STANDING SUBMISSION: STRATEGIC FOCUS 20. HR / Diversity Professional Accountabilities	INTERMEDIATE 2 points

We have at least one Diversity / HR professional whose job description, performance appraisal or work plan includes *specific and detailed* LGBTQ inclusion objectives/targets.

Note: This is beyond a general reference to LGBTQ inclusion as an area of diversity.

Please provide evidence of such specific targets.

Figure 65 – Screenshot of the current performance agreement for an inclusion officer in our department

prideindiversity
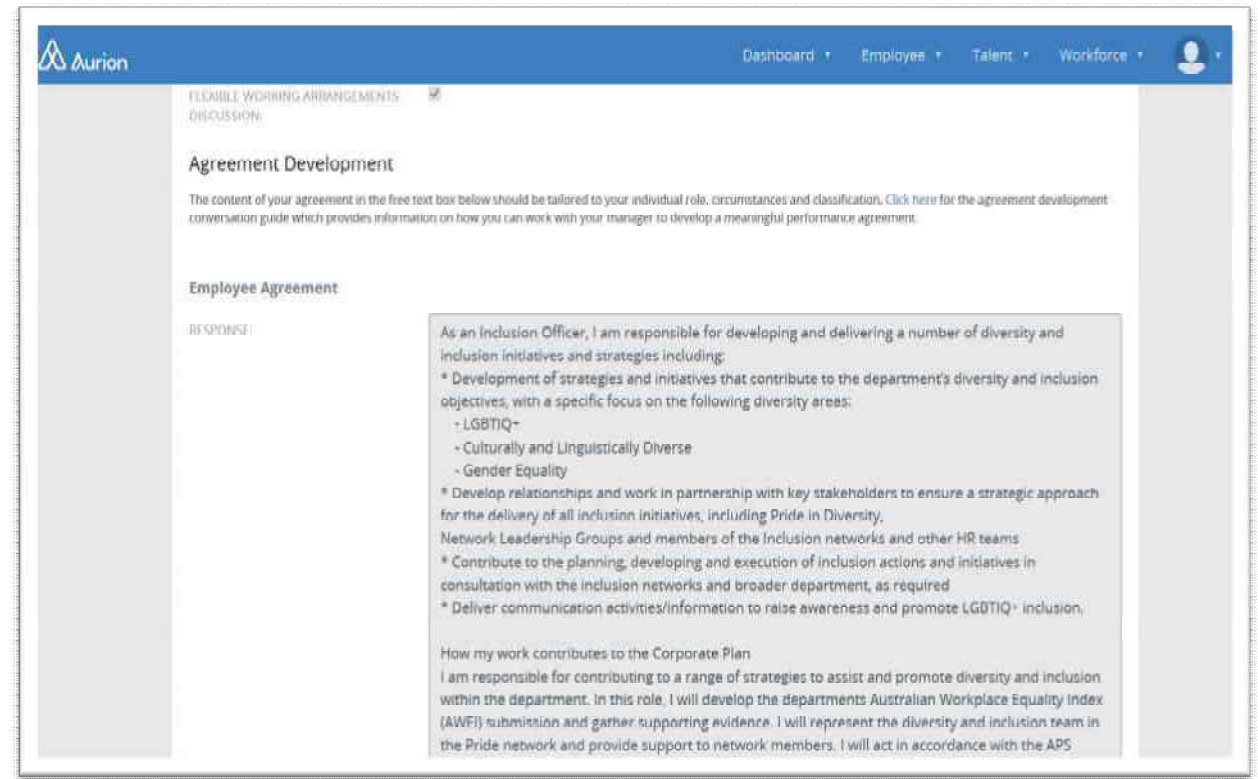
STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
21. Executive Sponsor or LGBTQ Champion	**Max. 4 points**

We have an Executive Sponsor located _within our Australian offices_ with documented role expectations/accountabilities related to LGBTQ inclusion work and advocacy within the organisation.

For full points, please provide evidence of both:
> _(a) the documented role expectation/accountabilities_
> _(b) the mechanism through which the Executive Sponsor reports or is made accountable for these_

The LGBTIQ+ Pride network Champion and co-Champion work in partnership with the Diversity and Inclusion team to achieve the department's strategic inclusion objectives. The LGBTIQ+ Pride network has an annual work plan which is approved by the Champion. An annual report is developed addressing progress against the work plan, provides key insights of member experiences and feedback, shares key successes, gaps, and identifies opportunities to further collaborate across the department.

Submission Evidence:

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Figure 66 – Extract from the 2020 Inclusion network guidelines of the roles and responsibilities for the Champion and co-Champion

Staff-led Inclusion Network guidelines 2020

5. Roles and Responsibilities

Each network will consist of the following elected positions and are referred to as the 'Network Leadership Group'. It is expected that these positions be filled by staff who will lead by example, demonstrate positive behavior and act as a role model for the network and its members. These roles may be subject to transitional arrangements and role-sharing at the agreement of each network. The roles and responsibilities for each of these roles, including its network members, are outlined below.

5.1 The Champion

Champions are appointed by the Secretary. The Champion must demonstrate interest, engagement, understanding and empathy with the target employee group and have sufficient influence and presence within the department. The role of the Champion includes, but is not limited to:

- Providing high level advocacy support to the employee network, including support for practical solutions identified
- Champion equal access and inclusion for the employee network they represent in the department
- Advocating and modelling good practice relating to employment policies and processes
- Providing leadership to drive employment initiatives and organisational change to create workplaces that value and support people in the cohort they represent
- Committing to understanding the barriers to and representing the rights of the employees they represent across the department and the APS more broadly
- Attending and speaking at internal and external events promoting workplace inclusion including APS-Wide Champion Networks
- Raising the network's profile in the department.

5.2 Co-Champion

Each network Champion is supported by a Co-Champion. The Co-Champion supports the activities of the Champion, as outlined above, and in circumstances where the Champion is temporarily unavailable during a term of appointment, the Co-Champion will act as the substitute in this role for the duration required.

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Figure 67 – Screenshot from the department's intranet introducing the new Champion of the LGBTIQ+ Pride Network
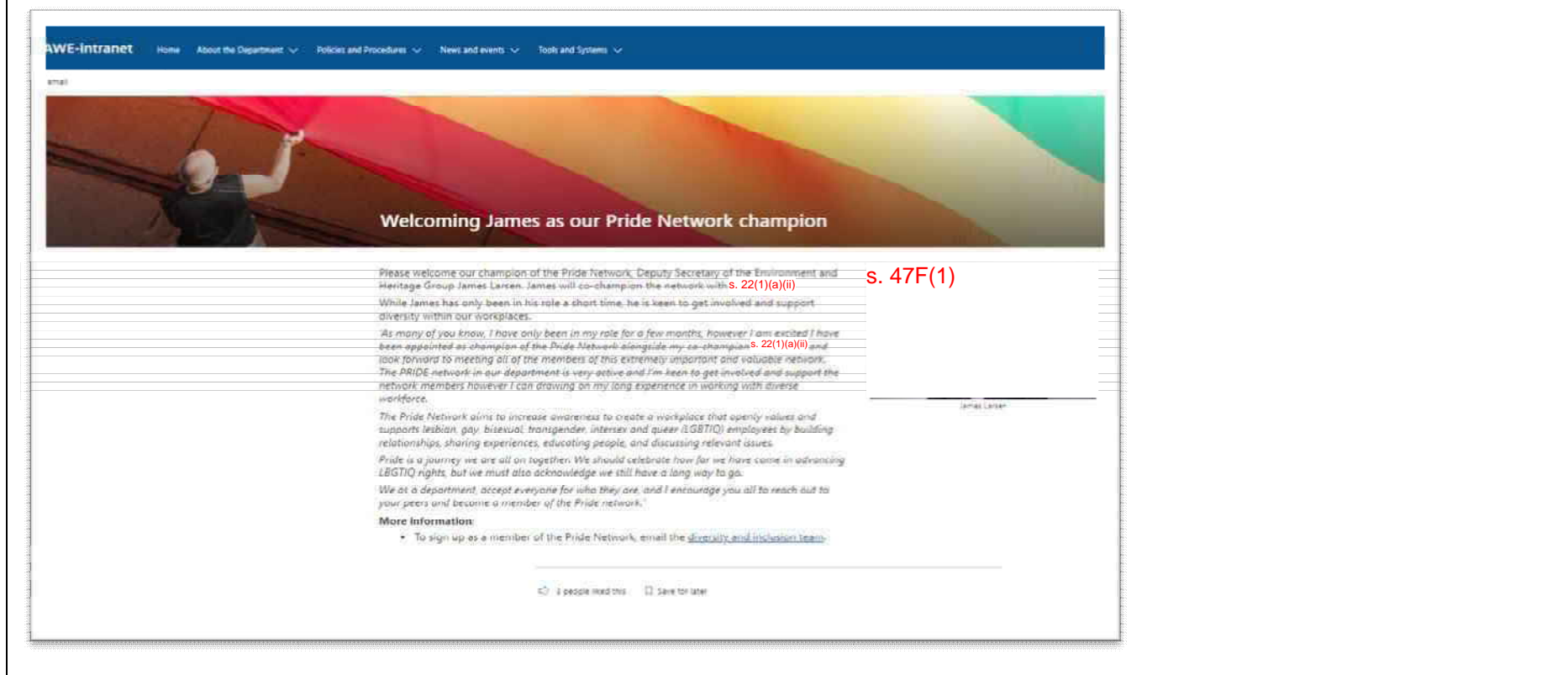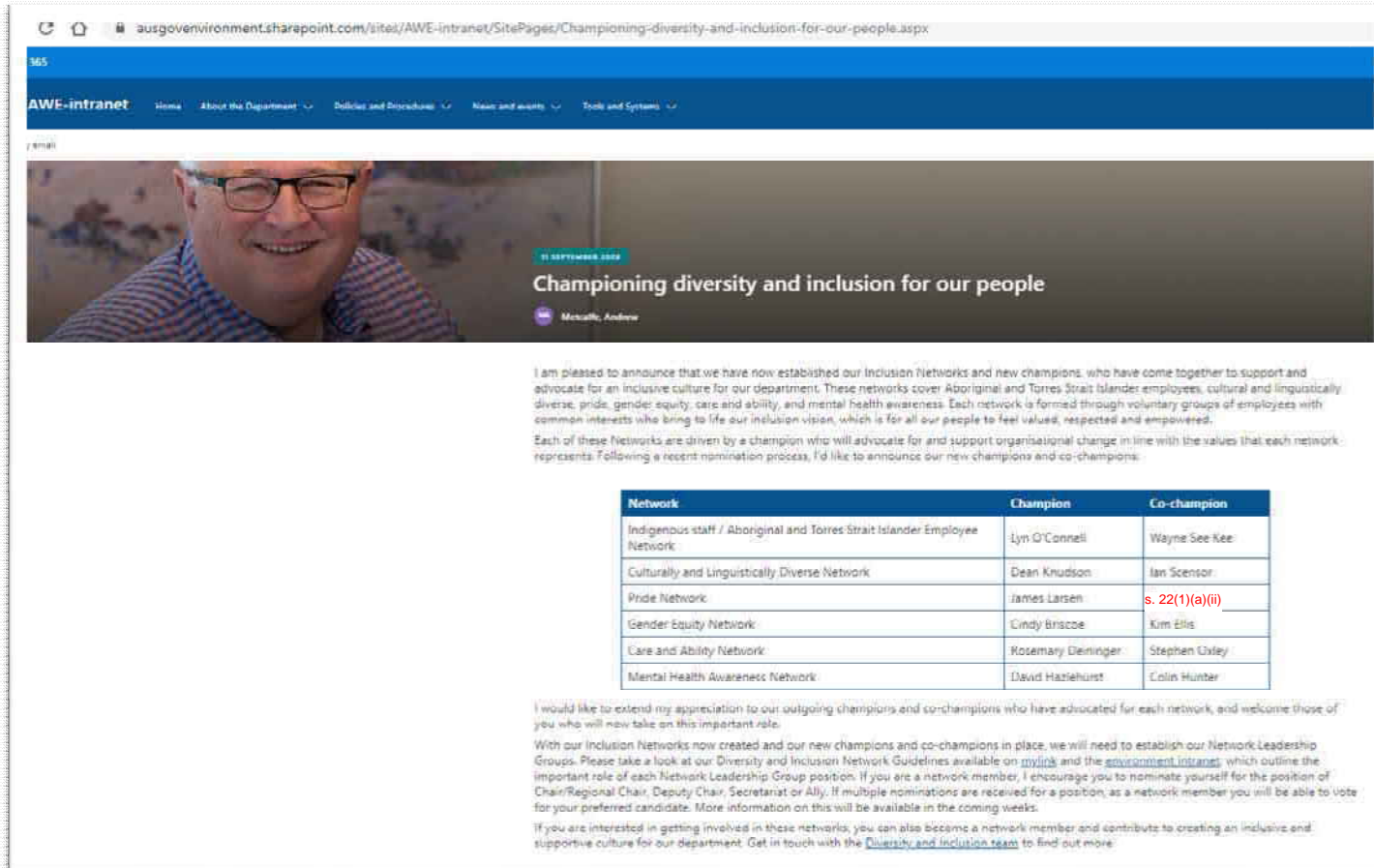

s. 47F(1)

Figure 68 – Screenshot from the department's intranet of the Secretary's news introducing our diversity and inclusion Champions

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
22. Senior Management Diversity Accountability	**Max. 4 points**

We include specific diversity and inclusion accountabilities, job goals or expected outcomes within senior management appraisals beyond generic company values addressing diversity/inclusion (this may or may not include LGBTQ specific accountabilities).

Note: This is outside of network leadership and executive sponsor accountabilities - applies to all executive/senior leaders.

For full points, please:
   (a) confirm that there are diversity accountabilities (over and above general behavioural values) within senior management appraisals.
   (b) provide evidence (template example acceptable) or if highly confidential, please indicate the name of a senior HR person who can verify this:

Our Senior Executive Service (SES) staff are required to sign a declaration stating they commit to working in accordance with the standards and obligations described in the SES Performance Agreement form. They must ensure their behaviours are respectful, impartial, accountable, commited, professional and ethical, for a culturally safe environment. They must support staff to participate in cultural events and programs, act with integrity and respect all people, including their rights and their heritage and construct strong and diverse teams. SES must also work in accordance with the SES Performance Policy.

