [REDACTED] Karlie [REDACTED]
Cc: Health Pride Network [REDACTED], Karen [REDACTED]
Subject: RE: FYI - AWEI 2024/25 Survey - Executive Summary [SEC=OFFICIAL]

Thanks [REDACTED] s47F, s47E(c) – just want to acknowledge the great work in pulling this summary together. Thank you.

It gives us all a good sense of the issues still faced by LGBTQIA+ staff across the Department and some priority areas to focus on. It reminds us the work is not done!

Thanks

Matt

From: Inclusion [REDACTED]
Sent: Thursday, 21 August 2025 2:53 PM
To: [REDACTED] Jackie [REDACTED], Mitchell [REDACTED]
 [REDACTED], Matthew [REDACTED], Davis [REDACTED]
 [REDACTED] Gabriella [REDACTED]
 [REDACTED] Tony [REDACTED], Matthew [REDACTED]
 [REDACTED], Bridget [REDACTED]
 [REDACTED] Chris [REDACTED] Karlie [REDACTED]
Cc: Inclusion [REDACTED] Health Pride Network [REDACTED]
 [REDACTED] s47F, s47E(c) [REDACTED]
Subject: FYI - AWEI 2024/25 Survey - Executive Summary [SEC=OFFICIAL]

Dear HPN Exec and Champions

Please find attached an executive summary of the AWEI 2024/25 Employee Survey results.

This executive summary:

- shows key findings from the survey
- provides an overview of the employee survey questions with comparisons across multiple years, and
- shows a summary of achievements and opportunities.

If you have any questions or wish to access the full data set, please do not hesitate to contact Inclusion. We will work with the intranet team to have this executive summary uploaded onto the [LGBTIQ+ workforce intranet page](#).

Someone from Inclusion is happy to go over any key findings and achievements at the next HPN meeting if there is time on the agenda.

Kind regards

s47F,
s47E

Indigenous, Diversity and Inclusion

People Services Branch | PCP Division | Corporate Operations Group
 Australian Government Department of Health, Disability and Ageing

[REDACTED]



The Department of Health, Disability and Ageing acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to all Elders both past and present.

s47F, s47E(c)

s47F, s47E(c)

Blair gives us an insight into his week and reflects on the importance of engaging with stakeholders.

Our strategic priorities in action

Submit your Secretary's Awards nominations

Have you seen exceptional teamwork, innovation or leadership in action this year? Nominate a colleague or team for the [Secretary's Awards 2025](#). The deadline has been extended to Friday 12 December. Submit your [nomination](#) to help recognise and celebrate the outstanding achievements of your peers.

Policy Playbook December update

Our [Policy Playbook](#) has been updated. As Budget preparations begin, visit the [new policy proposal \(NPP\)](#) and [budget advice](#) page for support developing NPPs. You can also access a new [case study](#) on the Better Access initiative and find new tools and resources, including user journey maps through the health, disability and ageing systems and guidance on drafting legislation.

Working towards eliminating HIV transmission

We are investing \$41.7 million over 3 years to work towards eliminating HIV transmission in Australia by 2030. This funding will strengthen efforts to increase HIV awareness, prevention, testing and treatment in under-serviced at-risk populations. [Read Minister Butler's media release](#) for more.

From the Chief Operating Officer

Activate: management program pilot

Our new [Activate: management program](#) offers flexible and practical learning for staff at every level to build leadership skills and support professional development aligned with the [Corporate Strategy](#) and [Capability Review Response](#). The first [digital modules](#) are now available.

Our Australian Workplace Equality Index (AWEI) results

In February, we participated in the [AWEI Employee Survey](#). This is Australia's leading benchmark for LGBTQIA+ workplace inclusion. Read about [our results](#).

Network site upgrades begin mid-December

NEWS

Our 2025 Australian Workplace Equality Survey results

What is happening

In February, we participated in the Pride in Diversity [Australian Workplace Equality Index \(AWEI\) Employee Survey](#). The AWEI is Australia's leading benchmark for LGBTQIA+ workplace inclusion. We have now received the results of the survey. Keep reading to learn the highlights or [read the executive summary](#).

What the results say

1,273 of our employees took part in the survey, an 18.2% participation rate. This includes LGBTQIA+ staff and allies.

Our results told us:

- We continue to outperform most Australian organisations in LGBTQIA+ workplace inclusion.
- LGBTQIA+ respondents see genuine commitment and strong executive endorsement of inclusion initiatives.
- LGBTQIA+ inclusion positively influences organisational culture.
- Staff feel the department is genuinely committed to diversity and inclusion.
- Bullying behaviours are decreasing, with more action taken against inappropriate conduct.
- Dedicated support and growing visibility for LGBTQIA+ initiatives remain important to ensure LGBTQIA+ staff feel safe, accepted and included.
- Allyship remains a key area for improvement – we need more active allies.

For more information about our results, read the [AWEI Executive Summary](#).

Why this is important

We are committed to creating a workplace where everyone feels valued and respected – and to being an employer of choice for LGBTQIA+ individuals and their allies.

These results help us to understand and improve our approach to LGBTQIA+ inclusion. They help us deliver our [Inclusion Framework Action Plan 2025–26](#), specifically deliverable 4.2: ensure all LGBTQIA+ staff feel safe and supported at work and helps us measure progress and shape future actions.

Show your support

- [Join the Pride Network](#) and learn about them on the [Pride Network Community Site](#).
- Complete the SBS Inclusion Program via SuccessFactors, including the [LGBTQIA+ module](#).
- Take part in the 2026 AWEI survey early next year.

More information

- Read our [Inclusion Framework 2025–30](#).
- Learn more about our [LGBTQIA+ workforce](#) and how we are maintaining our positive and [inclusive workplace](#) culture.



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1 December 2025

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Executive Summary - 2025

The Australian Workplace Equality Index (AWEI) is Australia’s leading benchmark for LGBTQ workplace inclusion, administered by Pride in Diversity (PID).

AWEI includes a national employee survey that assesses the impact of inclusion initiatives on both identifying and non-identifying staff. The survey provides valuable insights into employee experiences and areas for improvement in LGBTIQ+ inclusion practices.

The department, a PID member, achieved gold status for the second year in a row in 2025 and participates annually in the survey, which complements other internal feedback avenues such as the Pulse Survey and APS Census.

In February 2025, 1,273 departmental employees responded to the AWEI survey, (an 18.2% participation rate) contributing to the overall total of 35,380 responses across 147 Australian organisations.

**note – this summary contains reference to both LGBTIQ+ and LGBTQ. When referencing the survey questions, PiD note LGBTQ, however when referencing department specific initiatives, we reference LGBTIQ+.*

AWEI 2025 employee survey results – agreeance scorecard

The below scorecard provides an overview of the department’s 2025 answers to the employee survey questions, with results from 2023 and 2024 providing additional context to the survey responses and a snapshot of our progress over time.

Results are presented using a percent positive/agreeance score e.g. for the first question noted below, in 2025 82.4% of departmental respondents think it is important that our organisation be active in LGBTQ diversity and inclusion.

Question	2025	2024	2023
Personal Beliefs			
I think it is important that my organisation be active in LGBTQ diversity & inclusion	82.4% ↓	88.4% ↓	91%
An organisation’s positive track record in LGBTQ inclusion would influence me to join the organisation	62.1% ↓	70.4% ↓	71%
Awareness and Visibility			

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Question	2025	2024	2023
I know where to find more information on LGBTQ diversity & inclusion at work	83% ↑	82.1% ↑	80%
Awareness or ally training for LGBTQ diversity & inclusion has been made available throughout the year	63.3% ↓	64.9% ↑	60%
Health + Wellbeing			
I feel mentally well at work	80.9% ↓	81.5% ↓	82%
I feel I can be myself at work	81.4% ↓	82.8% ↑	82%
Allyship			
I could list several behaviours that would be expected of an active ally	73.5% ↓	74.7% ↑	72%
I know of material or training available that would show me how to be an active ally	56.5% ↑	55.9% ↑	51%
I know of active executive allies or sponsor/s within my organisation	59.1% ↓	57.6% ↓	61%
Employees who wish to be allies are supported to do so at work	71.2% ↑	68.4% ↑	67%
Working with Colleagues			
I have witnessed mild bullying behaviours targeting people of diverse sexuality and/or gender at work	4.5% ↓	7.1% ↓	10%
I have witnessed more serious bullying targeting people of diverse sexuality or gender at work	1.6% ↓	3.2% ↓	3%

Employees of diverse sexuality and/or gender: workplace experience

LGBTIQA+ respondents were asked a specific set of questions focused on lived experience:

- 84% of respondents indicated the department is committed to people of diverse sexuality and/or gender. This is a 3% increase from 2024.
- 60% of respondents agree that active allies have positively impacted their sense of inclusion at the department. This is a slight increase 2024.
- 12% of respondents have experienced discrimination that they suspect was directly attributed to them being LGBTQ+ due to their diverse sexuality and/or gender. This is a 2% increase from 2024.
- 73% of respondents believe the level of executive endorsement of LGBTQ inclusion initiatives has been positive at the department. This is up 7% from 2024.

What we're doing well

Survey results show a strong support for LGBTQ Inclusion, job satisfaction and workplace culture, noting:

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- A significant majority of respondents identify as **passive allies** (supportive but not actively involved), with a notable portion also identifying as **active allies**.
- High levels of agreement with statements such as:
 - *‘I understand why active allies are important’.*
 - *“I personally support the work my organisation does for the inclusion of LGBTQ employees.”*
 - *“I believe LGBTQ inclusion training should be mandatory for anyone who manages or supervises other people.”*
- Many respondents feel that **LGBTQ inclusion positively influences organisational culture**, and that the department is **genuinely committed** to diversity and inclusion.
- Most employees report feeling **safe, accepted, and included** within their teams.
- High agreement with statements like:
 - *“I feel a sense of belonging here.”*
 - *“I am satisfied with my job here.”*
 - *“I feel the culture within this organisation will allow me to reach my full potential.”*
- A majority also express **confidence in job security** and **low intention to leave** the organisation within the next 12 months.
- The **Health Pride Network** was widely praised for visibility, events, and executive support.
- **Our champions** are visible and senior leadership support inclusion.
- E-learning modules and allyship **training** are valued.
- Increased adoption of **pronoun normalisation** in email signatures and communications was noted.