Submission Evidence:
Figure 69 – Extract from the SES Performance Agreement form

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Figure 70 - Extract from the SES Performance policy

s. 47E(d)
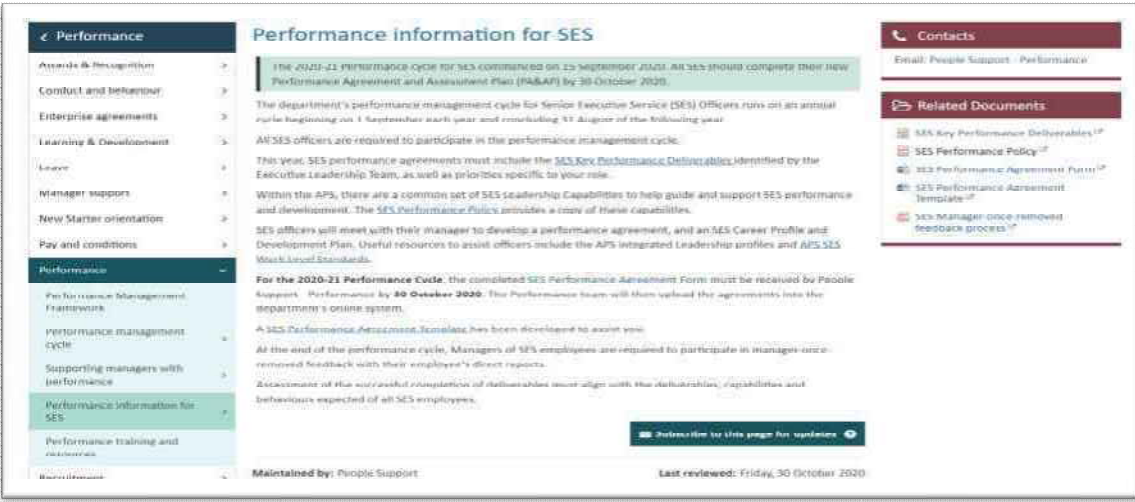
Figure 71 – Extract from the SES Performance policy

APS VALUES

28. Employees should be aware of their obligations to uphold the APS Values and comply with the Code of Conduct. Managers also need to note the APS Values in their dealings with employees on during the performance management process. The APS Values are listed below:

- **Impartial -** the APS is apolitical and provides the Government with advice that is frank, honest, timely and based on the best available evidence
- **Committed to service -** the APS is professional, objective, innovative and efficient, and works collaboratively to achieve the best results for the Australian community and the Government
- **Accountable -** the APS is open and accountable to the Australian community under the law and within the framework of Ministerial responsibility
- **Respectful -** the APS respects all people, including their rights and their heritage
- **Ethical -** the APS demonstrates leadership, is trustworthy, and acts with integrity, in all that it does.

Figure 72 – Screenshot of SES Key Performance deliverables 2020-21

s. 47E(d)

Figure 73 – Performance information for SES available on the department's intranet

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
23. Customer-facing LGBTQ Inclusion	**Max. 3 points**

We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.

For full points, please:

    a) *clearly outline the extent of this work and progress made to date*

Our department created an animated video titled 'Supporting Non-Binary People'. We shared this video with the:

- Commonwealth Scientific and Industrial Research Organisation
- Department of Defence
- Department of Industry, Science, Energy and Resources
- Department of Employment, Skills, Small and Family Business
- Bureau of Meteorology
- Department of Veterans Affairs.

We assisted the Department of Veterans Affairs with their Pride Network in 2020. We provided the following information to assist and support them:

- 2019 Work plan and Work plan status update
- 2020 Work plan
- Copies of all communication issued during the year
- Copies of all intranet content developed for LGBTIQ+ days of significance.

In addition, members of the LGBTIQ+ Pride Network provided input into the department's response to the APS Gender Equality Strategy.

Submission Evidence:
Attachment SQ23 LGBTIQ+ Pride network 2020 annual report

Figure 74 – Extract from the LGBTIQ+ Pride network annual report outlining our support for other department's

Supporting other departments
International Non-Binary Peoples Day
The department's Learning and Development team created an animated video, titled Supporting Non-Binary People. This educational video drew upon the content the department developed for International Non-Binary Peoples day. Key topics covered in this video included:
- What is non-binary
- What is gender
- Inclusion, acceptance and understanding
- Using inclusive language and examples of what is inclusive language.

This video was shared with the:
- Commonwealth Scientific and Industrial Research Organisation
- Department of Defence
- Department of Industry, Science, Energy and Resources
- Department of Employment, Skills, Small and Family Business
- Bureau of Meteorology
- Department of Veterans Affairs

The team responsible for the video included:
- s. 22(1)(a)(ii) - Designed, developed, edited and published
- s. 22(1)(a)(ii) s. 22(1)(a)(ii) and s. 22(1)(a)(ii) - Script
- s. 22(1)(a)(ii) – Sound Director
- s. 22(1)(a)(ii) – Voice over

Other support
The department has assisted the Department of Veterans Affairs with their Pride Network in 2020. The following information was provided to assist them:
- 2019 Work plan and Work plan status update
- 2020 Work plan
- Copies of all communication issued during the year
- Copies of all intranet content developed for LGBTIQ+ days of significance.

Involvement in APS Gender Equality Strategy
Two of our LGBTIQ+ Pride Network members s. 22(1)(a)(ii) and s. 22(1)(a)(ii) participated in the department's response to the APS Gender Equality Strategy.

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
24. Customers Information: Changing Gender Markers	3 points

We provide customers / service users with easily accessible information on how they can change their title (Mr, Ms, Mx), name and gender within our systems.
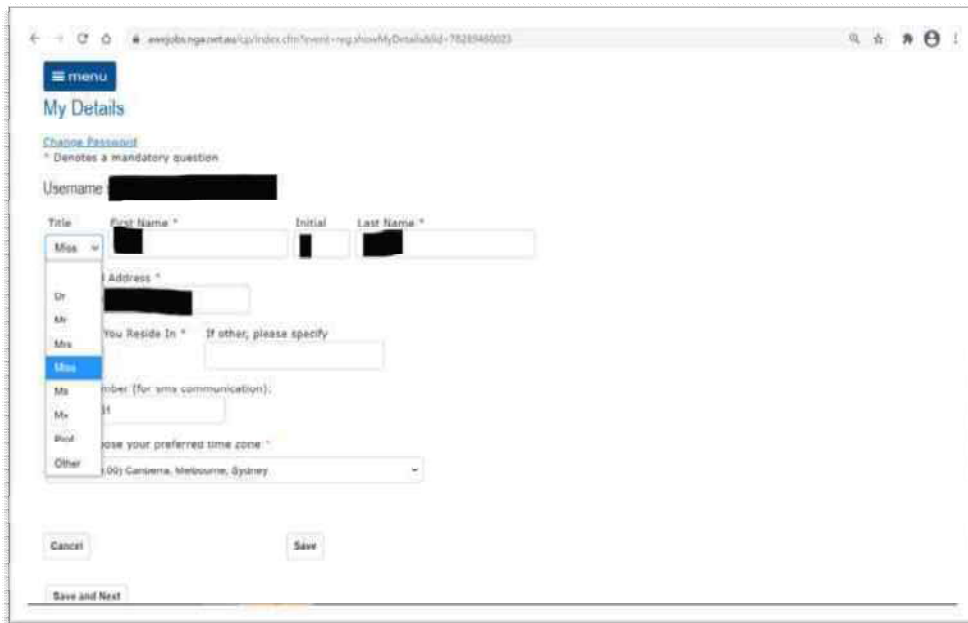
For full points, please provide either:
  a)   *a copy of the customer/service user documentation that outlines this or a screenshot of that information.*
  b)   *evidence that you do not collect or have removed gender options or gendered information in your systems*

Our customers/clients that access our systems can update personal information including their title by logging into their system profile and updating their details.

Submission Evidence:

Figure 75 – Screenshot of a recruitment profile outlining the available options for updating their title. Once selected, the customer saves the changed information in their profile and the gender title is automatically updated.

** END OF SECTION 1: STANDING SUBMISSION **

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ANNUAL SUBMISSION

This part of the Submission (Sections 2 – 10) is only applicable to work carried out in the 2020 calendar year. Points will not be allocated for work carried out in 2021.

A reminder to read each question carefully and the specific evidence required, respectively.
- Each question asks for specific LGBTQ-explicit evidence. If inadequate or incomplete evidence is provided for any question, full points may not be obtained.
- If attaching evidence, please indicate the question number / title on the file name

For further support and clarification: Please download the AWEI Scoring Guidelines or refer to the AWEI Tools and Support webpage.

Due to the Covid-19 pandemic and national/state-wide restrictions, social distancing and other related factors, we will be accepting any virtual or digital evidence for the questions within the Annual Submission.

SECTION 2: STRATEGY & ACCOUNTABILITY

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	FOUNDATION
1. External LGBTQ Expertise	**Max. 2 points**
We have access to external LGBTQ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID). *Please provide evidence of <u>one</u> such engagement throughout the assessed year, identifying who that was with.*	
Submission Evidence: We were an active member of Pride in Diversity in 2020 and have renewed our membership for 2021.	

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	FOUNDATION
2. Documented LGBTQ Strategy	**Max. 3 points**
We have a documented LGBTQ inclusion strategy (or pillar within an overarching diversity strategy) in place for the assessed year that includes *clearly defined* LGBTQ targets and/or action plans. *Please provide a copy of the LGBTQ component of your strategy and clearly defined targets. If your strategy does not contain clearly defined LGBTQ targets, please provide any accompanying/supporting action plans that will show specific goals in this area*	

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Submission Evidence:
Attachment AQ2 – The department's Inclusion Strategy 2019-21
Figure 1– Extract from the department's Inclusion Strategy 2019-21, available on the department's website and intranet

LGBTIQ Action Plan

This action plan details how we will:

> create a culture where all employees feel safe and included, irrespective of their sexual orientation, gender identity or intersex status

> ensure our employees are free to be their authentic self, without the need to guard their conversations due to fear of bias, labels or discrimination (Table 3).

TABLE 3 LGBTIQ Action Plan

Guiding theme	Action	Time frame	Responsibility
Opportunities—Attract and recruit diverse employees and ensure all employees are provided opportunities to build capability and contribute to our objectives.	Review and modify our policies and practices to ensure they are inclusive of people who identify as LGBTIQ and reflect the department as an employer of choice.	June 2020	Workforce and HR Strategy
Culture—Foster an inclusive culture where our employees feel they can bring their authentic self to work.	Develop and implement gender affirmation guidelines to support employees transitioning in the workplace.	November 2019	Workforce and HR Strategy, People Help
	Deliver and participate in events and communication activities to raise LGBTIQ awareness and promote inclusion.	Ongoing	Workforce and HR Strategy, Communications, Pride Network
	Support employees to participate in significant events.	Ongoing	Workforce and HR Strategy, Pride Network
Leadership—Our leaders drive business outcomes by being open-minded, flexible, encouraging innovation and modelling inclusive behaviours. Leaders address unacceptable behaviour to ensure the workplace is free from harassment, bullying and discrimination.	Participate in the Australian Workplace Equality Index and improve our results by implementing recommendations against all categories and publishing the results.	Annually	Workforce and HR Strategy, Pride Network
	Improve capability of managers and human resources staff to support LGBTIQ employees.	December 2020	Workforce and HR Strategy

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ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	INTERMEDIATE
3. **LGBTQ Advisory Group**	**Max. 4 points**

We have *established and promoted* an internal LGBTQ advisory group which has:
  a) met specifically to identify areas requiring change or to work on projects requiring their expertise and guidance
  b) engaged with *the organisation* in efforts to implement change or complete allocated projects

Note: This group may be the leadership or a subset of your Employee Network, or a group within your organisation with distinct expertise in LGBTQ inclusion.

For full points, please provide:
  (a) evidence of how this group's expertise or counsel is promoted across the organisation
  (b) evidence of any meetings or work undertaken by this group throughout the assessed year

Each of the department's inclusion networks, including our LGBTIQ+ Pride network has a Network Leadership Group consisting of; Champion, co-Champion, Chair, Regional Chair and Secretariat (NLG). The NLG's are responsible for promoting and contributing to the department's strategic inclusion objectives. They play an active role in delivering inclusion events and recognising days of significance and other related celebrations. They assist in developing the networks work plan and intersect with other inclusion networks to deliver these initiatives, forming small project teams to improve the department's awareness of LGBTIQ+ related matters.

Submission Evidence:

Attachment AQ3 - Staff-led Inclusion network guidelines

The role of the NLG's are published in the network guidelines on the department's intranet site. Contact details for our Network Leadership Group, LGBTIQ+ representatives and Diversity and Inclusion team are linked on our intranet site.

We use our intranet as a platform to celebrate diversity, raise awareness and promote activities. Throughout the year we have accessed the department's virtual calendar to publish several articles promoting the networks activities and achievements. We also use our Inclusion Networks email distribution lists to communicate with the networks on topics of interest, days of significance and network activity. Our senior leadership teams are also included in these communications.

Our LGBTIQ+ Pride Network's annual report outlines the work undertaken in 2020 and lists our achievements and milestones. The annual report was circulated by the network Champion, James Larsen to all staff. The report was also distributed via email to of all of our inclusion networks, senior managers, Diversity and Inclusion team and LGBTIQ+ Pride Network members.

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Figure 2 – screenshot of email correspondence from the network co-Champion to the network members providing an update on the status of the 2020 work plan.

From s. 22(1)(a)(ii) s. 22(1)(a)(ii)@awe.gov.au>
Sent: Friday, 9 October 2020 3:28 PM
To: s. 47E(d)   @agriculture.gov.au' s. 47E(d)   @agriculture.gov.au>
Subject: An update [SEC=OFFICIAL]

Hi Pride Network,

At the start of the year we developed a work plan for the pride network for the calendar year and we will publish a status update in mid-December.

Attached is the draft of the status update detailing what we have achieved so far this year and shows a few items left to complete. One addition to be added will be the appointment of network position when Diversity and Inclusion finalise the nomination and appointment process.

Please have a review and provide feedback. I do need to have input on what social event each state facilitated/organised.

Hopefully everybody has read the wonderful article about the appointment of James Larsen as our Pride Network champion. If no, here is the link.
https://ausgovenvironment.sharepoint.com/sites/AWE-intranet/SitePages/Welcoming-James-as-our-Pride-Network-champion.aspx

I met with James on 8 October 2020 and will organise a teams meeting in the next few weeks so James can introduce himself.

Finally, I have created content for nearly all of the Pride Network days of significance. These can be found at:
https://ausgovenvironment.sharepoint.com/sites/PRIDE

Regards
s. 22(1)(a)

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Figure 3 – screenshot of email correspondence from the network co-Champion to the inclusion network NLG's and the LGBTIQ+ Pride network members providing the 2020 Annual Report prior to publishing.

From s. 22(1)(a)(ii) s. 22(1)(a)(ii) @environment.gov.au>
Sent: Tuesday, 22 December 2020 5:08 PM
To s. 47E(d)   @agriculture.gov.au'; Pride Network Mailing List s. 47E(d)   @environment.gov.au>; Briscoe, Cindy (Agriculture) <Cindy.Briscoe@agriculture.gov.au>; Dean Knudson <Dean.Knudson@environment.gov.au>; O'CONNELL, Lyn (Agriculture) <Lyn.O'Connell@agriculture.gov.au>; Larsen, James (Agriculture) <James.Larsen@agriculture.gov.au>; Deininger, Rosemary (Agriculture) <Rosemary.Deininger@agriculture.gov.au>; Hunter, Colin (Agriculture) <Colin.Hunter@agriculture.gov.au>; Mason, Neal (Agriculture) <Neal.Mason@agriculture.gov.au>; s. 22(1)(a)(ii)   (Agriculture) s. 22(1)(a)(ii)   @agriculture.gov.au>; s. 22(1)(a)(ii) s. 22(1)(a)(ii) @environment.gov.au>; s. 22(1)(a)(ii)s. 22(1)(a)(ii) @environment.gov.au>; s. 22(1)(a)(ii)   (Agriculture) s. 22(1)(a)(ii)   @agriculture.gov.au>; s. 22(1)(a)(ii)s. 22(1)(a)(ii) @environment.gov.au>; s. 22(1)(a)(ii)   Agriculture s. 22(1)(a)(ii)   @agriculture.gov.au>; s. 22(1)(a)(ii) s. 22(1)(a)(ii) @environment.gov.au>; s. 22(1)(a)(ii)   @environment.gov.au>; s. 22(1)(a)(ii)   @environment.gov.au>; s. 22(1)(a)(ii); s. 22(1)(a)(ii)s. 22(1)(a)(ii)   @environment.gov.au>; Scensor, Ian (Agriculture) <Ian.Scensor@agriculture.gov.au>; s. 22(1)(a)(ii) s. 22(1)(a)(ii)   @environment.gov.au> s. 22(1)(a)(ii) s. 22(1)(a)(ii) @environment.gov.au> s. 22(1)(a)(ii)'AAD) s. 22(1)(a)(@aad.gov.au>; See Kee, Wayne (Agriculture) <Wayne.SeeKee@agriculture.gov.au>; 'Diversity and Inclusion' s. 47E(d)   @agriculture.gov.au>; Blackwell, Jasna (Agriculture) <Jasna.Blackwell@agriculture.gov.au>
Cc: s. 22(1)(a)(ii)   Agriculture) s. 22(1)(a)(ii)   @agriculture.gov.au>; Larsen, James (Agriculture) <James.Larsen@agriculture.gov.au>; s. 22(1)(a)(ii)(Agriculture) s. 22(1)(a)(ii)@agriculture.gov.au>
Subject: LGBTIQ+ Pride Network 2020 Annual Report – "Going for gold" [SEC=OFFICIAL]

Dear Pride network and Inclusion Council members,

The Pride Network's 2020 annual report is now published and available online to read. It is accessible in the "News" section of the department's intranet page. The Pride Network have had a successful year with a significant increase in activity in comparison to 2019. You can also click on the link below to read the summary of our activities and to also access the full 2020 annual report.

News   See all

Holiday closedown arrangements 2020
Different arrangements in place for ongoing operational functions.
Zoe Ashford (SharePoint) 11 Dec 2020
6 views

Senior staffing announcement
Congratulations to Rosemary Deininger
Metcalfe, Andrew 3 hours ago
46 views

Going for gold
Our Pride Network's 2020 annual report
Larsen, James 4 hours ago
64 views

Figure 4– Extract from the Staff-led Inclusion network guidelines outlining Chair and Regional Chair responsibilities

5.3 Chair / Regional Chair

Network Chairs and Regional Chairs will guide the network and play a key role in shaping its agenda and are the lead contacts to the network Champion. Each network will have one or more Chairs (Canberra and Regions) who are responsible for representing the network members. Where more than one chair is selected to represent a network, it is important that this group meet regularly to discuss current issues relating to their inclusion group, share information and discuss events as applicable.

The Network Chair / Regional Chair is responsible for:

- Convening network and formal meetings, including setting agendas
- Ensuring the network meets its terms of reference
- Where required arranging formal and informal events
- Establishing an annual workplan to drive actions to improve the reach, effectiveness, and visibility of the network across all regions of the department
- Representing and promoting the network internally and externally to the department
- Collaborating with other networks in the department

9

Staff-led Inclusion Network guidelines 2020

- Representing their region where required, including discussions with members and the Executive
- Acting as a point of contact for the network as required
- Working with the network to prepare an annual report outlining the networks achievements based on the initiatives identified in Attachment A and presented to the Inclusion Council through to the Secretary of the department. This will only be required where funding has been provided against a work plan. (see section 7. Reporting).

NOTE: Workplans are to be aligned with the department's Inclusion Strategy and Commonwealth diversity strategies.

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Figure 5 – Extract from the department's intranet with contact details for our Network Leadership Group, LGBTIQ+ representatives and Diversity and Inclusion team

Pride Network Leadership Team

The staff PRIDE network is supported by proactive leaders in the senior executive levels of our Department.

The leadership team for the Pride Network comprises: Mx James Larsen (Champion), s. 22(1)(a)(ii)
s. 22(1)(a)(ii) (Co-Champion) and s. 22(1)(a)(ii) (Chairperson)

s. 47F(1)

s. 22(1)(a)(ii)   JL   James Larsen   s. 22(1)(a)   s. 22(1)(a)(ii)

Further Information

For a confidential discussion regarding workplace inclusion, please contact the Pride Network Team and/or the Diversity and Inclusion team.
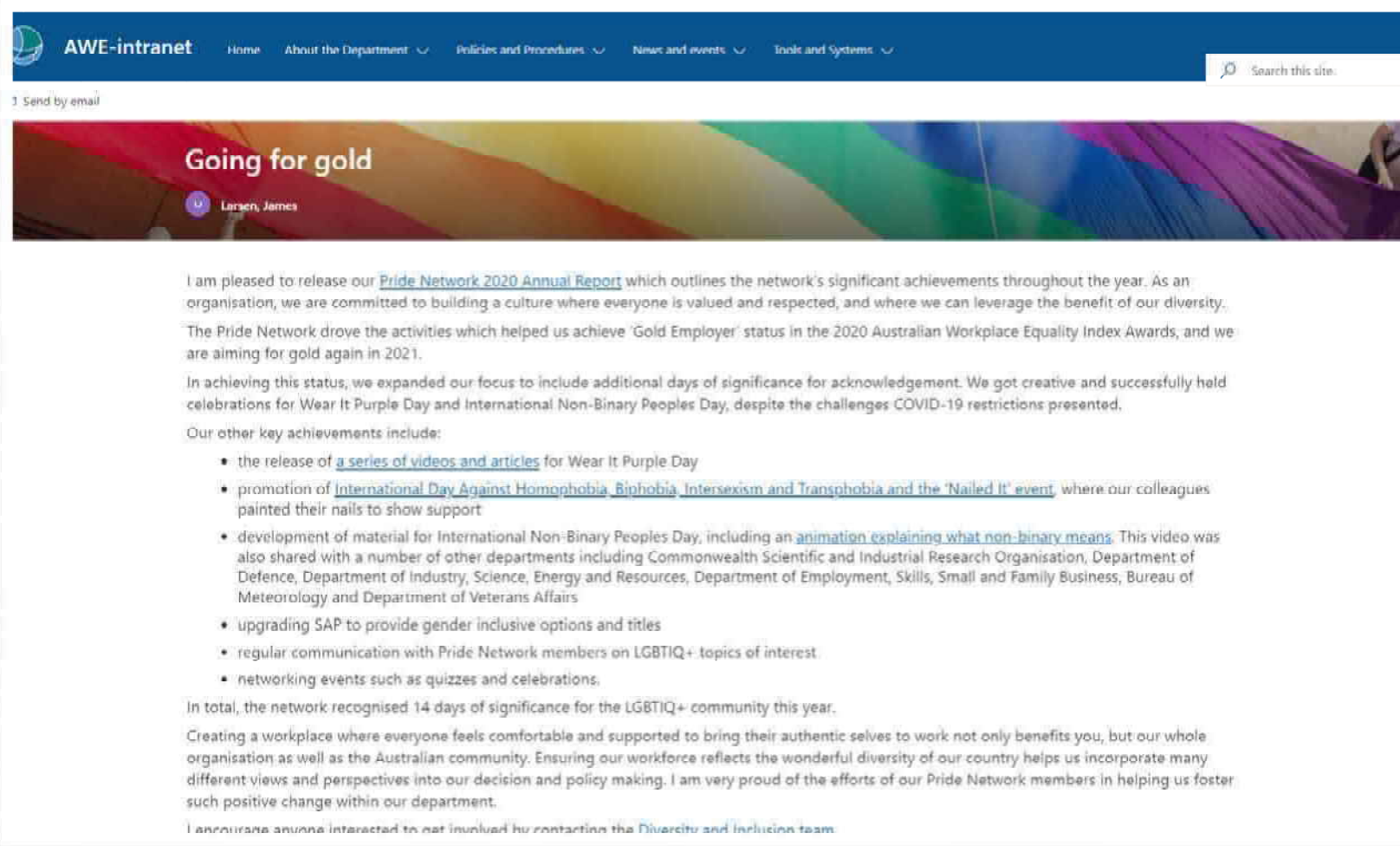
James Larsen
s. 22(1)(a)(ii)
s. 22(1)(a)(ii)
s. 22(1)(a)(ii)

Diversity and Inclusion

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Figure 6 – Extract from the department's intranet of our Champion celebrating and announcing our 2020 achievements for the LGBTIQ+ Pride Network

AWE-intranet   Home   About the Department ⌄   Policies and Procedures ⌄   News and events ⌄   Tools and Systems ⌄   🔍 Search this site.

] Send by email

Going for gold

Larsen, James

I am pleased to release our Pride Network 2020 Annual Report which outlines the network's significant achievements throughout the year. As an organisation, we are committed to building a culture where everyone is valued and respected, and where we can leverage the benefit of our diversity.

The Pride Network drove the activities which helped us achieve 'Gold Employer' status in the 2020 Australian Workplace Equality Index Awards, and we are aiming for gold again in 2021.

In achieving this status, we expanded our focus to include additional days of significance for acknowledgement. We got creative and successfully held celebrations for Wear It Purple Day and International Non-Binary Peoples Day, despite the challenges COVID-19 restrictions presented.

Our other key achievements include:

- the release of a series of videos and articles for Wear It Purple Day
- promotion of International Day Against Homophobia, Biphobia, Intersexism and Transphobia and the 'Nailed It' event, where our colleagues painted their nails to show support
- development of material for International Non-Binary Peoples Day, including an animation explaining what non-binary means. This video was also shared with a number of other departments including Commonwealth Scientific and Industrial Research Organisation, Department of Defence, Department of Industry, Science, Energy and Resources, Department of Employment, Skills, Small and Family Business, Bureau of Meteorology and Department of Veterans Affairs
- upgrading SAP to provide gender inclusive options and titles
- regular communication with Pride Network members on LGBTIQ+ topics of interest
- networking events such as quizzes and celebrations.

In total, the network recognised 14 days of significance for the LGBTIQ+ community this year.

Creating a workplace where everyone feels comfortable and supported to bring their authentic selves to work not only benefits you, but our whole organisation as well as the Australian community. Ensuring our workforce reflects the wonderful diversity of our country helps us incorporate many different views and perspectives into our decision and policy making. I am very proud of the efforts of our Pride Network members in helping us foster such positive change within our department.

I encourage anyone interested to get involved by contacting the Diversity and Inclusion team.

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| ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	INTERMEDIATE
4. LGBTQ Inclusion Reporting	2 points

Within the assessed calendar year, we have published a report on our LGBTQ inclusion work. This may be within annual reports, CSR documentation or equivalent public facing documentation.

Note: This report may include work prior to the assessed year, however the report must be published within 2020.

On 1 February 2020, we began operating as a new department bringing together people from the former Department of the Environment and Energy (DoEE) and the former Department of Agriculture into one large diverse workforce.

Submission Evidence:

Link - The Department of Agriculture, Water and the Environment Annual Report 2019-20: https://www.awe.gov.au/sites/default/files/2020-10/annual-report-2019-20-awe-oct-2020.pdf

Figure 7 – Extracts from the Department of Agriculture, Water and the Environment Annual Report 2019-2020

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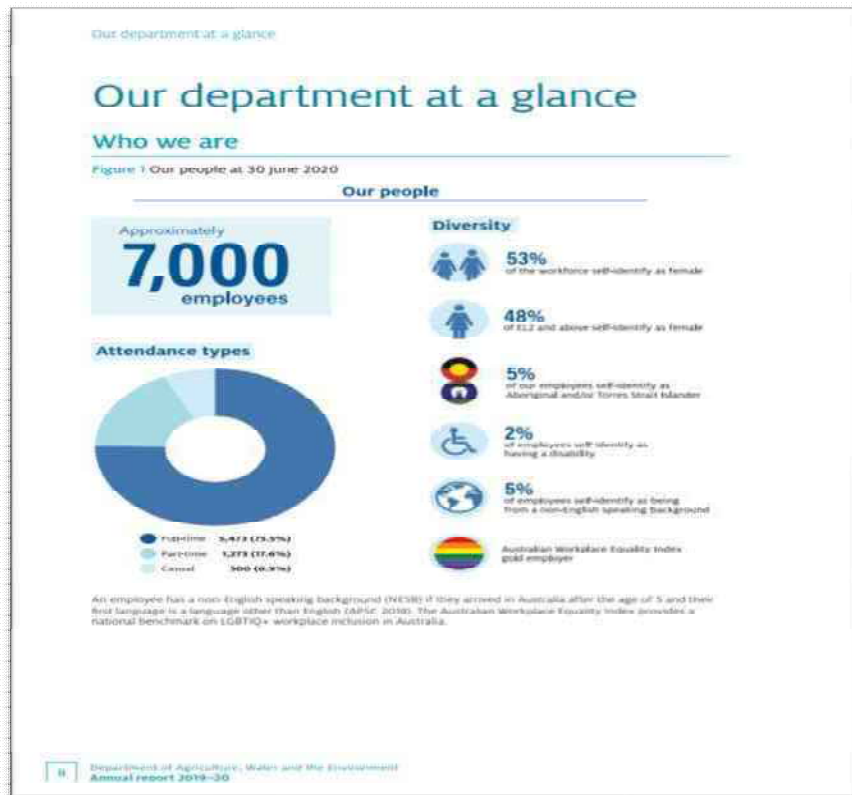
Supporting a diverse workplace

Having a large and diverse workforce enables our department to support Australians by ensuring that we reflect the communities that we serve. We are developing a new Inclusion Strategy that will embed inclusion in all that we do. Its implementation will ensure every employee can contribute and bring their authentic self to work.

In addition, we are developing action plans to implement the Commonwealth's Aboriginal and Torres Strait Islander Workforce Strategy 2020–24. Disability Strategy and Gender Equity Strategy. Our Inclusion Strategy will complement these APS-wide strategies.

This work builds on the commitment of our former departments to support our diverse workforce. In June 2020 we celebrated achieving 'Gold' status in the Australian Workplace Equality Index, recognising our ongoing commitment to building an inclusive workplace for our LGBTIQ+ colleagues.

We have also started developing the new department's first Reconciliation Action Plan 2021–24 (RAP). We play a key role in protecting Australia's natural resources and way of life, and Aboriginal and Torres Strait Islander peoples are central to our work.

We want to highlight this link clearly in our RAP, to support our goal to be an employer of choice for Aboriginal and Torres Strait Islander peoples, and for staff within the department to have a high degree of cultural capability. We aim to develop and implement policies and programs through collaboration and co-design with Aboriginal and Torres Strait Islander staff and communities.