Where we can improve

Survey responses noted opportunities for improvement in the following areas:

- **Gender-Neutral Facilities:** Requests for more inclusive bathrooms and end-of-ride facilities.
- **Leadership Representation:** Desire for more visible LGBTQ and CALD role models in senior roles.
- **Discrimination & Microaggressions:** Reports of subtle exclusion and lack of action on bullying.
- While many respondents acknowledge the availability of **ally training**, a large number **have not attended** such training in the past year.
- There is **room for improvement** in visibility and communication of LGBTQ initiatives, especially among those who are not out or are unsure about inclusion efforts.
- Some respondents report **witnessing workplace incivility** or **bullying** - 15% of respondents answered the question ‘I have witnessed workplace incivility behaviours targeting people of diverse sexuality here’ and ‘I have witnessed workplace incivility behaviours targeting people of diverse gender and/or trans experience here’ 4% of respondents agreed or strongly agreed with both statements.

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- Increased adoption of pronouns in email signatures and communications was noted however ongoing review of appropriate use of pronouns was highlighted.
- Strong demand for **compulsory allyship and inclusion training**, especially for managers and executives.
- Need for more integrated, intersectional approaches addressing overlapping identities (e.g., LGBTIQ+, CALD, disability, neurodivergence, gender, age, Aboriginal and Torres Strait Islander people).

OFFICIAL

From: [REDACTED]
To: [Inclusion](#)
Cc: [REDACTED]
Subject: RE: FYI - AWEI 2024/25 Survey - Executive Summary [SEC=OFFICIAL]
Date: Monday, 25 August 2025 6:25:38 PM
Attachments: [image001.png](#)
[image002.png](#)

OFFICIAL

Hi [REDACTED] and team

Just echoing [REDACTED]'s acknowledgement of the time, effort and thoughtfulness that went into the AWEI Survey summary. It is incredibly helpful. And it was reassuring to see some of the results – the year on year reductions in witnessing bullying behaviours stood out to me.

I would be keen to receive a copy of the detailed results. In particular, great to see how we are tracking on the benchmark of sexuality and gender-diverse staff being “out” at work, and the free-text results are important to be aware of.

Cheers,

[REDACTED]

OFFICIAL

From: [REDACTED]
Sent: Friday, 22 August 2025 10:28 AM
To: Inclusion [REDACTED]
[REDACTED]
[REDACTED], [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED], [REDACTED]
[REDACTED]
[REDACTED]
Cc: Health Pride Network [REDACTED]
[REDACTED]
Subject: RE: FYI - AWEI 2024/25 Survey - Executive Summary [SEC=OFFICIAL]

Thanks [REDACTED] and team – just want to acknowledge the great work in pulling this summary together. Thank you.

It gives us all a good sense of the issues still faced by LGBTQIA+ staff across the Department and some priority areas to focus on. It reminds us the work is not done!

Thanks

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

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10/13

LGBTIQA+ workforce

- On this page
- [Pride Network](#)
- [Adding or updating your diversity information in SAP ESS](#)
- [Sharing your pronouns](#)
- [Strategies and action plans](#)
- [Resources](#)
- [Inclusion officers](#)

Health, Disability and Ageing is an inclusive workplace. We are committed and work hard to foster a safe and inclusive culture for all employees.

This means an environment where all lesbian, gay, bisexual, transgender or gender diverse, intersex, queer or questioning, asexual and all people with diverse sexualities and genders (LGBTIQA+) are welcome, respected, valued and supported. We know that when people are empowered to bring their whole selves to work, they are happier, more productive and more engaged.

Pride Network

The [Pride Network](#) is a staff-led diversity and inclusion network that represents LGBTIQA+ employees, hosts awareness events and supports the department's efforts for LGBTIQA+ employees.

In partnership with network members, champions, work areas and allies, the network undertakes a range of responsibilities and initiatives such as:

- providing support and representation for LGBTIQA+ employees and their families
- planning events and activities to promote LGBTIQA+ acceptance
- providing input to the department on policies and practices that have an impact on LGBTIQA+ employees.

All LGBTIQA+ employees and their allies are welcome to [join the Network](#).

Adding or updating your diversity information in SAP ESS

We collect workforce statistics as part of our overall diversity and inclusion work. We encourage all employees to update their details by following the [updating equity and diversity details in SAP ESS guide](#).

As a Commonwealth Government department, we must provide 3 gender categories when collecting information on gender. In consultation with other departments and agencies, the department has determined the current categories are: female, male and non-binary.

Non-binary refers to any person who does not exclusively identify as either female or male, that is, a person of a non-binary gender. People who fall into this category may use a variety of terms to self-identify. The non-binary category is specifically for people who do not identify as female or male.

Sharing your pronouns

We believe in fostering an inclusive and respectful environment for everyone. One impactful way to do this is by sharing and asking about pronouns. When introducing yourself, consider saying 'Hi, my name is (your name) and I use (your pronouns). What pronouns do you use?'

This practice helps create a welcoming space where everyone feels comfortable sharing their identities.

Days of significance

See all

+ Add event

MAR

31

International Transgender Day of Visibility

Tue, 31 Mar, All day

APR

6

International Asexuality Day

Mon, 6 Apr, All day

APR

26

Lesbian Visibility Day

Sun, 26 Apr, All day

MAY

17

International Day Against Homophobia, Biphobia

Sun, 17 May, All day

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Next >

Related news

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Australia Day 2026

Reflection and public...

6 days ago



Diversity and inclusion

Celebrating diversity and...

Read about our...

16 December 2025

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Australian Government Style Manual



Enterprise Agreement

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Matthew [redacted]

3rd+

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Document 39

Big shout out to our amazing Health Pride Network for representing the Department at Canberra's SpringOUT festival — and for giving people a safe space to live 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 [Anthony \[redacted\]](#) 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





Matthew

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FOI 26 3302
Document 39

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



2/3

n:li:activity:7392014049225433089/?originTrackingId=v95bH%2BNwekAc2ofecwLoIQ%3D%3D



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Matthew

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



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Messaging

2



[REDACTED]

[REDACTED]

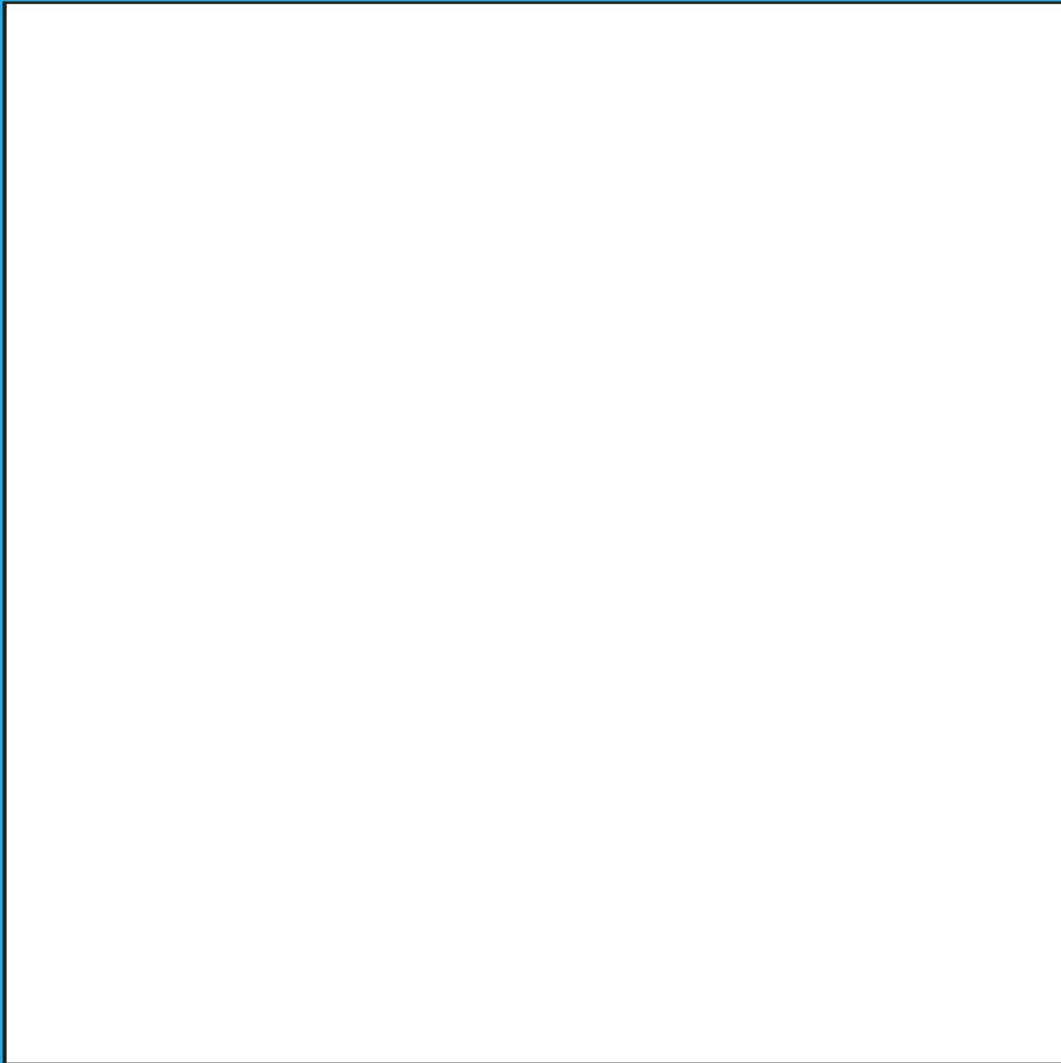
[REDACTED]

[REDACTED]

UNOFFICIAL

From: Pride in Diversity [REDACTED]
Sent: Tuesday, 4 November 2025 4:51 PM
To: Inclusion [REDACTED]
Subject: Pride in Diversity November 2025 E-News

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



Member E-News - November 2025 Edition



Key Dates Coming Up

NOVEMBER

- **Wed 5th** - [Perth/Boorloo Roundtable & Networking](#)
- **Wed 5th** - [AWEI Fireside Chat: Executive Leadership Award](#)
- **Tues 11th** - [LGBTQ+ Awareness Online Training](#)
- **Tues 11th - Fri 14th** - [LGBTIQA+ Leadership Summit 2025](#)
- **Wed 12th** - [Melbourne/Naarm Roundtable & Networking](#)

Canberra SpringOUT Fair Day - Wrap-Up

🌈 What a great afternoon at Canberra SpringOUT Fair Day on 1 Nov.! Great show by eleven (11) member agencies led by the Dept of the Treasury Pride Network setting up a stall and truly embracing the idea of Community. The joint stall was on the go from the minute Fair Day opened with many a Proud Heart made, fingernail painted, coffee shared and conversation had!