Department of Agriculture, Water and the Environment
Annual report 2019–20   129

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

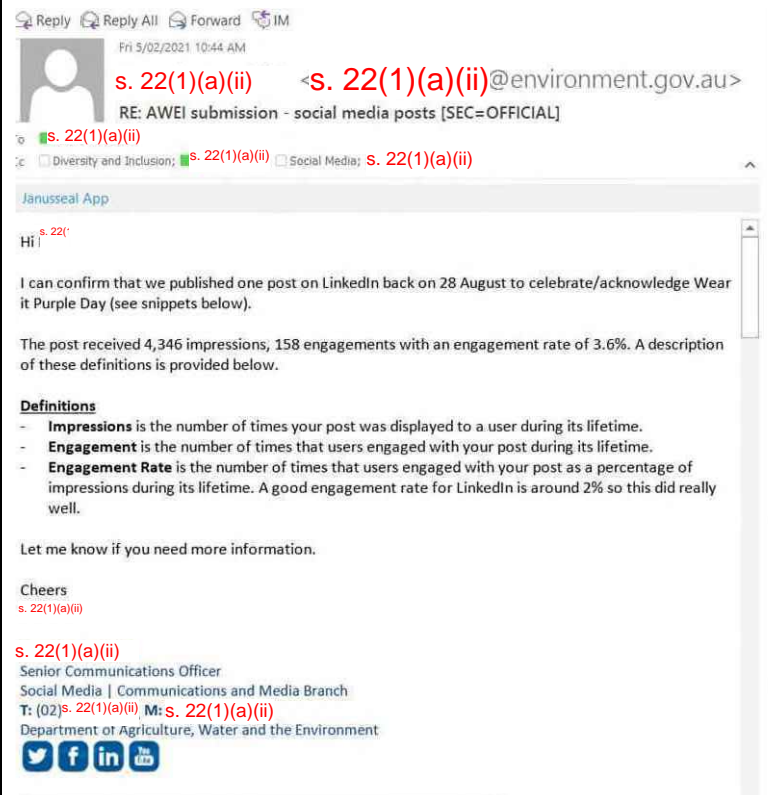**5.   Media Coverage**

INTERMEDIATE

2 points

Our work in LGBTQ inclusion has been covered by an independent source (not internally written or published) within the assessed calendar year.

Note: This has to cover your LGBTQ inclusion work in detail and cannot be a brief mention of your organisation, recognised employee/individual or an award won.

Please provide evidence of how your LGBTQ inclusion work has been recognised by an independent source: screenshot, URL, image or insert attachment.

Evidence:

Figure 8 – screenshot of email from media team with external coverage of Wear it Purple day 2020 on linkedin.

Figure 9 – screenshot of AWEI employer ranking 2020

2020 PLATINUM TIER RECOGNITION

Platinum Employer recognition acknowledges the highest levels of performance within the AWEI over a sustained period of time. Employers must first qualify for Platinum by achieving an AWEI score within the Gold Tier range at least four out of the last five consecutive years; or be awarded Employer of the Year twice within that period. At qualification, an employer may choose to work on a project or submit once again for the AWEI. Only on successful completion of the project or AWEI submission within the Gold Tier range will the official Platinum status be awarded.

Once awarded, Platinum Employer recognition must be maintained. While maintaining Platinum status, employers can choose to submit the AWEI as per usual or alternate AWEI submissions with project work.

Should Platinum Employers choose to alternate projects and submissions, the actual reporting cycle of the AWEI reduces to once every three years due to projects taking up two reporting cycles (one during project completion and the other during project submission). Should an employer not deliver on the project or not be placed within the Gold Tier, the employer will revert to the employer tier determined by their score, unless they still meet the 4 out of 5 year validation rule.

Should an employer default on Platinum one year, they do not need to requalify. Simply meeting the criteria of Platinum again will see them regain their full Platinum Status.

2020 GOLD TIER RECOGNITION

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of top employer status obtained within the Platinum Tier. Gold Employers have obtained the highest scores within the AWEI. This recognition is indicative of a substantial amount of work and activity in the area of LGBTQ inclusion over the index year as assessed by the current benchmark and in comparison to all submitting employers. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity within the given year. Gold Employer status equates to the top 10% of all submissions.

STANDARD EMPLOYER

- AGL Energy
- Brisbane City Council
- Capgemini
- Clayton Utz
- CSIRO
- Deloitte Australia
- Department of Agriculture
- IBM
- J.P. Morgan
- NAB
- Queensland Department of Education
- QBE Insurance Australia
- RMIT University
- SBS

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

6. Strategic Work in Recruitment, Supplier Policy or Service Provision	**ADVANCED** **Max. 3 points**

We have completed, updated or are making progress towards work within <u>one</u> of the following areas over the assessed calendar year:

- **LGBTQ targeted recruitment (targeting LGBTQ job seekers)**
- **LGBTQ supplier policy / promotion / resourcing / procurement policy (either seeking LGBTQ suppliers; or having a policy requiring suppliers to reflect your values around LGBTQ inclusion or attend training)**
- **LGBTQ marketing campaigns or service provision brochures/collateral specifically targeting LGBTQ populations or answering questions specific to this population**

Please provide evidence for work within <u>one</u> of the requested areas within the assessed year.

If you have completed work within more than one of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.

Our department is an Equal Opportunity Employer and provides the same opportunities for employment, advancement, and benefits to everyone. Building a culture of inclusion and acceptance is a top priority for our department promoting diversity and inclusion throughout our recruitment processes. We have a dedicated team available to LGBTIQ+ people who enquire about recruitment and working at the department. As a Commonwealth government agency, we are bound by the legislation and policies within the Australian Public Service relating to our recruitment and procurement processes.

Figure 10 – Extracts from our recruitment page. Our department promotes gender equality as part of our culture.

People and jobs

AUSTRALIAN LGBTQ INCLUSION AWARDS 2020   AWEI GOLD EMPLOYER

As an organisation, we are committed to building a culture where difference is valued and respected, and where we work together and leverage the benefit of our diversity.

Gender equality

Our role is to create a workplace where all employees can reach their full potential.

Research shows that barriers to gender equality in the workplace are real. We are working to understand the barriers in our organisation.

Our values

We want to make sure gender equality is a strong part of our culture.

To us gender equality means:

- we consider and equally value the behaviours, aspirations and needs of all genders
- rights, responsibilities, and opportunities don't depend on an individual's gender

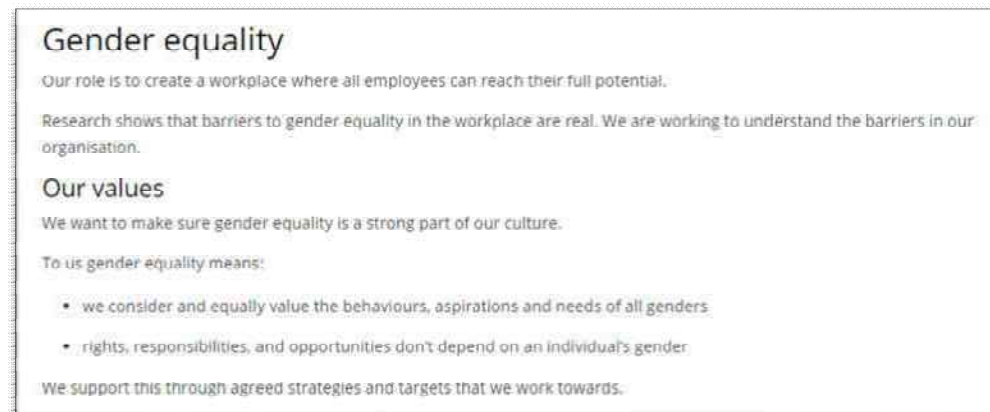We support this through agreed strategies and targets that we work towards.

Figure 11 – Diversity and inclusion, gender equity and employment benefits extracts from the department's recruitment pages on the external website

Salary and conditions

Find out more about benefits and conditions for staff. This includes:

- pay scales

- leave and flexible work arrangements

- superannuation

- diversity and inclusion

- learning and development

Figure 12 – Extract from the department's website on the graduate program recruitment page

Our commitment to diversity

Our vision is to foster a workplace where employees feel included and valued. We want all staff to have access to opportunities and resources that support full participation at work.

We embrace the variety of experiences, skills and perspectives that people bring to the workplace. We want to harness these to achieve our objectives.

Our employees bring unique perspectives to the workplace. This can include how they identify in relation to age, caring responsibilities, cultural background, disability, gender, Indigenous background, sexual orientation and socio-economic background.

Our Employee Networks play a key role in promoting an inclusive workplace. In our 5 networks, identifying staff and allies can:

- share experiences

- build relationships

- promote awareness of diversity through events and other initiatives.

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ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	ADVANCED
7. Executive Leadership Representation	**2 points**

We currently have openly LGBTQ identifying people within our internal Diversity Council and/or within our Executive Leadership Team.

Please provide details of the names and roles of openly LGBTQ identifying people within either your Diversity Council or Executive Team

s. 22(1)(a)(ii)   is the Director of Payroll in the Financial Operations Branch. He is an active member of the Diversity Inclusion Council and is the co-Champion of the LGBTIQ+ Pride Network.

s. 22(1)(a) is a role model for the department and is committed to creating an inclusive and collaborative workplace. At the end of January this year, s. 22(1)(a) was the recipient of the 2020 Secretary's Award for Inclusion in recognition for promoting the LGBTIQ+ Pride Network and LGBTIQ+ inclusion in practical and effective ways.

His story is available to all employees on the department's intranet.

Submission Evidence:
Figure 13 – s. 22(1)(a)(***story, available on the department's intranet***

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AWE-intranet   Home   About the Department ∨   Policies and Procedures ∨   News and events ∨   Tools and Systems ∨

🔍 Search this site

✉ Send by email

WE ARE THE CHANGE

Be purple and be proud

Friday, 28 August is Wear it Purple Day. A day to foster and celebrate diversity and pride.

Many LGBTIQ+ employees do not always think the workplace is a safe space to openly identify. "Coming Out" can be a stressful ongoing process in an LGBTIQ+ employee's working life.

s. 22(1)(a)(ii)   Chair of the Pride Network, is a valued staff member with our department and due to experiences in the past hid his true self.

Here is his story.

s. 47F(1)

s. 47F(1)

Pictured s. 22(1)(a) wearing his pride t-shirt

s. 47F(1)

Welcome to *In AWE*

We will be bringing you new stories about your colleagues and their achievements a few times a week.

Check out our previous *In AWE* stories.

Want to get involved?

Send your story ideas and photographs to the Communication team.

s. 22(1)(a)(ii) has been instrumental in pulling together the Wear it Purple Day videos that we've been featuring each day this week. His involvement behind the scenes is a testament to his advocacy for an inclusive workplace.

At work it is up to you whether to disclose your LGBTIQ+ status. If you are thinking about coming out at work the Human Rights Campaign website has some practical steps to help you.

More information:

- Today your LGBTIQ+ staff and allies have released a new video talking about diversity and inclusion—watch them here.
- If you need to talk to someone, the department's Employee Assistance Program provider, SMG Health, understands the unique challenges faced by LGBTIQ+ people in the workplace – search EAP on the intranet.
- Search under LGBTIQ+ on the intranet to read more about our commitment to workplace diversity and inclusion.
- If you would like to become a member of an inclusion group like the LGBTIQ+ Pride Network Please email the Diversity and Inclusion team to join the network.

Pictured s. 22(1)(a) on his wedding day waiting for the helicopter to take him to his wedding

👍 16 people liked this   ☐ Save for later

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ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

8. LGBTQ Inclusion Promotion

ADVANCED
Max. 4 points

We can show evidence of promoting our commitment to LGBTQ inclusion in *up to two* of the following areas:

- **pitching for business or contracts**
- **engaging with potential clients/customers**
- **applying for funding**
- **engaging with strategic partners or key external stakeholders**

Please provide evidence for up to two of the areas covered. Note: Partial points will be given for less than two areas of work evidenced.

If you have completed work within more than two of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.

Our Australian Antarctic Division reached the world via Facebook and Twitter to promote and celebrate the inaugural Polar Pride day on 18 November 2020. Polar Pride supports the diversity of everyone involved in Polar affairs.

Our department supported key stakeholders by sharing our 'Supporting Non-Binary People' video to enhance education about non-binary topics including:

• What is non-binary

• What is gender

• Inclusion, acceptance and understanding

• Using inclusive language and examples of what is inclusive language.

Our stakeholders included the Commonwealth Scientific and Industrial Research Organisation, Department of Defence, Department of Industry, Science, Energy and Resources, Department of Employment, Skills, Small and Family Business, Bureau of Meteorology and the Department of Veterans Affairs.

Submission Evidence:

Attachment AQ8 - Email containing the supporting non-binary people video
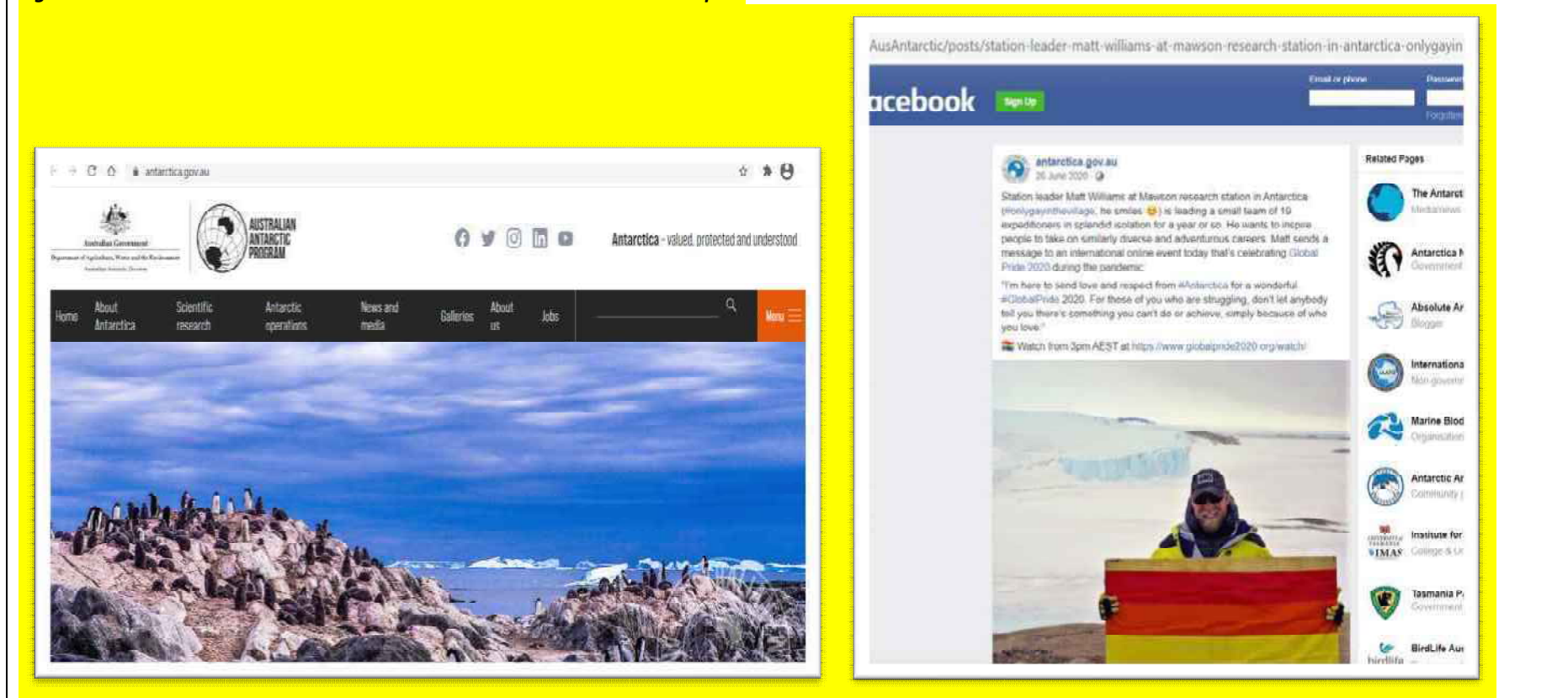**Figure 14– Australian Antarctic Division Polar Pride Tweets and Facebook post**

AusAntarctic/posts/station-leader-matt-williams-at-mawson-research-station-in-antarctica-onlygayin

acebook   Sign Up

antarctica.gov.au
26 June 2020

Station leader Matt Williams at Mawson research station in Antarctica (#onlygayinthevillage, he smiles 😊) is leading a small team of 19 expeditioners in splendid isolation for a year or so. He wants to inspire people to take on similarly diverse and adventurous careers. Matt sends a message to an international online event today that's celebrating Global Pride 2020 during the pandemic:

"I'm here to send love and respect from #Antarctica for a wonderful #GlobalPride 2020. For those of you who are struggling, don't let anybody tell you there's something you can't do or achieve, simply because of who you love."