Shout out to the following agencies that attended, volunteered and even helped with bump in and bump out for the SpringOUT committee:

- Department of Treasury
- Attorney General's Department
- Department of Agriculture, Forestry and Fisheries
- Department of Climate Change, Energy, Environment and Water
- Deloitte
- Department of Foreign Affairs and Trade
- Department of Industry, Science and Resources
- Department of Finance
- Department of Health
- Prime Minister & Cabinet
- Services Australia

NEWS

Wear It Purple Day 2025

1 min read

This year's [Wear It Purple Day](#) theme is Bold Voices, Bright Futures.

Wear It Purple Day supports young LGBTQIA+ people to speak up, be proud, and feel safe to be themselves.

Its aim highlights our [Pride Network's](#) vision:

'To give LGBTQIA+ staff and allies a safe, respectful and supportive workplace culture.'

Watch this Pride Network video to learn why it is important.

You can also be part of our inclusive community and join the activities planned.

You may also be interested in

> News hub

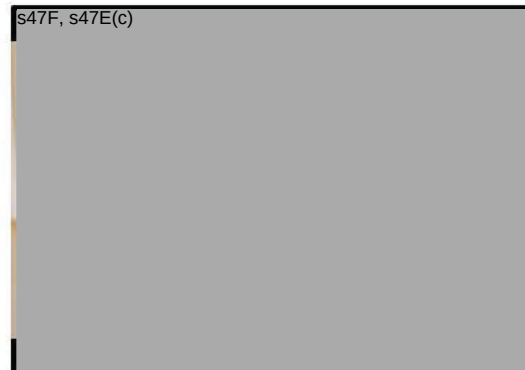
About this page

Published

29 August 2025

Enquiries

s47F, s47E(c)



Wear It Purple 2025

Need to know

15 years ago, [Wear It Purple Day](#) became a movement that began in response to the challenges faced by LGBTQIA+ youth, promoting visibility, inclusion, and support.

The goal of Wear It Purple Day is to encourage a culture of acceptance and tolerance and promote awareness of issues relevant to the LGBTQIA+ community.

5 things you can do:

- Join our colleagues at the Yaradhang building at 12:00pm in Canberra for the annual [Big Purple photo shoot](#) on 28 August, followed by an afternoon tea.
- Wear your brightest purple on Friday 29 August and join the morning and afternoon teas in your State or Territory offices on 28 August.
- Be a visible ally by adding your pronouns – [find out how](#) – or a diversity and pride [ally banner](#) to your email signature.
- Take part in a [Wear It Purple fundraiser](#).
- [Upload the Wear It Purple Teams background](#).

Join the [Pride Network](#) to help make that happen every day, not just on [Wear It Purple Day](#). Small actions can make a big difference.



Health Pride Network

Share our page



RAISED SO FAR
\$483

MY GOAL
\$500

Our Story

We are raising money for Wear It Purple Day.

Donations made through this platform will be remitted directly through to Wear It Purple. Funds raised go towards providing support and resources for Schools, Universities, Gender & Sexuality Alliances (GSA's) and Youth Organisations to assist them in

AUD **\$483** of AUD \$500 target.

♥ Donate

Our Achievements



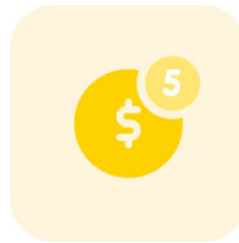
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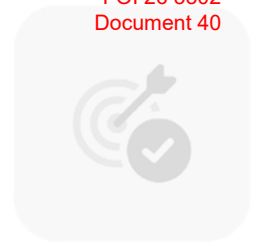
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Donated to self



Received 5 donations



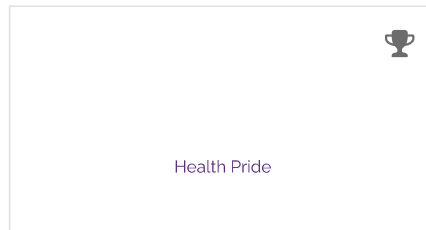
Reached target

Health Pride Network

Join Team

View all team members

s47F, s47E(c)



Health Pride

Blog

Donate to make a difference

1

2

3



For every donation made using Click to Pay with Mastercard, Mastercard will add \$5.

Remember to select "Save card for future use" to sign up for Click to Pay and receive this offer

AUD \$483 of AUD \$500 target.

♥ Donate

\$250

\$500

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Biggest Supporters



s47F, s47E(c)

AUD \$ 265.00



s47F, s47E(c)

AUD \$ 60.00

Wear it Purple Incorporated

Wear It Purple is an Australian charity founded in 2010 to support LGBTQIA+ young people and create safe, empowering environments where they feel seen, respected and celebrated.

[read more](#)

Recent Donations



s47F

Donated AUD \$53.00 in support of

s47F, s47E(c)

\$53.00

August 29 2025



s47F

Donated AUD \$26.50

\$26.50

AUD \$483 of AUD \$500 target.

 [Donate](#)



ADL Office - DoDHA

Donated AUD \$60.00 in support of

s47F, s47E(c)

\$60.00

August 29 2025



s47F

Donated AUD \$53.00 in support of

s47F, s47E(c)

\$53.00

August 29 2025



s47F

Donated AUD \$265.00

\$265.00

7/8

Donated and \$265.00 in support of [REDACTED] s47F, s47E(c)

 *Be yourself, be brave*

August 29 2025

 Anonvmous

\$15.60

From: [REDACTED]
To: [REDACTED]
Cc: [Inclusion](#)
Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]
Date: Monday, 27 October 2025 11:04:51 AM
Attachments: [image006.png](#)
[image007.png](#)
[image008.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[Microsoft Teams-video \(5\).mp4](#)

OFFICIAL

Hi [REDACTED]

Please see video attached. I hope this hits the mark and can be used for upcoming PiP conferences.

Best regards

[REDACTED]

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

[REDACTED] (she,her)

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

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



Stretch
Reconciliation
Action Plan



AWEI
GOLD
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The Department of Health, Disability and Ageing acknowledges the Traditional Owners and Custodians of Country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to Elders both past and present.

OFFICIAL

From: [REDACTED]
Sent: Wednesday, 22 October 2025 10:49 AM
To: [REDACTED]
Cc: Inclusion [REDACTED]
Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]

OFFICIAL

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

Welcome back,

Made sure I add it to my copy and paste list for moving forward.

Whilst ive got you, I just got asked to see if either DOHDA or AHPRA would like to help us with a little project.

We are putting together a bit of a presentation to help other members consider the ways they can engage with us and use membership hours and things. And one of the ones I had mentioned to the team the Inclusive Language training co-design and consult that we did with both DOHDA and AHPRA after they both had mentioned wanting a training that looked at that specific area. Obviously the team thought it was a good example of partnering with organisations and they've asked me if youd be interested in doing a little one minute video for us, saying how it was for DOHDA - my leading thoughts were that it felt like we

listened and responded to a learning need and wanted to fill the gap in the education we had offered with a simplified co-design lens. Being able to comment on the content and be involved meant you could trust it hit what you wanted to , or something along those lines. We would then embed it into a powerpoint and would be part of one of the Pride in Diversity sessions at the upcoming Pride in Practice conference.

Would you be interested in that?

The 1 min video would include:

- A brief summary of what it we did together/ How we partnered (initial planning of content, review meeting, feedback, taking on feedback, delivery)
- Thoughts on success, and or if would do it again

Video can be filmed using a smartphone, or on your laptop/computer.

This is a great way to quickly showcase another thing your organisation has done as part of its LGBTQ+ inclusion support and have your name dropped at the conference (also supports your AWEI submission!).

Ie. I chatted to the team, and if we can get your help with this it can be used as additional work point for the AWEI – this is on top of an additional point you could claim for the abstract presentation DOHDA are presenting this year.

We are hoping to to finalise video content by 27th October 2025 if at all possible, do you think you might be interested/able to participate.

Absolutely fine if you are too busy catching up upon your return. Let me know if want a quick call.

Warm Regards

s47F

**Senior Relationship Manager – Health,
Pride in Diversity**

Follow us on LinkedIn: [Pride in Diversity](#)

Mobile: [REDACTED] | **Email:** [REDACTED]

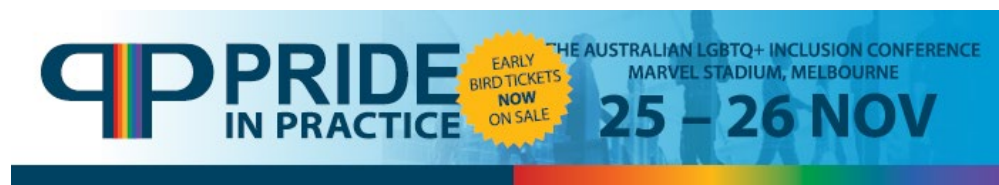
Address: 414 Elizabeth St Surry Hills NSW 2010 |

Website: prideinclusionprograms.com.au

My LinkedIn: s47F [REDACTED] | [LinkedIn](#)

Pronouns: [they/them](#)

Book time with s47F, s47F/c



ACON acknowledges and pays respect to the Traditional Owners and Custodians of the lands, waters and territories on which we work.

OFFICIAL

From: [REDACTED]

Sent: Wednesday, 22 October 2025 9:03 AM

To: s47F [REDACTED]

Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]

Hi s47F

Firstly – congratulation on your magical name change – Love it!

I wanted to make sure [REDACTED] is on your mailing list for all these fantastic emails? I have returned from a big Europe vacay to take a little stint outside of inclusion. I just want to make sure they are receiving all your emails. Please keep me on your mailing list as I could love to stay connected and informed.

I hope you are well.

Best regards

[REDACTED]

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

[REDACTED] (she,her)

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



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



Stretch
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The Department of Health, Disability and Ageing acknowledges the Traditional Owners and Custodians of Country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to Elders both past and present.

From: S47F [REDACTED]

Sent: Tuesday, 21 October 2025 10:18 PM

Cc: S47F [REDACTED]

Subject: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program

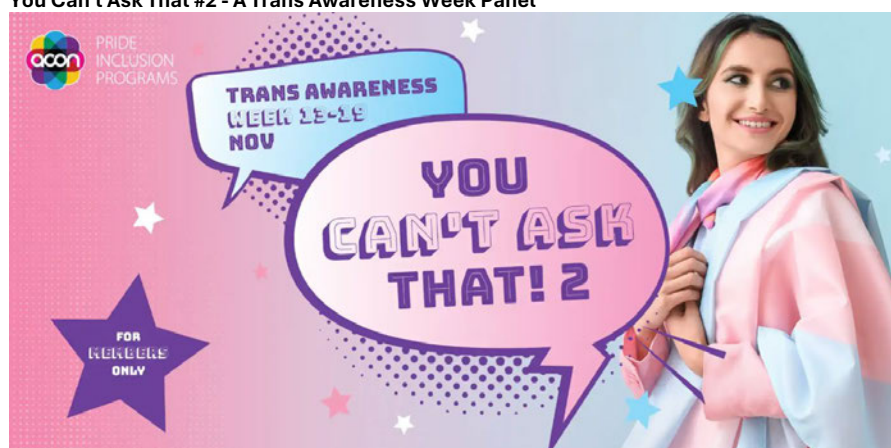
REMINDER: Think before you click! This email originated from outside our organisation. Only click links or open attachments if you recognise the sender and know the content is safe.

Hey Members,

Hope this one finds you well – I wanted to make sure you were across a couple of things that have come across my email this past week that may be of interest to you.

- **Upcoming Panel – Members Event Wed, 19 Nov, 1pm - 2pm AEDT**

You Can't Ask That #2 - A Trans Awareness Week Panel



In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Health + Wellbeing, Pride in Sport and Pride Training) are coming together to deliver this online panel to increase awareness and expose some of the myths about being transgender.

Our panel of people with diverse genders will answer those questions you're not supposed to ask but are dying to know the answers to and share their lived experience to help participants gain a better understanding of life through a transgender lens.

<https://events.humanitix.com/you-can-t-ask-that-a-trans-awareness-week-panel-sawvrjnt>

Please share with your networks, hope to see you there!

- **New offering : Pride Pathways : Future LGBTQ+ Leaders Program**

It has been a very busy few weeks getting the inaugural Pride Pathways: Future LGBTQ+ Leaders Program kicked off in Perth. But it went smoothly, and we now have an inaugural group of LGBTQ+ participants, sponsors, and P&C people who are working through the 5-month program!!

Pride Pathways is unique, in that the program develops LGBTQ+ individuals, and prepares them for leadership, but there is also an organisational development aspect.

Each LGBTQ+ person on the program is to be supported by a senior sponsor from the organisation, and we provide frameworks for setting up a sponsorship relationship. We also invite a P&C / talent person to attend (you can send a P&C / talent rep per LGBTQ+ participant at no extra cost - it is also a good professional development opportunity for them), because the aim is that these sponsorship frameworks are embedded within the organisation as a formal sponsorship program that others can benefit from. We also provide visibility frameworks, again to be embedded within the organisation to establish a program of creating visible role models for under-represented populations. We will hold another online information session later in the year, but feel free to start sharing this now with your Sydney and Melbourne teams. And I can jump on a call to answer any questions that may arise. I have also attached the brochure and the sponsor 1 pager again.

Please find attached the flyer for the program, our next session will run in Sydney, then we will run a session in Melbourne. If you would like to learn more or be involved, we are starting to accept registrations :

Sydney

We will start Sydney in Feb 2025. Venue and dates are locked in already apart from the Trailblazers.

	9/02/2026	Kick off session
w/c	16/02/2026	Retreat 1
w/c	23/02/2026	1-1 sessions 1
	9/03/2026	Trailblazer 1
w/c	9/03/2026	Retreat 2
w/c	6/04/2026	Retreat 3
w/c	4/05/2026	Retreat 4
w/c	11/05/2026	1-1 sessions 2
w/c	18/05/2026	Trailblazer 2
w/c	1/06/2026	Retreat 5
	15/06/2026	Graduation

Sydney registrations are now open.

<https://www.surveymonkey.com/r/XXYJXLJ>

Melbourne

Melbourne will commence July 2026

People can also register for that at the same link

<https://www.surveymonkey.com/r/XXYJXLJ>

No venue or dates locked in yet, but we are currently working on this and can hopefully confirm these in the near future.

- **Reminder Pride in Practice Conference - Tickets still available, and don't forget the on-demand option.**

DATES: Tuesday, 25 November and Wednesday 26 November 2025

TIME: 8:30am – 5:00pm AEDT

VENUE: MARVEL STADIUM, 740 Bourke St, Docklands VIC 3008

As we run the LGBTQ+ Awards in Sydney each year, we have decided to keep the conference in Melbourne moving forward. This gives your people not based in Sydney an opportunity to attend a major LGBTQ+ event and give you all an opportunity to travel (where you can).

Remember, if you can't travel, we do have On Demand passes as well, so there's still ways to benefit from the amazing content, commitments, and energy of the conference.

Ticket Information: Early Bird Tickets – purchase now to save!

Grab your tickets now and save. Prices below and you can buy your tickets here: [Conference Tickets - Pride in](#)

Diversity

TICKET TYPE (excl. GST)	EARLY BIRD MEMBER	EARLY BIRD NON- MEMBER	MEMBER	NON- MEMBER	MOB TIX
ONE DAY PASS (NO ON-DEMAND ACCESS)	SOLD OUT \$325	SOLD OUT \$325	\$600	\$785	\$400
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Secure a ticket as individuals or send along a team (giving opportunity for both people & culture, project officers and network members the chance to share the experience) via table now to save money. We have had a few enquiries around wanting to purchase a table and you are unsure if you can fill it. Remember, it's a great opportunity to not only get your Pride and/or Allies Committee involved, but you can put the shout out to other people within your org who may be interested / have attended your pride events / want to learn more OR even provide access for a Not For Profit organisations or LGBTQ community members who otherwise may not be able to attend. If you'd like some options here, please let me know we have partners or orgs we can connect you with.

- **Resource Share A semi-new report 'The Health and Wellbeing of LGBTIQ+ People in Rural Australia' co-authored by Ruth [REDACTED]**

I am pleased to say the report 'The Health and Wellbeing of LGBTIQ+ People in Rural Australia', is finally completed, co-authored with Dr Ruth [REDACTED], and published by Pride Foundation Australia. The report includes a Victorian and national literature review, as well as recommendations for all stakeholders in rural LGBTIQ+ health and wellbeing, including rural health service providers, community led organisations and all levels of Government.

An inescapable conclusion of the report is that LGBTIQ+ people living in regional, rural, and remote areas suffer poorer health and wellbeing and are generally inadequately serviced by their local health care providers and by government policy and initiatives. It will, we hope, be of use to all stakeholders in the fields of LGBTIQ+ regional, rural, and remote health and wellbeing, and bring about positive change.

Last but not least,

- **NSW Members/ For NSW Folks :**

Sponsorship Opportunity - Mardi Gras Martial Arts

For organisations doing the AWEI Advanced this would be something that could be utilised for **Pro-Bono or Financial Support of LGBTQ+ Charities and Organisations – (Question 14 in Small Employer, or Question 29 in Standard Employer)**

S47F [REDACTED] has been running self-defence workshops for the LGBTQ+ community for five decades. It's time to return the love. <i>IMAGE CREDIT: City of Sydney Archives, 1991</i> 78er, Black Belt Sensei and iconic lesbian S47F [REDACTED] is hosting the Australasian Mardi Gras Martial Arts Championships again in February.	
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We're looking for a sponsor to support this event.

A Platinum Partner sponsorship (\$6,000 ex GST) includes event visibility and attendance (signage, MC call-outs etc), name recognition in all press and social media, and the opportunity to speak and present awards on the day. (Lower tiers negotiable upon request!)

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Saturday 14 February 2026 (8:00am – 5:00pm)

Part of the Sydney Mardi Gras Festival – Valentine's Day Edition!

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It's the same year as the **XII Valencia 2026 Gay Games** (27 June – 4 July). Visit glmamartialarts.com.au from **24 October** to register and find out more about how this tournament connects with the global martial arts community.

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Tournament Details

- Following the same spirit and rules as the past three successful championships (2023–2025), using **modified International Association of Gay and Lesbian Martial Artists (IAGLMA) rules**.
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- Special guests: **S47F** (trans woman and coach from New Zealand, bringing a team) and **S47F** (Melbourne Dragons). We're also hoping for teams from Sydney, Queensland, Perth (future host of Gay Games 2030?), and beyond!

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- Fun surprises throughout the day—it's Mardi Gras after all!