Watch from 3pm AEST at https://www.globalpride2020.org/watch/

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Figure 15 – Extract from the LGBTIQ+ Pride Network 2020 Annual Report with Polar Pride details

Polar Pride 2020
The inaugural Polar Pride day was celebrated by the Antarctic community around the world on 18 November 2020. The day coincides with the international day of LGBTIQ+ people in STEM (Science, Technology, Engineering and Mathematics) for 2020. Polar Pride aims to celebrate and support the diversity of everyone involved in Polar affairs.

Mr Matthew Williams is the Station Leader for Mawson research station.
- https://www.facebook.com/AusAntarctic/posts/station-leader-matt-williams-at-mawson-research-station-in-antarctica-onlygayint/3264203946923266/

Facebook
Antarctica.gov.au – post on 17 November 2020

Department of Agriculture   7

Australian Government
Department of Agriculture, Water and the Environment
- #polarpride

Twitter
Pride in Polar Research - @PridePolar
- #pridepolar
- #queerstem
- #prideinstem

Figure 16 – Extract from the LGBTIQ+ Pride network 2020 annual report, details about supporting other department's

Supporting other departments
International Non-Binary Peoples Day
The department's Learning and Development team created an animated video, titled Supporting Non-Binary People. This educational video drew upon the content the department developed for International Non-Binary Peoples day. Key topics covered in this video included:

- What is non-binary
- What is gender
- Inclusion, acceptance and understanding
- Using inclusive language and examples of what is inclusive language.

This video was shared with the:

- Commonwealth Scientific and Industrial Research Organisation
- Department of Defence
- Department of Industry, Science, Energy and Resources
- Department of Employment, Skills, Small and Family Business
- Bureau of Meteorology
- Department of Veterans Affairs

The team responsible for the video included:

- s. 22(1)(a)(ii)- Designed, developed, edited and published
- s. 22(1)(a)(ii s. 22(1)(a)(ii) and s. 22(1)(a)(ii)- Script
- s. 22(1)(a)(ii) – Sound Director
- s. 22(1)(a)(ii) – Voice over

Other support
The department has assisted the Department of Veterans Affairs with their Pride Network in 2020. The following information was provided to assist them:

- 2019 Work plan and Work plan status update
- 2020 Work plan
- Copies of all communication issued during the year
- Copies of all intranet content developed for LGBTIQ+ days of significance.

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SECTION 3: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

Please note: Different terms are used for internal networks (including Ally/Champion Networks, Resource Groups, Employee Network Groups, Employee Action Groups, etc.). For the purpose of consistency within this submission, when refering to such networks or equivalent, the terminology used within this section will be *Employee Network*. If you have an outstanding Network Leader who has performed above and beyond the expectations of their role and significantly impacted LGBTQ inclusion within your workplace, please consider nominating them for the **Network Leader of the Year Award**. (This nomination is open to anyone who has a formal role within the employee network leadership group.)
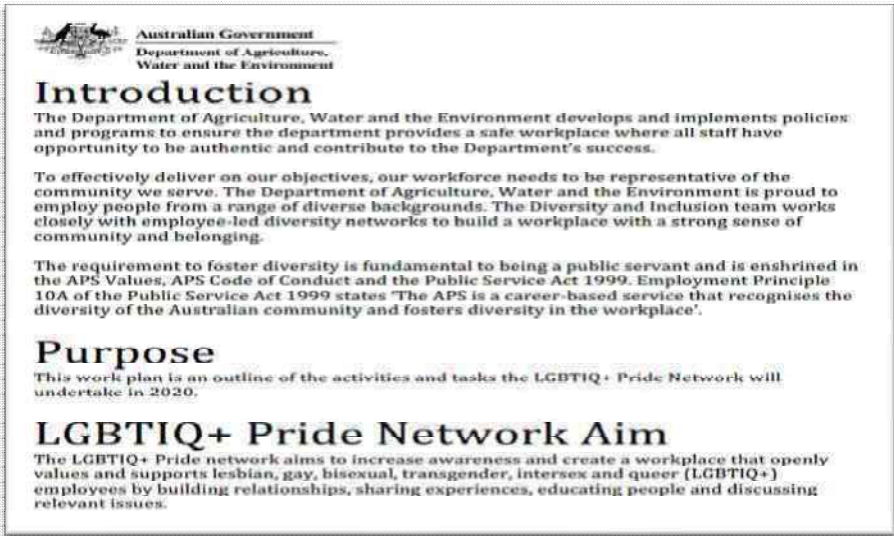
ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	FOUNDATION
9. LGBTQ Employee Network	**Max. 2 points**

Within the assessed calendar year, we have *either*:
   a)   **made progress towards the launch or establishment of an LGBTQ employee network**
   b)   **an established LGBTQ employee network with a clearly documented charter/purpose or remit**

If you are in the process of creating a network, please evidence progress made within the assessed year. If you have an existing network, please provide a copy of the network's charter/purpose.

Submission Evidence:

Attachment AQ9 – LGBTIQ+ Pride network work plan

Attachment AQ9 – LGBTIQ+ Pride network work plan – status update

Attachment AQ9 – Staff-led Inclusion network guidelines

Figure 17 –20 Extract from the department's LGBTIQ+ Pride network work plan

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Figure 18– Screenshot of the LGBTIQ+ Pride network homepage on the department's intranet site
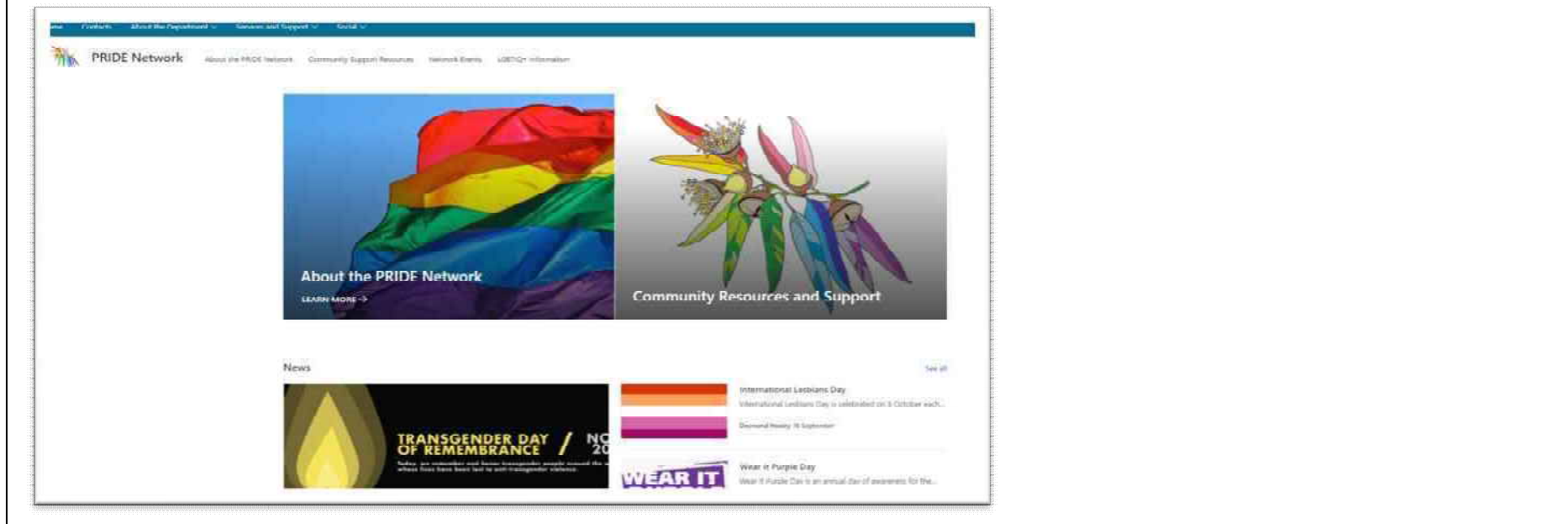
ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS | **FOUNDATION**
10. Network Leadership Structure | **Max. 3 points**

Our employee network has a clearly articulated leadership structure with:
- **a) clear roles and/or responsibilities for those involved**
- **b) an HR or Diversity representative as part of the leadership structure**

For full points, please provide:
- *(a) a copy of your network leadership structure clearly articulating role accountabilities*
- *(b) evidence that you have HR or diversity representation within the leadership*

The department's Staff-led Inclusion Network Guidelines clearly outlines the roles and responsibilities of the network leadership group positions. Each of the networks have a designated representative from the Diversity and Inclusion team to support the Network Leadership Group and members of the network.

Submission Evidence:
Attachment AQ10 – Staff-led Inclusion network guidelines
Figure 19 - Extract from the department's intranet news announcing the department's networks and new Champions

Connecting with our Inclusion Networks

s. 47F(1)

We've now established our Inclusion Networks and new champions, who have come together to support and advocate for an inclusive culture for our department.

These networks cover Aboriginal and Torres Strait Islander employees, cultural and linguistically diverse, pride, gender equity, care and ability, and mental health awareness.

We now have Diversity and Inclusion team members who are responsible for supporting each network.

If you are interested in getting involved you can become a network member and contribute to creating an inclusive and supportive culture for our department.

Get in touch with the relevant Diversity and Inclusion team contact to find out more

Network	Champion	Co-champion	Inclusion Officer
Indigenous staff / Aboriginal and Torres Strait Islander Employee Network	Lyn O'Connell	Wayne See Kee	s. 22(1)(a)(ii)
Culturally and Linguistically Diverse Network	Dean Knudson	Ian Scensor	s. 22(1)(a)(ii)
Pride Network	James Larsen	s. 22(1)(a)(ii)	s. 22(1)(a)(ii)
Gender Equity Network	Cindy Briscoe	Kim Ellis	s. 22(1)(a)(ii)
Care and Ability Network	Rosemary Deininger	Stephen Oxley	s. 22(1)(a)(ii)
Mental Health Awareness Network	David Hazlehurst	Colin Hunter	s. 22(1)(a)(ii)

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ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	FOUNDATION
11. Network Strategy / Work Plan	**Max. 3 points**

Our network has in place its <u>own strategy</u> (or a work plan contributing to the organisation's LGBTQ inclusion strategy) and has reported progress against clearly defined action plans, timelines and/or deliverables within the assessed year.

For full points, please provide all of the following:
- *(a) a copy of your network strategy or component of the strategy that the network has been working on within the assessed year*
- *(b) a copy of action plans and timelines utilised*
- *(c) a copy of the latest progress report*

The department's LGBTIQ+ Pride network 2020 work plan and status update outlines the network activities and tasks for 2020.

Submission Evidence:
Attachment AQ11 – LGBTIQ+ Pride network work plan
Attachment AQ11 – LGBTIQ+ Pride network work plan – status update
Figure 20 –21 Extract from the department's LGBTIQ+ Pride network work plan

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	INTERMEDIATE
12. Orientation / On-boarding	**Max. 2 points**

Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.

For full points, please provide:
  (a) evidence of when this last occurred
  (b) the degree of network involvement/participation

All new employees to the department are required to complete induction training within their first 2 months. As part of this e-learning package we have a workplace diversity and inclusion module. This module includes the legislation, the department's Inclusion Strategy 2019-21, policies and procedures associated with inclusion as well as introducing the inclusion networks.

We also present at our yearly graduate program induction. Our inclusion network representatives present in a panel providing information on each of our 7 employee networks and the benefits of joining an inclusion network. They also respond to any questions from the graduates on the networks and their views on departmental inclusion more broadly.