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- Volunteering within LGBTQ+ and/or disability communities
- Advocating for change and community development
- Building their capacity to take on leadership roles and responsibilities

What ACON can potentially offer

The project provides different streams of support including:

- Professional Coaching
- Peer Networking and Skills Development Group

Promotion and more information

Please share this link for more information and people to express their interest:

<https://form.123formbuilder.com/6888044/disabilityleadershipproject>

If you have any questions or require further information, please contact the team at disability@acon.org.au

Hope you found these shares interesting.

Warm Regards

s47F

**Senior Relationship Manager – Health,
Pride in Diversity**

Follow us on LinkedIn: [Pride in Diversity](#)

Mobile: [REDACTED] **Email:** [REDACTED]

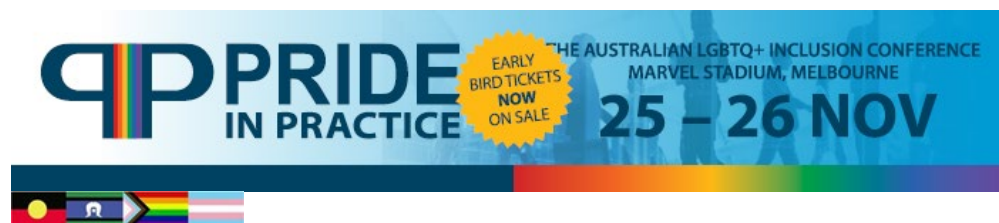
Address: 414 Elizabeth St Surry Hills NSW 2010 |

Website: prideinclusionprograms.com.au

My LinkedIn: s47F [REDACTED] | [LinkedIn](#)

Pronouns: [they/them](#)

[Book time with](#) s47F [REDACTED]



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This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to which it is addressed. If you are not the named addressee you should not disseminate, distribute or copy this email. Please notify the sender immediately by email if you have received this email by mistake and delete this email from your system. Please note any views or opinions expressed in this email are solely those of the author and do not necessarily represent those of ACON. Email transmission cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the contents of this message which arise as a result of email transmission.

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This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to which it is addressed. If you are not the named addressee you should not disseminate, distribute or copy this email. Please notify the sender immediately by email if you have received this email by mistake and delete this email from your system. Please note any views or opinions expressed in this email are solely those of

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From: s47
To: [REDACTED]
Cc: s47
Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]
Date: Friday, 24 October 2025 3:42:10 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

Hi [REDACTED]

Thank you so much for agreeing to film this video and take this task on. We really appreciate your support!

[REDACTED] has cleared the below script:

Hi, I'm [REDACTED] — my pronouns are she/her — and I'm from the Department of Health, Disability and Ageing.

In 2024, our department partnered with Pride in Diversity to co-develop a learning and development module focused on inclusive language in writing. This initiative was sparked by queries from our Health Pride Network and Inclusion Team, highlighting a need for tailored training to support staff who write policy for the Australian public.

After reviewing our existing L&D offerings — and those from Pride in Diversity — we identified opportunities to improve. Pride in Diversity listened, responded, and worked with us through a simplified co-design approach. Being involved in shaping the content meant we could ensure it truly met our needs.

The collaboration was thoughtful, inclusive, and resulted in a resource that's not only valuable for our department, but also adaptable for other organisations. We really enjoyed the process and encourage more partnerships like this in the future

Happy for you to film and send back to s47F FYI - I have also let [REDACTED] know about this initiative.

Thanks,

[REDACTED]

[REDACTED] (she/her)
Indigenous, Diversity and Inclusion

People Services Branch | PCP Division | Corporate Operations Group
Australian Government Department of Health, Disability and Ageing
T: [REDACTED] | E: [REDACTED]
Location: Yaradhang Level 3 North
Country located on: Ngunnawal Country



The Department of Health, Disability and Ageing acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to all Elders both past and present.

From: [REDACTED]
Sent: Wednesday, 22 October 2025 4:39 PM
To: [REDACTED]; [REDACTED]
Cc: Inclusion [REDACTED]
Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]

OFFICIAL

H [REDACTED]

I think this would be great! Yes I support - [REDACTED] when you're back tomorrow let's chat.

Regards,

[REDACTED]

OFFICIAL

From: [REDACTED]
Sent: Wednesday, 22 October 2025 12:09 PM
To: [REDACTED]
Cc: Inclusion [REDACTED]
Subject: FW: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]
Importance: High

OFFICIAL

Hi [REDACTED]

As this is time sensitive and [REDACTED] is away today, I wanted to touch base with you regarding the below email from [REDACTED] from PiD in relation to a 1-minute video they would like us to film and send to them regarding our collaboration on a recent training module they deployed. This will be featured in a PowerPoint and would be part of one of the Pride in Diversity sessions at the upcoming Pride in Practice conferences.

Background – this module was initiative by us, and we helped support the design of this module and were able to test it prior to PiD implementing the module and releasing it for organisations to engage.

I think this could be a great benefit for both organisations where our department will be able to increase visibility of our affiliation with PiD and support for our LGBTIQ+ community and help our colleagues at PiD at the same time.

Please advise if this is something that we would be able to support, and I would be happy to assist coordinate the next steps.

Due date is 27 October – which means we will need to record and have cleared this week.

Thanks
[REDACTED]

OFFICIAL

From: [REDACTED]
Sent: Wednesday, 22 October 2025 10:49 AM
To: [REDACTED]
Cc: Inclusion [REDACTED]
Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]

OFFICIAL

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

Welcome back,

Made sure I add it to my copy and paste list for moving forward.

Whilst ive got you, I just got asked to see if either DOHDA or AHPRA would like to help us with a little project.

We are putting together a bit of a presentation to help other members consider the ways they can engage with us and use membership hours and things. And one of the ones I had mentioned to the team the Inclusive Language training co-design and consult that we did with both DOHDA and AHPRA after they both had mentioned wanting a training that looked at that specific

area. Obviously the team thought it was a good example of partnering with organisations and they've asked me if you'd be interested in doing a little one minute video for us, saying how it was for DOHDA - my leading thoughts were that it felt like we listened and responded to a learning need and wanted to fill the gap in the education we had offered with a simplified co-design lens. Being able to comment on the content and be involved meant you could trust it hit what you wanted to, or something along those lines. We would then embed it into a powerpoint and would be part of one of the Pride in Diversity sessions at the upcoming Pride in Practice conference.

Would you be interested in that?

The 1 min video would include:

- A brief summary of what it we did together/ How we partnered (initial planning of content, review meeting, feedback, taking on feedback, delivery)
- Thoughts on success, and or if would do it again

Video can be filmed using a smartphone, or on your laptop/computer.

This is a great way to quickly showcase another thing your organisation has done as part of its LGBTQ+ inclusion support and have your name dropped at the conference (also supports your AWEI submission!).

le. I chatted to the team, and if we can get your help with this it can be used as additional work point for the AWEI – this is on top of an additional point you could claim for the abstract presentation DOHDA are presenting this year.

We are hoping to finalise video content by 27th October 2025 if at all possible, do you think you might be interested/able to participate.

Absolutely fine if you are too busy catching up upon your return. Let me know if want a quick call.

Warm Regards

s47F

**Relationship Manager – Health,
Pride in Diversity**

Follow us on LinkedIn: [Pride in Diversity](#)

Mobile: [REDACTED] | **Email:** [REDACTED]

Address: 414 Elizabeth St Surry Hills NSW 2010 |

Website: prideinclusionprograms.com.au

My LinkedIn: s47F [REDACTED]

[Book time with](#) s47F



ACON acknowledges and pays respect to the Traditional Owners and Custodians of the lands, waters and territories on which we work.

OFFICIAL

From: [REDACTED]

Sent: Wednesday, 22 October 2025 9:03 AM

To: s47F [REDACTED]

Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]

Hi s47F

Firstly – congratulation on your magical name change – Love it!

I wanted to make sure [REDACTED] is on your mailing list for all these fantastic emails? I have returned from a big Europe vacay to take a little stint outside of inclusion. I just want to make sure they are receiving all your emails. Please keep me on your mailing list as I could love to stay connected and informed.

I hope you are well.

Best regards

[REDACTED]

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

[REDACTED] (she,her)

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

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



The Department of Health, Disability and Ageing acknowledges the Traditional Owners and Custodians of Country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to Elders both past and present.

From: S47F [REDACTED]

Sent: Tuesday, 21 October 2025 10:18 PM

Cc: S47F [REDACTED]

Subject: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program

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Hey Members,

Hope this one finds you well – I wanted to make sure you were across a couple of things that have come across my email this past week that may be of interest to you.

- **Upcoming Panel – Members Event Wed, 19 Nov, 1pm - 2pm AEDT**

You Can't Ask That #2 - A Trans Awareness Week Panel



In honour of Transgender Awareness Week, ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Health + Wellbeing, Pride in Sport and Pride Training) are coming together to deliver this online panel to increase awareness and expose some of the myths about being transgender.

Our panel of people with diverse genders will answer those questions you're not supposed to ask but are dying to

know the answers to and share their lived experience to help participants gain a better understanding of life through a transgender lens.

<https://events.humanitix.com/you-can-t-ask-that-a-trans-awareness-week-panel-sawvrjnt>

Please share with your networks, hope to see you there!

- **New offering : Pride Pathways : Future LGBTQ+ Leaders Program**

It has been a very busy few weeks getting the inaugural Pride Pathways: Future LGBTQ+ Leaders Program kicked off in Perth. But it went smoothly, and we now have an inaugural group of LGBTQ+ participants, sponsors, and P&C people who are working through the 5-month program!!

Pride Pathways is unique, in that the program develops LGBTQ+ individuals, and prepares them for leadership, but there is also an organisational development aspect.

Each LGBTQ+ person on the program is to be supported by a senior sponsor from the organisation, and we provide frameworks for setting up a sponsorship relationship. We also invite a P&C / talent person to attend (you can send a P&C / talent rep per LGBTQ+ participant at no extra cost - it is also a good professional development opportunity for them), because the aim is that these sponsorship frameworks are embedded within the organisation as a formal sponsorship program that others can benefit from. We also provide visibility frameworks, again to be embedded within the organisation to establish a program of creating visible role models for under-represented populations. We will hold another online information session later in the year, but feel free to start sharing this now with your Sydney and Melbourne teams. And I can jump on a call to answer any questions that may arise. I have also attached the brochure and the sponsor 1 pager again.