Submission Evidence:
Figure 21 – Screenshot of our diversity e-learning packages available on Learnhub
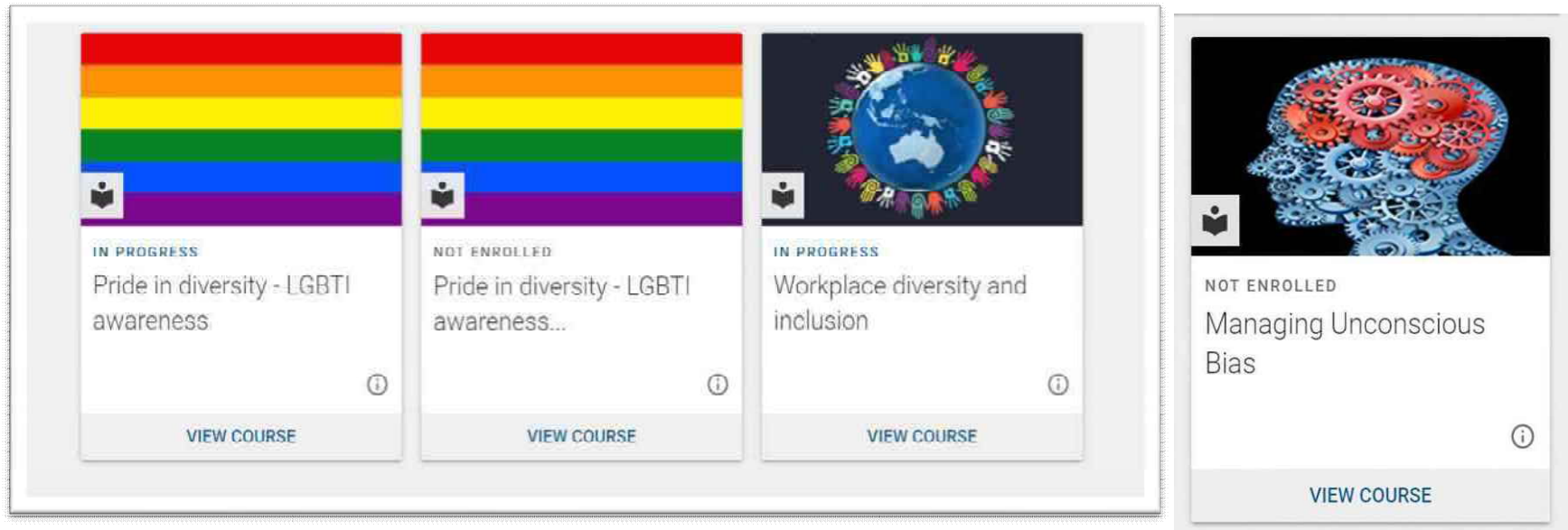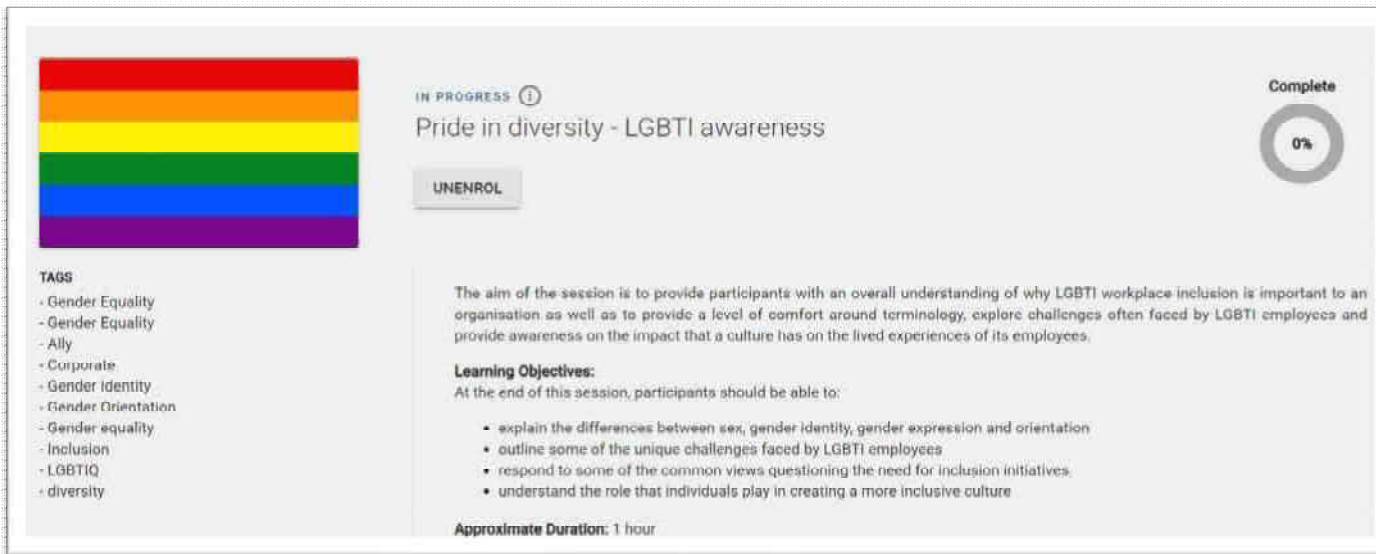
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Figure 22 – Screenshots of course outlines and pages from elearning modules

IN PROGRESS ⓘ

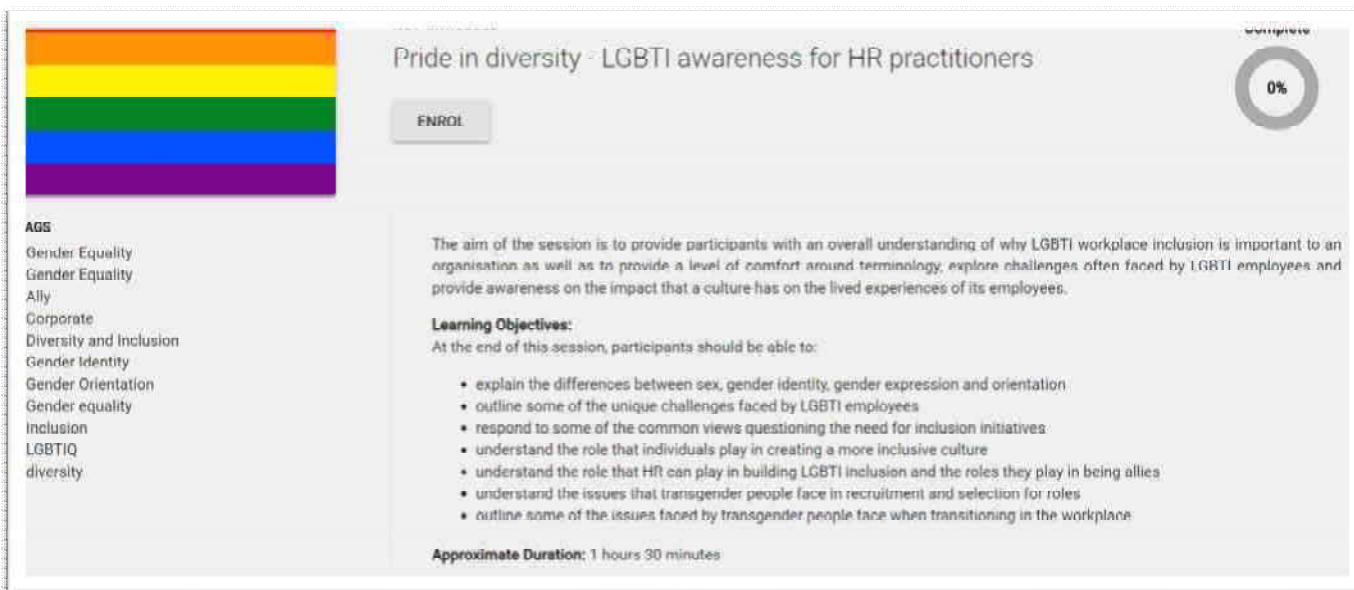Pride in diversity - LGBTI awareness

UNENROL

Complete

0%

TAGS
- Gender Equality
- Gender Equality
- Ally
- Corporate
- Gender Identity
- Gender Orientation
- Gender equality
- Inclusion
- LGBTIQ
- diversity

The aim of the session is to provide participants with an overall understanding of why LGBTI workplace inclusion is important to an organisation as well as to provide a level of comfort around terminology, explore challenges often faced by LGBTI employees and provide awareness on the impact that a culture has on the lived experiences of its employees.

Learning Objectives:
At the end of this session, participants should be able to:

- explain the differences between sex, gender identity, gender expression and orientation
- outline some of the unique challenges faced by LGBTI employees
- respond to some of the common views questioning the need for inclusion initiatives
- understand the role that individuals play in creating a more inclusive culture

Approximate Duration: 1 hour

Pride in diversity - LGBTI awareness for HR practitioners

ENROL

Complete

0%

AGS
Gender Equality
Gender Equality
Ally
Corporate
Diversity and Inclusion
Gender Identity
Gender Orientation
Gender equality
Inclusion
LGBTIQ
diversity

The aim of the session is to provide participants with an overall understanding of why LGBTI workplace inclusion is important to an organisation as well as to provide a level of comfort around terminology, explore challenges often faced by LGBTI employees and provide awareness on the impact that a culture has on the lived experiences of its employees.

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At the end of this session, participants should be able to:

- explain the differences between sex, gender identity, gender expression and orientation
- outline some of the unique challenges faced by LGBTI employees
- respond to some of the common views questioning the need for inclusion initiatives
- understand the role that individuals play in creating a more inclusive culture
- understand the role that HR can play in building LGBTI inclusion and the roles they play in being allies
- understand the issues that transgender people face in recruitment and selection for roles
- outline some of the issues faced by transgender people face when transitioning in the workplace

Approximate Duration: 1 hours 30 minutes

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Topic 6 - Diversity Reporting   Home | Go to | Help

Introduction to Topic 6

In this topic you will learn about the department's submission to the Australian Workplace Equality Index (AWEI), the Australian Government Guidelines on the Recognition of Sex and Gender and how to complete your diversity details in Aurion (the department's Human Resource Information System).

You'll also read a case study which explains how these diversity statistics benefit the department and all employees.

Page 2 of 9   Topic: 1 2 3 4 5 6   ◀ BACK | NEXT ▶

Topic 6 - Diversity Reporting   Home | Go to | Help

Department's Submission to the Australian Workplace Equality Index (AWEI)

The department is a member of Pride in Diversity, Australia's only non-for-profit employer support program for all aspects of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) workplace inclusion.

The department is committed to fostering an inclusive workplace culture that embraces the unique identities and perspectives of our staff and the contribution they make to our department. In making this commitment, the department participates in the Australian Workplace Equality Index (AWEI) through Pride in Diversity.

The AWEI is the only definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey. The Index drives best practice in Australia and sets a comparative benchmark across all sectors.

Using the AWEI, the department reports on its LGBTI inclusion activities to Pride in Diversity to measure effectiveness, drive best practice and build an inclusive workplace.

Page 3 of 9   Topic: 1 2 3 4 5 6   ◀ BACK | NEXT ▶

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Topic 6 – Diversity Reporting

Home | Go to | Help

Australian Government Guidelines on the Recognition of Sex and Gender

From **1 July 2016**, The Australian Government Guidelines on the Recognition of Sex and Gender apply a consistent standard to:

- outline a consistent sex and gender classification system for Australian Government records
- outline a consistent standard of evidence for people to change or establish sex and/or gender on personal records, and
- support the consistent collection and sharing of sex and/or gender information across Australian Government departments and agencies.

When entering data to do with an individual's gender into any departmental systems, or if administering any forms or templates that ask an individual to nominate their gender, the following terminology **must be used**:

Gender Category	Definition
M	Male
F	Female
X	Indeterminate/Intersex/Unspecified

Page 4 of 9   Topic: 1 2 3 4 5 ⚙   ◀ BACK | NEXT ▶

Topic 6 – Diversity Reporting

Home | Go to | Help

Key points to remember from Topic 6 - Diversity Reporting

s. 47F(1)

- By recognising the unique diversity, skills and qualities you have, we can develop a culturally appropriate, safe, equitable and inclusive working environment.

- The department participates in Australian Workplace Equality Index (AWEI) to measure the effectiveness of its LGBTIQ inclusion activities, to drive best practice and ensure an inclusive workplace.

- The Australian Government Guidelines on the Recognition of Sex and Gender applies a consistent standard to gathering and recording of Gender related data.

- Entering your diversity information in Aurion supports the development of targeted programs and policies to build an accessible and inclusive workplace.

- All personal information entered in Aurion remains confidential, is protected by the Privacy Act 1988 and is only viewed by those collating for reporting purposes.

Select NEXT to complete this topic.

Page 9 of 9   Topic: 1 2 3 4 5 ⚙   ◀ BACK | NEXT ▶

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ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	INTERMEDIATE
13. Strategy and Goals	**2 points**

Our network leads have objectives that are assessed annually within performance discussions, relating specifically to performance within that role (as opposed to generic cultural, diversity or value statements).

Please provide evidence of specific KPI's in relation to a network lead role being incorporated within formal performance/assessment discussions.

Our network leads have objectives that are assessed annually within performance discussions, guided by the roles and responsibilities outlined in the Inclusion Network Guidelines.

Submission Evidence:
Attachment - AQ13 – LGBTIQ+ Pride network co-Champion, s. 22(1)(a)(ii)**, performance agreement**
Attachment - AQ13- Staff-led Inclusion network guidelines
Figure 23 – Extract from our LGBTIQ+ Pride network co-Champion, s. 22(1)(a)(ii) *performance agreement*

Form Details - 2020-21 Performance Agreement - EL1 - EL2 (s. 22(1)(a)(ii)   7...   Page 4 of 4

Corporate Contributions

I am also the Co-Champion of the Departments LGBTIQ+ Pride Network. In this role I will work to lead to the department in having an inclusive and accepting workplace where people are able to be their authentic self (in a respectful and accepting manner) at work.

Send Appraisal To

RESPONSE

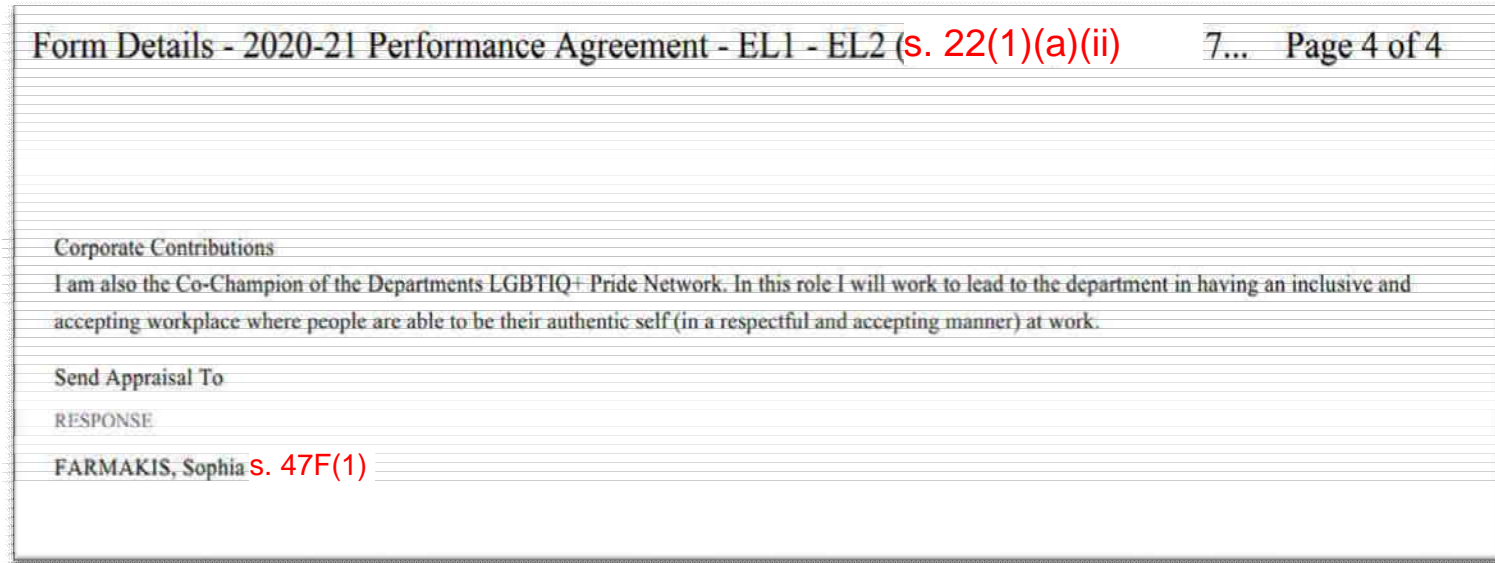FARMAKIS, Sophia s. 47F(1)

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Figure 24 –Extract from the Inclusion network guidelines, roles and responsibilities for network Champions and co-Champions

Staff-led Inclusion Network guidelines 2020

5. Roles and Responsibilities

Each network will consist of the following elected positions and are referred to as the 'Network Leadership Group'. It is expected that these positions be filled by staff who will lead by example, demonstrate positive behavior and act as a role model for the network and its members. These roles may be subject to transitional arrangements and role-sharing at the agreement of each network. The roles and responsibilities for each of these roles, including its network members, are outlined below.