Please find attached the flyer for the program, our next session will run in Sydney, then we will run a session in Melbourne. If you would like to learn more or be involved, we are starting to accept registrations :

Sydney			Melbourne	
We will start Sydney in Feb 2025. Venue and dates are locked in already apart from the Trailblazers.			Melbourne will commence July 2026	
	9/02/2026	Kick off session	People can also register for that at the same link https://www.surveymonkey.com/r/XXYJXLJ .	
w/c	16/02/2026	Retreat 1		
w/c	23/02/2026	1-1 sessions 1	No venue or dates locked in yet, but we are currently working on this and can hopefully confirm these in the near future.	
	9/03/2026	Trailblazer 1		
w/c	9/03/2026	Retreat 2		
w/c	6/04/2026	Retreat 3		
w/c	4/05/2026	Retreat 4		
w/c	11/05/2026	1-1 sessions 2		
w/c	18/05/2026	Trailblazer 2		
w/c	1/06/2026	Retreat 5		
	15/06/2026	Graduation		
Sydney registrations are now open. https://www.surveymonkey.com/r/XXYJXLJ				

- **Reminder Pride in Practice Conference - Tickets still available, and don't forget the on-demand option.**

DATES: Tuesday, 25 November and Wednesday 26 November 2025

TIME: 8:30am – 5:00pm AEDT

VENUE: MARVEL STADIUM, 740 Bourke St, Docklands VIC 3008

As we run the LGBTQ+ Awards in Sydney each year, we have decided to keep the conference in Melbourne moving forward. This gives your people not based in Sydney an opportunity to attend a major LGBTQ+ event and give you all an opportunity to travel (where you can).

Remember, if you can't travel, we do have On Demand passes as well, so there's still ways to benefit from the amazing content, commitments, and energy of the conference.

Ticket Information: Early Bird Tickets – purchase now to save!

Grab your tickets now and save. Prices below and you can buy your tickets here: [Conference Tickets - Pride in Diversity](#)

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Please share this link for more information and people to express their interest:

<https://form.123formbuilder.com/6888044/disabilityleadershipproject>

If you have any questions or require further information, please contact the team at disability@acon.org.au

Hope you found these shares interesting.

Warm Regards

s47F

**Senior Relationship Manager – Health,
Pride in Diversity**

Follow us on LinkedIn: [Pride in Diversity](#)

Mobile: [REDACTED] | **Email:** [REDACTED]

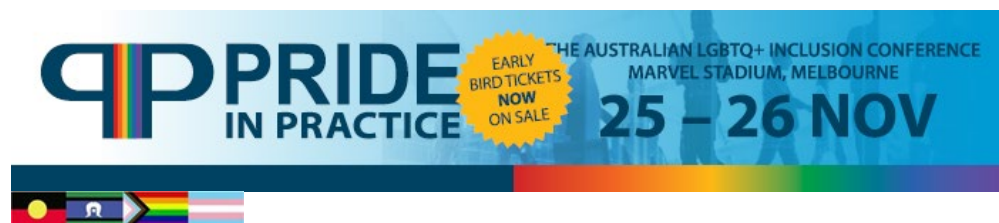
Address: 414 Elizabeth St Surry Hills NSW 2010 |

Website: prideinclusionprograms.com.au

My LinkedIn: s47F [REDACTED] | [LinkedIn](#)

Pronouns: [they/them](#)

[Book time with](#) s47F [REDACTED]



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From: s47E
To: [Health Pride Network](#)
Cc: [REDACTED] s47E
Subject: FYI - Video to Pride in Diversity on Inclusive Language training co-design project [SEC=OFFICIAL]
Date: Monday, 27 October 2025 5:46:34 PM
Attachments: [image006.png](#)
[image007.png](#)
[image008.png](#)
[MicrosoftTeams-video \(5\).mp4](#)
[image001.png](#)
[image002.png](#)

Hi HPN

As mentioned to [REDACTED], please find attached a video [REDACTED] recorded as part of the department's collaboration with Pride in Diversity on the Inclusive Language training co-design project.

The video will be shown at the upcoming Pride in Practice conference.

Regards,

[REDACTED]

[REDACTED] (she/her)

[REDACTED] Indigenous, Diversity and Inclusion

People Services Branch | PCP Division | Corporate Operations Group
Australian Government Department of Health, Disability and Ageing
T: [REDACTED] | E: [REDACTED]
Location: Yaradhang Level 3 North
Country located on: Ngunnawal Country



The Department of Health, Disability and Ageing acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to all Elders both past and present.

From: [REDACTED]
Sent: Monday, 27 October 2025 11:05 AM
To: s47F [REDACTED]
Cc: Inclusion [REDACTED]
Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]

OFFICIAL

Hi s47F [REDACTED]

Please see video attached. I hope this hits the mark and can be used for upcoming PiP conferences.

Best regards

[REDACTED]

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

[REDACTED] (she,her)

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



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



Stretch
Reconciliation
Action Plan



AWEI
GOLD
EMPLOYER

The Department of Health, Disability and Ageing acknowledges the Traditional Owners and Custodians of Country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to Elders both past and present.

OFFICIAL

From: s47F [REDACTED]

Sent: Wednesday, 22 October 2025 10:49 AM

To: [REDACTED]

Cc: Inclusion [REDACTED]

Subject: RE: Member Shares: Panel, Pride Pathways, Conference, Resource and NSW Sponsorship opportunity and ACONs NSW Disability Program [SEC=OFFICIAL]

OFFICIAL

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

Welcome back,

Made sure I add it to my copy and paste list for moving forward.

Whilst ive got you, I just got asked to see if either DOHDA or AHPRA would like to help us with a little project.

We are putting together a bit of a presentation to help other members consider the ways they can engage with us and use membership hours and things. And one of the ones I had mentioned to the team the Inclusive Language training co-design and consult that we did with both DOHDA and AHPRA after they both had mentioned wanting a training that looked at that specific area. Obviously the team thought it was a good example of partnering with organisations and they've asked me if you'd be interested in doing a little one minute video for us, saying how it was for DOHDA - my leading thoughts were that it felt like we listened and responded to a learning need and wanted to fill the gap in the education we had offered with a simplified co-design lens. Being able to comment on the content and be involved meant you could trust it hit what you wanted to, or something along those lines. We would then embed it into a powerpoint and would be part of one of the Pride in Diversity sessions at the upcoming Pride in Practice conference.

Would you be interested in that?

The 1 min video would include:

- A brief summary of what it we did together/ How we partnered (initial planning of content, review meeting, feedback, taking on feedback, delivery)
- Thoughts on success, and or if would do it again

Video can be filmed using a smartphone, or on your laptop/computer.

This is a great way to quickly showcase another thing your organisation has done as part of its LGBTQ+ inclusion support and have your name dropped at the conference (also supports your AWEI submission!). I chatted to the team, and if we can get your help with this it can be used as additional work point for the AWEI – this is on top of an additional point you could claim for the abstract presentation DOHDA are presenting this year.

We are hoping to to finalise video content by 27th October 2025 if at all possible, do you think you might be interested/able to participate.

Absolutely fine if you are too busy catching up upon your return. Let me know if want a quick call.

Warm Regards

s47F

**Senior Relationship Manager – Health,
Pride in Diversity**

Follow us on LinkedIn: [Pride in Diversity](#)

Mobile: [REDACTED] | **Email:** [REDACTED]

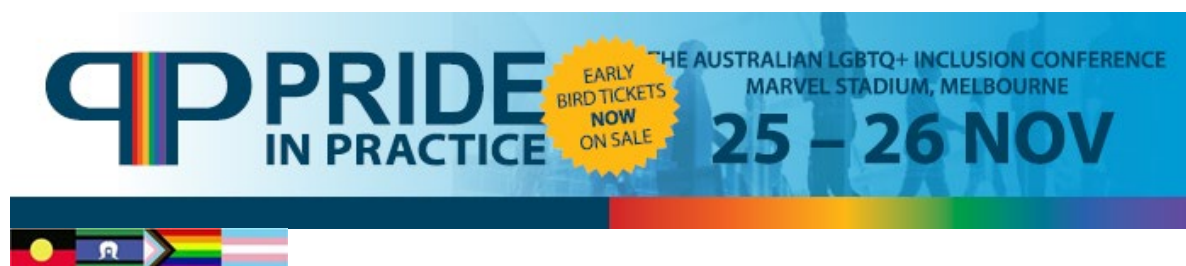
Address: 414 Elizabeth St Surry Hills NSW 2010 |

Website: prideinclusionprograms.com.au

My LinkedIn: s47F [REDACTED] | [LinkedIn](#)

Pronouns: [they/them](#)

[Book time with](#) s47F [REDACTED] .