5.1 The Champion

Champions are appointed by the Secretary. The Champion must demonstrate interest, engagement, understanding and empathy with the target employee group and have sufficient influence and presence within the department. The role of the Champion includes, but is not limited to:

- Providing high level advocacy support to the employee network, including support for practical solutions identified
- Champion equal access and inclusion for the employee network they represent in the department
- Advocating and modelling good practice relating to employment policies and processes
- Providing leadership to drive employment initiatives and organisational change to create workplaces that value and support people in the cohort they represent
- Committing to understanding the barriers to and representing the rights of the employees they represent across the department and the APS more broadly
- Attending and speaking at internal and external events promoting workplace inclusion including APS-Wide Champion Networks
- Raising the network's profile in the department.

5.2 Co-Champion

Each network Champion is supported by a Co-Champion. The Co-Champion supports the activities of the Champion, as outlined above, and in circumstances where the Champion is temporarily unavailable during a term of appointment, the Co-Champion will act as the substitute in this role for the duration required.

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ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	INTERMEDIATE
14. Sustainability Plan	**Max. 2 points**

Our network has a documented sustainability plan (over and above a leadership structure and/or a succession plan) that will help ensure the longevity and continuity of the network.

Please provide:
- *(a) an outline of what considerations where considered in the development of the plan*
- *(b) a copy of the plan*

Our network is guided by the Staff-led Inclusion Network Guidelines and the LGBTIQ+ Pride Network work plan. The work plan is reviewed annually to ensure the network continues to evolve and meet its desired objectives.

Submission Evidence:
Attachment AQ14 – Staff-led Inclusion network guidelines
Attachment AQ14 – Email from Diversity and Inclusion team about network leadership group positions and the nomination process
Figure 25 – Extract of email from Diversity and Inclusion team about network leadership group positions and the nomination process

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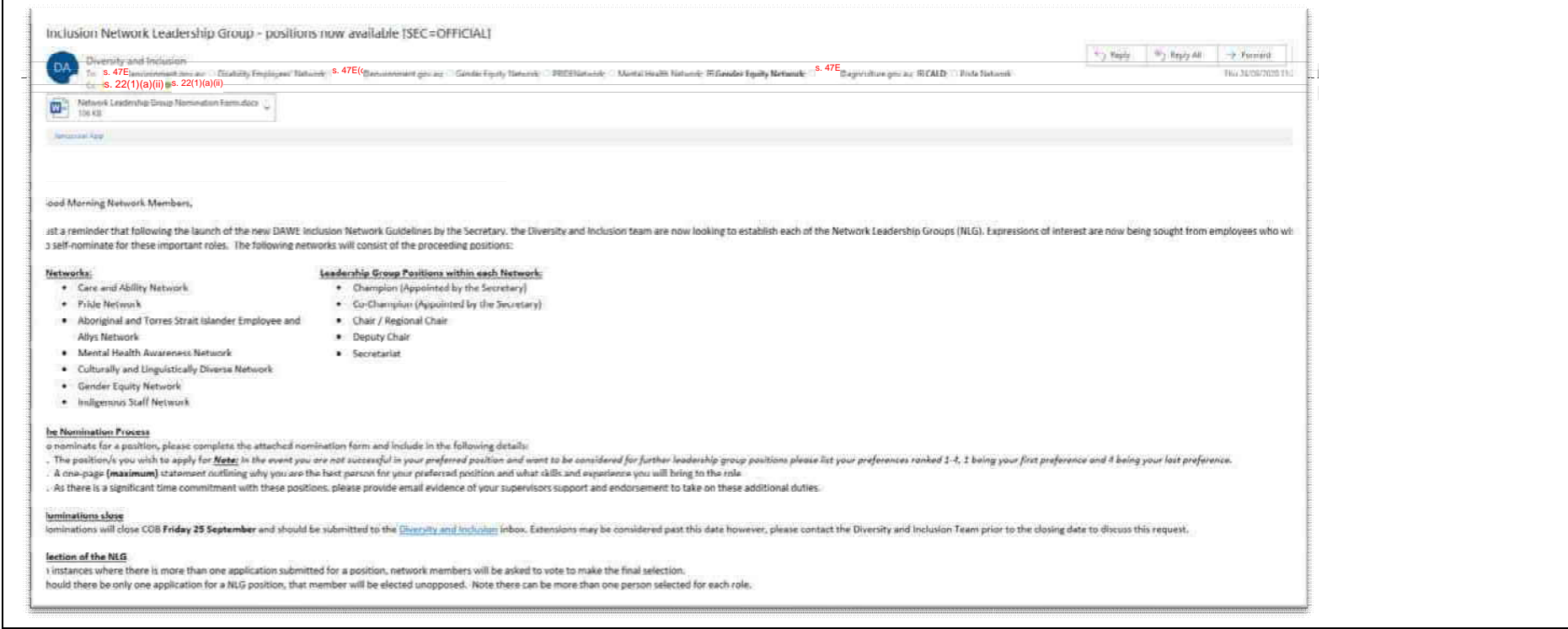
ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	ADVANCED
15. Allies of Trans and Gender Diverse People	**Max. 3 points**

The network has undertaken *one* of the following within the assessed year:
  a)   **actively distributed, promoted or developed information on** how to be an ally **to trans and gender diverse employees**
  b)   **worked with trans and gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models**

Note: This is over and above speaking events or LGBTQ calendar Days of Significance.

Points will be given for one of the above.
        (a) If you have selected (a), please provide a copy of the information provided
        (b) If you have selected (b), please provide details and evidence of this work

If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission. Please do not duplicate any evidence already submitted for events around LGBTQ Days of Significance. Points will not be allocated twice for the same event.

The department has information and resources available on the intranet to support Allies from all diverse backgrounds. Our online training hub offers awareness training to staff including Managing Unconscious Bias and Workplace Diversity and inclusion. Staff within the Diversity and Inclusion team attended two training sessions through Pride in Diversity to build their Ally knowledge. The training is being rolled out to the broader department in 2021.

Submission Evidence:

Attachment AQ15 - Managers Quick Guide to LGBTI Inclusion
Attachment AQ15 - Pride in Diversity 'Quick Guide to LGBTI Inclusion' count me in information booklet
Attachment AQ15 - A guide for trans employees, their managers and colleagues
Attachment AQ15 - Gender diversity terminology

Figure 26 - Extract from the 'How to be an Ally' page on the department's intranet, includes a links to:

- *Ally poster to print for your desk*
- *Managers Quick Guide to LGBTI Inclusion*
- *Pride in Diversity 'Quick Guide to LGBTI Inclusion' count me in information booklet*

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How to be an Ally

An "ally" is a term used to describe someone who is supportive of LGBTIQ people. Allies are both people who identify and supporters of those who identify as LGBTIQ.

The following actions can help you become an LGBTIQ ally:

- Have an Ally poster, postcard or sticker from your LGBTIQ employee network on your desk, on your whiteboard or office window.
- Discuss department inclusion initiatives at team meetings and invite people to take part.
- Quickly address any negative behaviour or commentary.
- Don't take part in derogatory jokes or banter.
- Seek resources to better understand the realities of being an LGBTIQ individual. If appropriate, ask your LGBTIQ team member what's important to them.

For more ways you can promote LGBTIQ inclusion in your workplace, see the Pride in Diversity Quick Guide to LGBTI Inclusion.

The team at Pride in Diversity have also prepared the Count Me In information booklet for LGBTIQ allies in the workplace.

Figure 27 - Extract from the Staff-led Inclusion network guidelines

5.7 Network Allies

An Ally is an employee who believes in workplace inclusion and is an active supporter of one or more of our inclusion networks. If you are a (non-identifying) Ally you will play a supporting role within the network to advocate for, promote and participate in network activities. The role of an Ally is to:

- Establish a visible network of allies to be agents of change
- Create a safe, nurturing, inclusive and affirming environment
- Build a support and advocacy network through education
- Participate in social gatherings and other awareness-raising events
- Reflecting on personal beliefs and developing self-awareness of your attitudes and commitment to diversity in the community
- Developing a better understanding of diversity group issues through community, history and available resources to better fulfil your support and advocacy roles
- Providing a safe place to talk for members of the network who seek your support, empathy, friendship and information, while maintaining confidentiality
- Working within and openly supporting existing policies and practices that bring equity to the diverse community
- Attending development sessions and actively seeking to expand your own knowledge and understanding of various issues concerning inclusion networks.

Figure 28– Extract from Gender affirmation guidelines about recommendations for transgender awareness training for colleagues

Awareness raising and training

Many staff may not be well informed about gender affirmation and the particular challenges transgender people may face in the workplace. It is recommended that colleagues be provided with access to transgender awareness training, educational resources and the name of someone they can contact with their questions. Consideration may also be given to extending these opportunities to the local leadership teams and other co-located staff.

Training options via LearnHub include:

Managing Unconscious Bias

Workplace Diversity and Inclusion

Pride in Diversity may also be engaged to provide specific transgender awareness training for managers and colleagues of transgender staff. The Diversity and Inclusion Team can be contacted for advice and assistance in arranging this training.

Figure 29 – Screenshot of the LGBTIQ+ Pride network home screen. The network site offers resources for departmental allies.
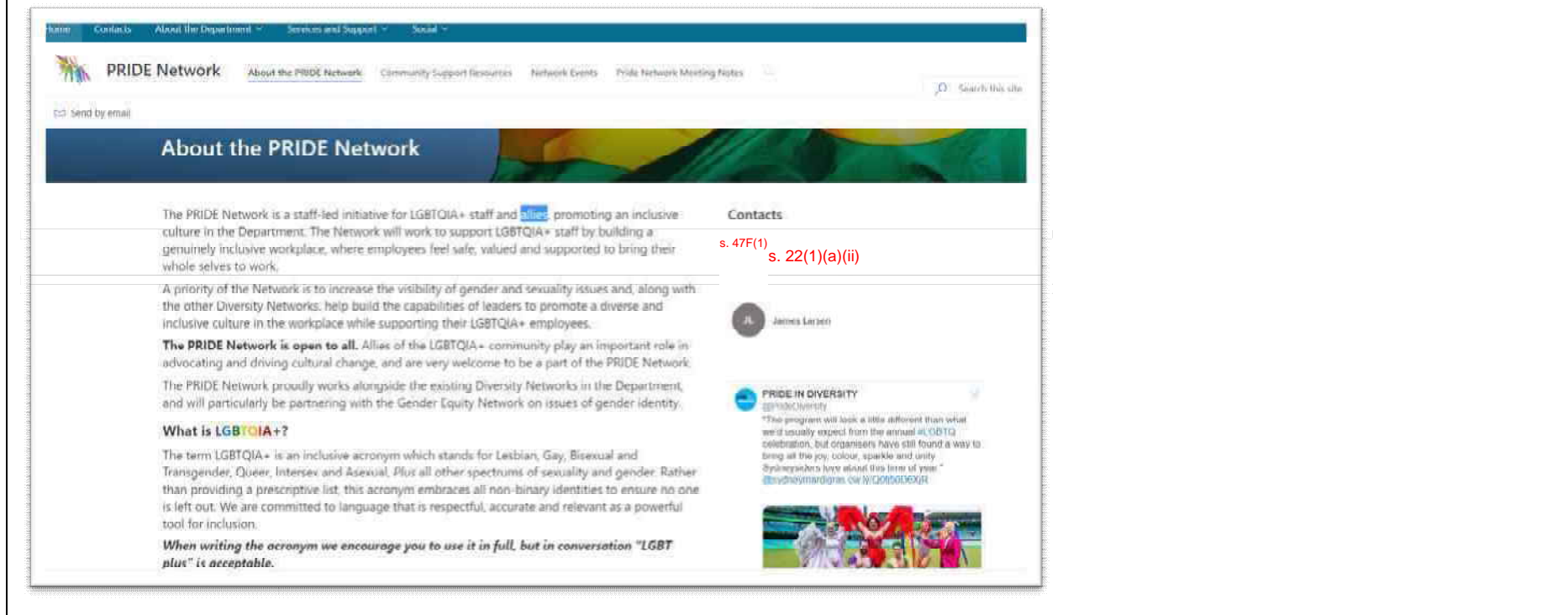
s. 47F(1)
s. 22(1)(a)(ii)

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ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	ADVANCED
16. Visibility of LGBTQ Women	**Max. 3 points**

Throughout the assessed year, our network has _either_:
   a) developed and made progress against an active strategy with targets in place to increase the visibility of LGBTQ women; or
   b) undertaken and documented significant activity throughout the year to increase visibility of LGBTQ women and **out** role models

Points will be given for one of the above.
   (a) If you have selected (a), please enclose a copy of any plan developed along with a report of progress made
   (b) If you have selected (b), please provide an outline of all activity taken to specifically increase the visibility and participation of LGBTQ women

If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission.

We actively promote diversity and inclusion in the workplace as an essential part of our culture and are proud to be an AWEI Gold Employer. We pride ourselves on creating a fair and equitable workplace for everyone, including women who identify as LGBTIQ+, meaning we don't develop strategies to recognise specific people or groups. We are an all-inclusive workforce, demonstrated by our values and practices. We promote and encourage intersectionality across all our inclusion networks which is further supported by our Inclusion Council.

Our recruitment page on the department's website contains information about BoardLinks which is a database that connects Australia's industry leading women with opportunities to be considered for Australian Government board appointments. The Government is committed to a gender diversity target to women holding 50% of Government board positions overall with at least 40% representation of both men and women on individual boards.

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Submission Evidence:
Figure 30 – Extract of our People and Jobs pages on the department's website

Diversity and inclusion

As an organisation, we are committed to building a culture where difference is valued and respected, and where we work together and leverage the benefit of our diversity.