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From: [REDACTED]
To: s47E([REDACTED])
Subject: FW: Thank you! [SEC=OFFICIAL]
Date: Tuesday, 2 December 2025 1:36:43 PM
Attachments: [image002.png](#)
[image003.png](#)

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

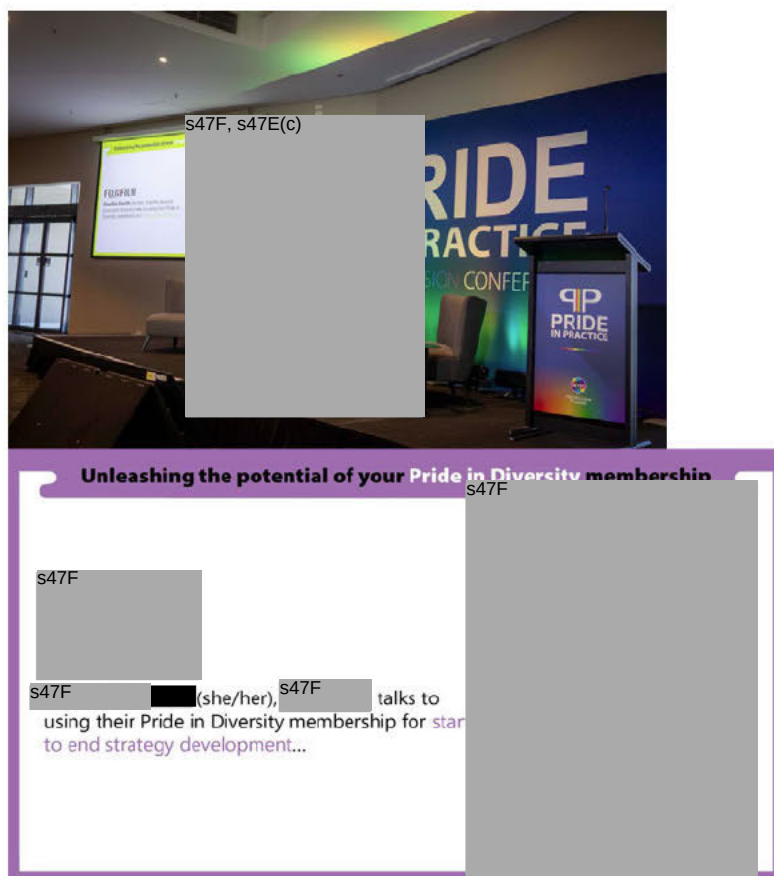
OFFICIAL

From: [REDACTED]
Sent: Tuesday, 2 December 2025 12:27 PM
Cc: [REDACTED]
[REDACTED]
Subject: Thank you!

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

Hi everyone

I just wanted to say a big thank you for providing us a video for the 'Unleashing the Potential of your Pride in Diversity Membership' session that I delivered at the Pride in Practice conference. The session was a big hit and members got so much out of it. Your videos will support others to drive using their membership effectively – like you all have!



We do what we do because of your support, so again, a big thank you!

s47F

s47F (he/him)

Senior Relationship Manager
ACON's Pride Inclusion Programs

Mobile: [REDACTED]

Address: 414 Elizabeth St Surry Hills NSW 2010

Website: www.prideinclusionprograms.com.au

LinkedIn: s47F [LinkedIn](#)



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transmission.

Sharing the Pride - April 2025

24 min read

Hello wonderful people of the Health Pride Network!

The mood for this month is brought to you by the colours of the orange-pink version of the lesbian pride flag, because it was **Lesbian Visibility Day** on 26 April. We celebrate such days to promote awareness, acceptance, safety and inclusion of all parts of the ever-evolving range of LGBTIQ+ communities. This month we're acknowledging **International Asexuality Day**, too. Here's cheers to our lesbian sisters and all who find their place under the ace umbrella! We're also inviting you to contribute to our new network extension – **Pets of Pride Network (PoPN)** – so please contact us at [REDACTED] if you want to share a pic and profile of your pet.

– [REDACTED] *Sharing the Pride editor*



s47F,
s47E(c)

[REDACTED]
Assistant Director

s47F,
s47E(c)

26/186

From the HPN Executive team

Hello Pridesters!

Happy April, where we celebrated our Asexual and Lesbian communities! We hope you managed to have a break over the Easter public holiday period. It has seemingly been a very short month and we're headed straight into the election.

As you may have seen, there continues to be debate and attacks on our trans and gender-diverse communities globally. Please take this as a reminder that you are supported here at Health and in the Pride Network. Please look after yourselves as we approach the election weekend, and reach out if you need. You can find a range of supports at the end of this newsletter for additional resources available to you.

International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)

Get ready for our upcoming IDAHOBIT event, to be held on Monday 19 May – meeting invites will be going out to all staff shortly. The 2025 theme of IDAHOBIT is *Will You Stand Against Discrimination?*

To celebrate, we will be hosting a sit-down chat in the Melbourne Office with Mountford from the Australian Human Rights Commission, to discuss their recent research on *Supporting Trans and Gender Diverse Employees in the Workplace*. This session will be available to all staff virtually, so we encourage you to connect or go to a viewing party in your local office. Melbourne staff are encouraged to join the live session.

S47F



AWEI Survey

We have started to receive the Department's initial responses to the 2024 Australian Workplace Equality Index (AWEI) Survey from Pride in Diversity. And we're very excited to receive the Department's results for the 2024 AWEI Submission at the Pride in Diversity LGBTQ+ Inclusion Awards at the end of May –

watch this space next month for the announcement!

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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

(Ms/she/her) | Co-Chair |

(they/them) | Co-Chair |

(Mr/he/him) | Deputy Chair |

(he/him) | Deputy Chair |

(he/him) | Secretariat |

(he/him) | Secretariat |

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

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

Join the Network!

What's on

[International Asexuality Day - 6 April](#)

[Lesbian Visibility Day - 26 April](#)

[HPN Coffee Catch-up - Woden - 6 May](#)

[International AIDS Candlelight Memorial - 18 May](#)

Get in touch!



Director

s47F,
s47E(c)

Assistant Director

Matthew
Assistant Secretary



SSD SSNS Network Strategy Partnership SN

s47F,
s47E(c)

Project Officer

Assistant Director



Health Pride 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.

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

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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

people. While they are a way to make sense of the world around us, they often distort reality and create 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;

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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 theGBTQ+ 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."

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



Cat Dixon, 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

lesbians fancy all other women, lesbians hate men; there's always a [FOI '26 3302](#) in any lesbian relationship [Document 411](#) 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

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 McDonough's](#) documentary short [Old Lesbians](#). Delving into the lives and stories of older lesbians, it's inspired by the [Old Lesbian Oral Herstory Project](#) 317186

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:

- **Lifeline:** national hotline with 24/7 crisis support. Call 13 11 14

(OLOHP). Also read: ["Old Lesbians": A Film Celebrating Inter-generational Queer Narratives - ThePinkTimes](#) 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 McCrossin, now 70, and YouTuber Lauren Elloise, 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 McCrossin and zoomer Lauren Elloise

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?](#)

- Emergency: 000
- **Beyond Blue**: free mental health line and online brief counselling service open 24/7 for everyone in Australia
- **13 YARN**: a 24/7 crisis support line for Aboriginal and Torres Strait Islander people. Call 13 92 76.

About being ace

International Asexuality Day is celebrated on 6 April.

Within the asexual community, there are many ways for people to identify. The term 'asexual' is the umbrella that covers the spectrum of these ways of being.

Asexuality is one of the least understood and most misrepresented identities on the LGBTQIA+ spectrum. And it's one of the most powerful reminders that there is no single way to experience love, connection or identity.

Asexual people, who are also known as ace or aces, may experience little or no sexual attraction, or they may experience sexual attraction in a different way to others. They may or may not want to form an intimate relationship, which could be romantic, platonic or another form of connection.

You may be or have heard about people who are **demisexual** – someone who only experiences sexual attraction after they have formed a strong emotional connection.

Grey-A people identify somewhere between sexual and asexual.

Queerplatonic people experience a non-romantic relationship based on an intense emotional connection that goes beyond traditional friendship.

There's also **aegosexuality** or **autochorissexuality**, where you might fantasise about sex but not want it in real life.

Aces may also use hetero-, homo-, bi- and pan- in front of the word romantic to describe who they are romantically attracted to.

An ace person may also be "aro" (aromantic) and have no inclination towards people sexually or romantically.

We all need to understand that asexual means different things to different people, and to respect and celebrate what's comfortable for each of us.

Myths and misconceptions

Asexuality is not:

- celibacy (that's a choice, not an orientation)
- a phase or something that needs fixing
- the result of trauma, shyness or confusion.

Asexual people are not cold, robotic or incapable of love. Asexuality is a valid orientation!

How to be an ace ally

As with anyone, respect an ace person's identity without asking for proof or explanation.

Use inclusive language – don't assume everyone is sexual.

Listen to ace voices and learn about ace experiences.

Celebrate and support ace friends, family and colleagues!

Good reads

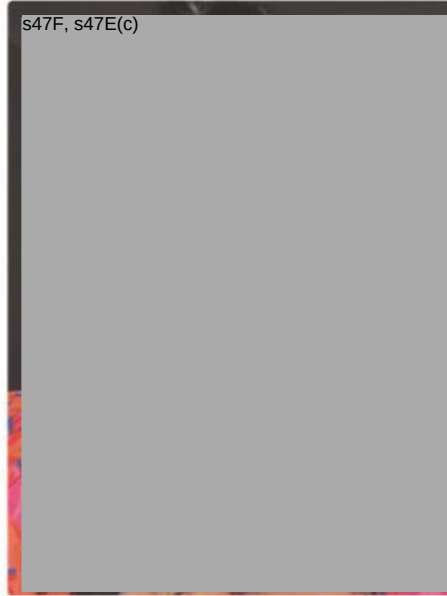
[Understanding asexuality: What it is & why it deserves visibility](#). - Pride Palace

[Understanding asexuality](#) - The Trevor Project

[The Asexual Visibility & Education Network \(AVEN\)](#).

Getting to know one of our fabulous Health Pride Network members:

[REDACTED] (they/them)



The make-up look I did for Lesbian Visibility Week

Hello! My name is [REDACTED] I use they/them pronouns and I am part of the Indigenous, Diversity and Inclusion team as the Inclusion officer. Currently, I assist the team with administration tasks, as well as supporting two of our fabulous networks – the Health Pride Network and the newly minted Neurodiversity Network.

Prior to working in the public service, I worked in the not-for-profit sector, predominantly in the LGBTQIA+ space, and before that, I was heavily volunteering at LGBTQIA+ events.

How did you feel about being part of the Pride Network?

As one of the people from the Inclusion team that supports the Pride Network, it has been an incredible experience seeing how the Pride Network works behind the scenes. The level of care, knowledge and general good vibes that the Exec, and then the committee, bring to continuing their support for not only the Network, but for LGBTQIA+ staff throughout the Department, it is nothing short of a joy to be a part of.

A huge moment in your life...

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Graduating high school, and getting my final exam marks, was a pretty huge moment for me. I was always a young person that people weren't sure was going to make it, and if I did, they weren't sure I would make it very far. I even had my homeroom teacher sit me down privately and tell me to reconsider all of the universities I was thinking of applying for, because they were convinced I couldn't do it. But (of course) I did. Because I was always going to. I graduated, I got the marks I needed and I went to my dream university, because *of course I would!* I made it, and *I keep going.*

FOI 26-3962
Document 41

Is there someone from the LGBTQIA+ community who inspires you?

It's honestly hard for me to think of one singular person who inspires me. Frankly, I think of all of my fellow queer people of colour that have come before me, that are alongside me and that will come after me. I can only think of my community – the labour, the insights, the laughs, the love and the absolute care that my community shows everyday to each other and to others around us. I think of the resilience that we are forced to create and forge for ourselves; for each other. The softness that we shelter and keep within ourselves because that softness is what keeps us connected (and that hardship will never, ever take). I think of the things that we all create – music, art, literature, experiences, connections, and how each piece enriches not only the lives around us, but how it *enriches culture*. My community, especially my BIPOC community, is what inspires me. *Every day*. With no single doubt. *Every time*.

You're opening an entertainment venue. What would it be called and what would happen there?

My venue would be called The Agenda, and it would be a space dedicated to the LGBTQIA+ community. I would love to host a variety of events there; one of my backgrounds is in event management. I would throw dance parties, bingo nights, fundraisers, maybe even just have it be a drop-in space from time to time. To start, I imagine it to be wheelchair accessible (of course), with low sensory quiet spaces, with gender-neutral bathrooms galore and food/drink options that cater to a wide range of dietary requirements. You know the music would also be incredible, no matter what time of day you're there.



The Stardew Valley Concert – an event I went to with one of my best friends! Another way I enjoy spending time with some of my favourite people

What are you famous/infamous for?

I am pretty famed for opening up any and all dfloors that I can get my body onto. What can I say, I love a boogie! If I'm (somehow) in a dfloor-less venue, I am also (in)famously known for being the "Therapist Friend" (trademark). You need advice, or an ear to listen to you? You found the right Pisces to for the job.

Do you have a pet?

I do! My family has a beloved cavoodle called s47F

s47F He is one of the greatest loves of my life.

Hobbies, passions, obsessions?

I feel like I am always collecting hobbies. I'm very into make-up, I've got a crochet blanket of the lesbian flag in the works, I have started many a family in the Sims and I'm sure my guitar is tired of being strummed to play "A Thousand Miles" for the millionth time. I also love learning. A passion of mine is actually learning about how genders, sexualities and desires play with different cultures and geographical locations.

Your favourite thing to do with your favourite humans?

Being around the people I love brings me so much unabridged joy. I really value any and all time I get to spend with them. I recently went on an overseas holiday with some of my best friends and jumping waves with them I will carry as a core memory. I also love hosting dinners where I cook something yummy and we catch-up, chat and fill the room with laughter. With my family, it is when we have quiet moments together, watching Gogglebox or eating outside on our patio.

If you could send a 25-words-or-less text message to everyone in the world...

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Thank you for being here. The universe needs you more than you could ever know.



The ocean in Bintan, Indonesia

FAVE FIVE

Favourite sound: The ocean hitting the shore

Favourite cookie: A freshly baked chocolate chip cookie any day

Favourite colour: Cover me in jewel tones

Favourite season: The cold bite of winter and the colours of fall

Favourite quality about yourself: My warmth.

News & views

You don't get it if you don't ask...

An inspiring story from the UK, where teen debut director Jacob Franklin didn't expect acting icon Sir Ian McKellen to answer the text, let alone agree to star in his film. The 14-year-old is directing *Dragged Through Time*, which explores 1000 years of LGBTQ+ history as well as looking at what it's like to be queer in today's world.

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He is part of a youth-led drama collective at Eton College, where the director of drama had a connection to the actor. McKellen plays great uncle Peter, a closeted older member of the protagonist's family who everybody Document 41y. Read the story here: [Sir Ian McKellen stars in 14-year-old's film about LGBTQ+ history](#).

Sex Discrimination Commissioner supports trans community

On 17 April in a press release, Australia's Sex Discrimination Commissioner Dr Anna Cody expressed her support for the trans and gender-diverse community after the United Kingdom Supreme Court ruled that trans women are not included as 'women' under the *Equality Act 2010* (UK). "Human rights belong to everyone. Trans and gender-diverse people should be safe, respected and legally recognised," she said. "The laws in the UK are not the laws of Australia. Our laws should reflect inclusion, respect and the right of all people to live with dignity. "Trans and gender-diverse people are a vital part of our community, and this moment reminds us that we must continue to advocate for the full enjoyment of human rights for all in our communities here in Australia, not retreat from it." Read the release at: [Sex Discrimination Commissioner voices support for trans community after UK Supreme Court ruling | Australian Human Rights Commission](#).

Resources

New inclusive comms guide

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

Events

Get in touch with allyship for IDAHOBIT

It's easy to get overwhelmed by what's going on around the world, and the anti-LGBTQIA+ discrimination we're seeing on the news and online.

So Minus 18 is holding a Lunch + Learn online event – Allyship in Today's World – on 14 May to talk about how we can all play a part in standing against LGBTQIA+ discrimination! Even small actions make a big difference. Tying in with IDAHOBIT, which is all about taking meaningful action in our own community, workplace or school, the Minus 18 team created this special digital event in response to the questions they've received, asking how to stand with LGBTQIA+ students, family, friends or colleagues in today's climate. Buy tickets here: [Lunch + Learn: LGBTQIA+ Allyship in Today's World](#).

LGBTQIA+ Leadership & Allyship Summit

Join other leaders, changemakers and allies for a day of insight, inspiration and impact in this defining moment for LGBTQIA+ rights, inclusion and freedom. The LGBTQIA+ Leadership and Allyship Summit is taking place on Melbourne/Naarm and online on 19 June 2025, featuring an unmissable keynote from Hannah Gadsby, the world's most amplified voice on gender and sexuality. Also featuring Patricia Karvelas, Joe Ball, Andrew Barr, Lil Gordon and many more impressive and influential speakers. Be part of the conversation shaping the future of truly inclusive workplaces and leadership in Australia: [LGBTQIA+ Leadership & Allyship Summit - The Hatchery](#).

Celebrating inclusive fabulousness

Business/Semi-Formal/Fabulous is the dress code for the 2025 Australian LGBTQ+ Inclusion Awards, happening on Friday 30 May at the ICC Grand Ballroom in Sydney. The daytime event celebrates and awards Australia's top organisations for LGBTQ+ inclusion based on the results of the Australian Workplace Equality Index (AWEI). Tickets are on sale now: <https://www.pid-awe.com.au/2025-awards/>. If you can't make it in person, start making plans for a watch party.

Light Up the Night Gala in Brisbane

The Light Up the Night Gala is Australia's premier and purposeful LGBTQ+ fundraising event, hosted by the LGBTQ Domestic Violence Awareness Foundation. The elegant evening is a chance for hundreds of allies, business leaders, representatives, community groups and philanthropists to take a visible stand and support an important cause. The spectacular event on Saturday 24 May is hosted in the Brisbane City Hall under the rainbow dome of its beautifully preserved Main Auditorium. For more info and tickets: [Light Up the Night Gala - LGBTQ Domestic Violence Awareness Foundation](#).

Courses

Pride in Diversity programs

As employees of the Department of Health and Aged Care, we can all access ACON's Pride Inclusion Programs that are run throughout the year. These sessions offer great learning opportunities and are free for us but registration is essential. Go to [Member Login | Pride Inclusion Programs](#) and log in with Username: FederalHealth (case sensitive) and Password: LGBTIQA+7Health (case sensitive) then choose Monthly Online Training Sessions from the menu on the left. Or you can book through Humanitix via the links below using the Department's member number 29043.

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

[LGBTQ+ Awareness – Tuesday 13 May, 3 to 4:30 pm \(AEST\)](#) You will get an overall understanding of why LGBTQ+ workplace inclusion is important, explore challenges often faced by LGBTQ+ employees and gain awareness about the impact that the culture has on the lived experience of its employees.

[Trans & Gender Diverse Awareness – Tuesday 20 May, 3 to 5 pm \(AEDT\)](#) You will get an overall understanding of binary and non-binary gender experiences and identities as part of the LGBTQ+ spectrum. The session will explore the complex nature of gender identity and gender-affirmation processes (transitioning), provide a level of comfort around terminology, outline some of the unique challenges often faced by transgender and gender-diverse employees, and explain how to support an employee affirming their gender in the workplace.

[Inclusive Management Training: Engaging & Supporting LGBTQ+ Staff – Wednesday 21 May, 11 am to 1 pm \(AEDT\)](#) This purpose-built training for middle-

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management staff at the Department of Health & Aged Care is an interactive session where questions are encouraged and discussions are held in a respectful, safe and inclusive environment. The session aims to equip and empower managers to support LGBTQ+ inclusion, provide guidance on the Department's Gender Affirmation Policy and Guidelines to support our diverse workforce, and build confidence to address non-inclusive behaviours in the workplace.

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LGBTQ+ Inclusive Language Considerations – Thursday 19 June, 10.30 am to 12 pm (AEDT) This session will provide an enhanced understanding of the principles and importance of inclusive language. It will delve into the myths and pitfalls associated with inclusive language, and explore both formal and informal considerations, including pronouns, group greetings and language patterns. Participants will learn how language can serve as a powerful tool for allyship and inclusion, helping to create a more supportive and accepting environment for everyone.

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



Live entertainment

JVN is hot, healed and headed here

Queer Eye star Jonathan Van Ness is bringing their brand-new comedy tour *Hot & Healed* to our shores in September and October. Non-binary Van Ness promises "All new comedy, all new lewks, and somehow more hot than ever (and healing everyday)! Can't wait to meet y'all!" Check dates and click for tickets for the Adelaide, Perth, Melbourne, Sydney and Brisbane performances at [JVN's website](#).