We value what each individual contributes and have a number of inclusion networks that support:

- people with an experience of mental health issues
- people with disability
- people from a culturally and linguistically diverse background
- people who identify as LGBTIQ
- Women
- Aboriginal and Torres Strait Islander peoples

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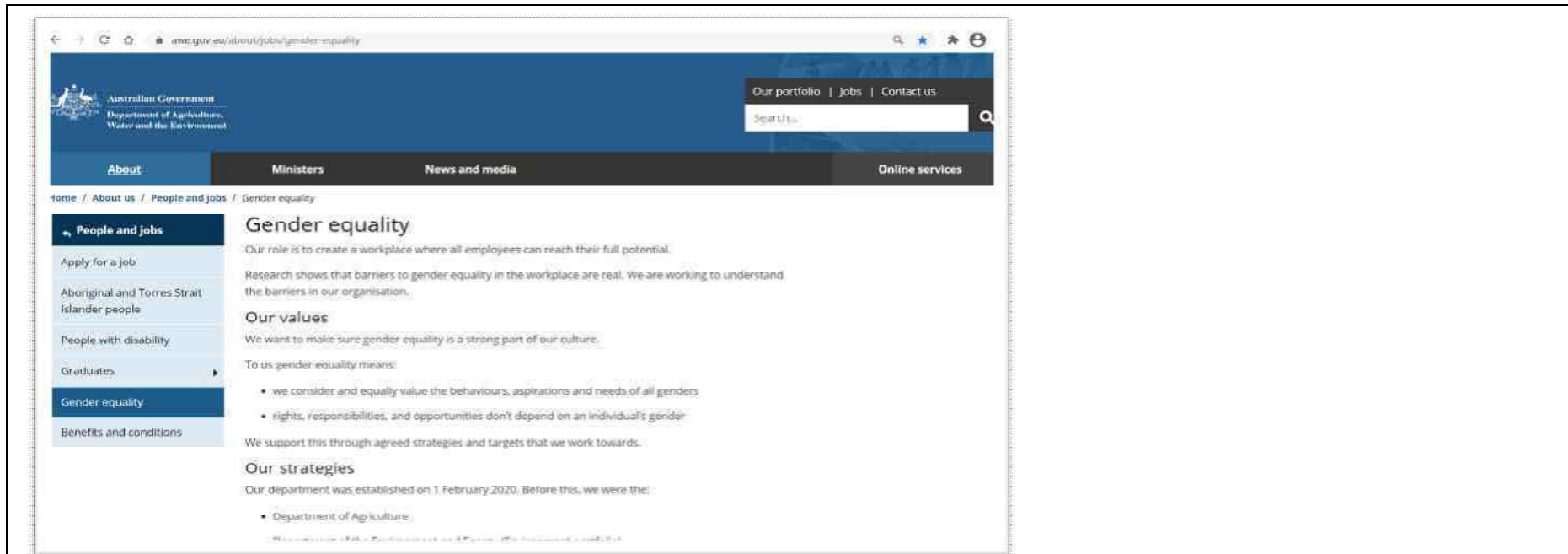
Figure 31 - Extract from our People and Jobs pages with the link to Boardlinks on the department's website
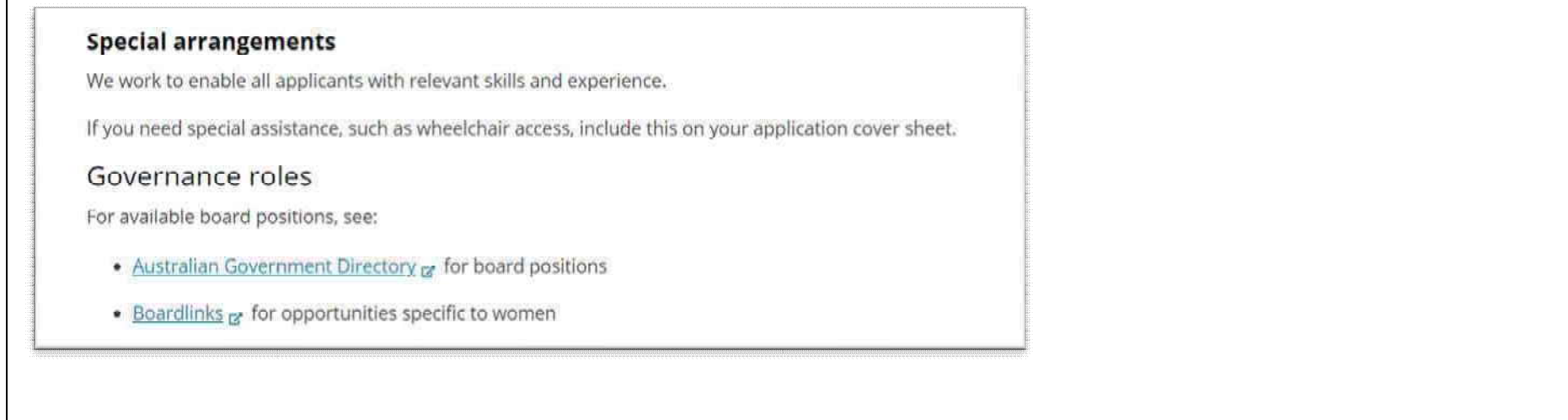
Figure 32 – Extract from the Boardlinks website

The BoardLinks database connects Australia's industry leading women with opportunities to be considered for Australian Government board appointments. The database is used by the Australian Government to source candidates for appointment to Australian Government boards.

Achieving gender balance on boards is widely recognised as a commercial imperative. Companies with female representation on their boards outperformed others by 8.7 per cent over five years. The Australian Government is committed to achieving its gender diversity target of women and men each holding at least 40 per cent of Government board positions and women holding overall 50 per cent of Government board positions. BoardLinks is key in supporting the Government to achieve this target.

Gender Diversity Target
The Government is committed to women holding 50 per cent of Government board positions overall with at least 40 per cent representation of both men and women on individual boards.

The Office for Women
The Office for Women works across Government to deliver policies and programmes to advance gender equality and improve the lives of Australian women.

Number of women on ASX200 boards
The number of women on ASX200 boards has risen from 8.3 per cent in 2010 to 31.3 per cent on 31 July 2020.

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

17. LGBTQ Intersectionality

Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:

Please provide evidence for one of the following:

- **LGBTQ and Aboriginal, Torres Strait Islander or Indigenous**
- **LGBTQ and a person of faith**
- **LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.)**

Please provide evidence for one of the selected groups above.

If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

Evidence:

As part of Wear it Purple day in 2020, six videos were produced with members from the LGBTIQ+ Pride network including members that also identify as another diverse group.

Figure 33 – Screenshots of an LGBTIQ+ and CaLD network member

s. 47F(1)

s. 47F(1)

Green (Nature) –s. 22(1)(a)(ii) Biosecurity Operations

Green (Nature) -s. 22(1)(a)(ii) Biosecurity Operations

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Green (Nature) –s. 22(1)(a)(ii) Biosecurity Operations

Submission Evidence:
Additional Work: Evidence located under additional work section
Figure 34 - Screenshots of articles published on the department's intranet, representing LGBTIQ+, non-binary and autism

< #OurStories   s. 22(1)(a)(ii)

News & Events   s. 47F(1)

Social

Social Media

Staff Surveys

Media Monitoring

#ThatsMyStory

#OurQuotes

#OurStories

#OurVideos   s. 47F(1)

Roving reporters

Have Your Say

Podcasts

Get involved!

We encourage you to be involved and share your story!
Contact us at
s. 47E(d) @agriculture.gov.au if you want to be involved

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s. 47F(1)

s. 47F(1)

s. 47F(1)
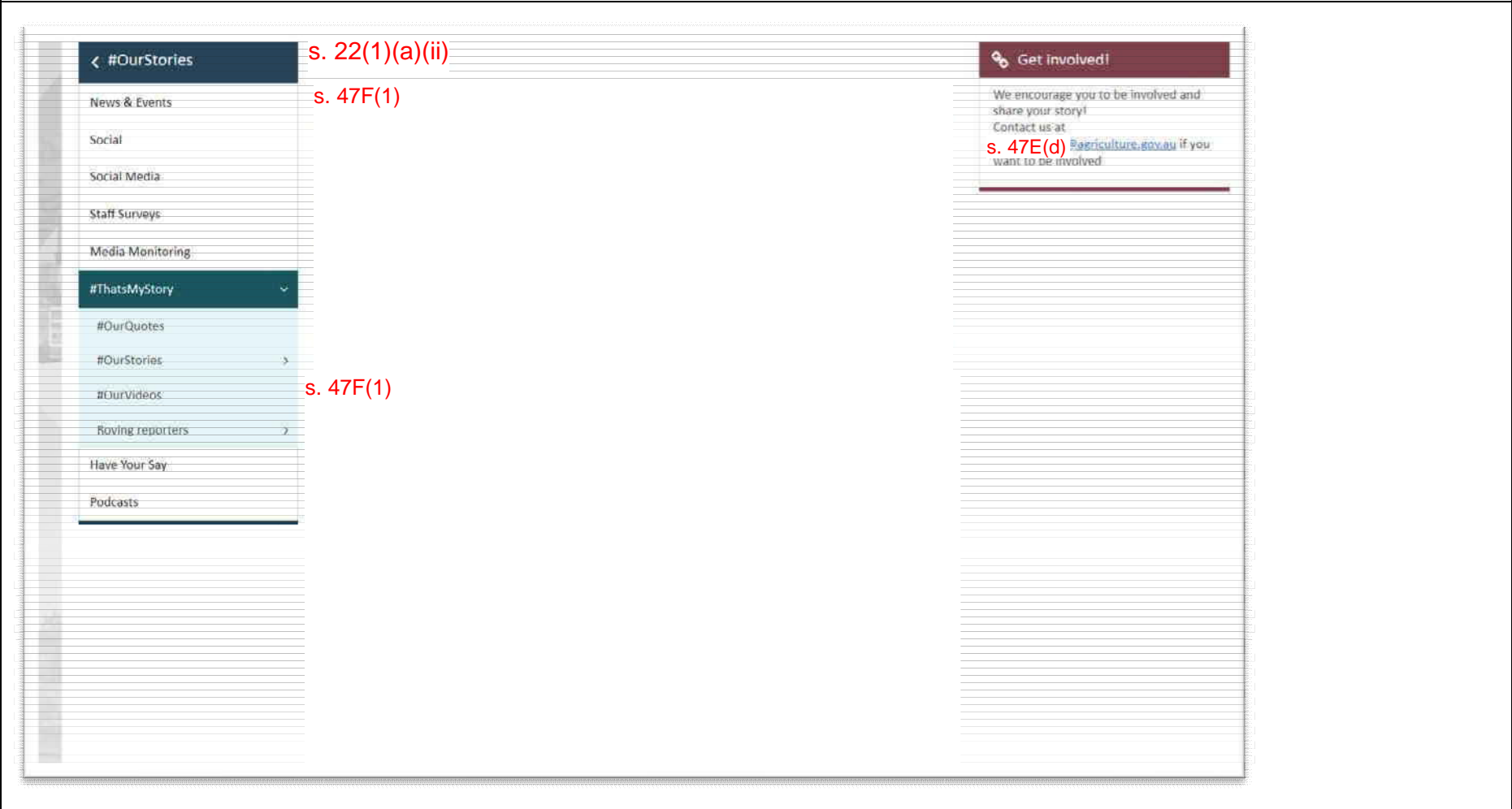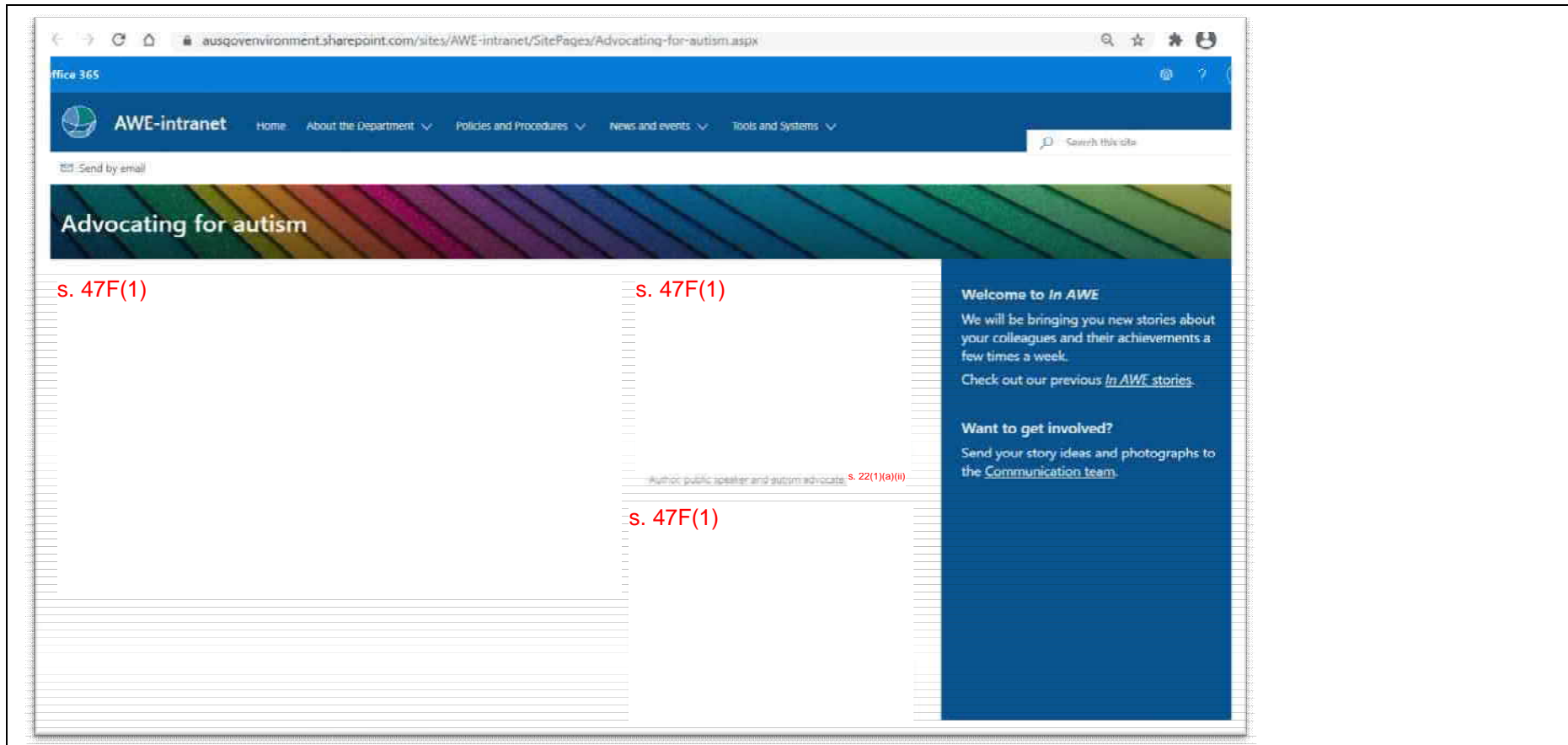
s. 22(1)(a)(ii)

Figure 35 - Extract from the Secretary's update about graduates being inspired by s. 22(1)(a)(ii) *, published on the department's intranet*

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS
18. Intersex Allies

ADVANCED
Max. 4 points

As Intersex Allies:

a) **The network has completed one of the following within the assessed calendar year:**
- **communicated what the organisation has been or is currently doing to be more inclusive of Intersex people while acknowledging that Intersex status is about variations of sex characteristics, not gender identity or sexual orientation**
- **held organisation-wide educational events where Intersex people have spoken**
- **distributed current and accurate information on Intersex inclusion or awareness raising across the organisation**
- **shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives**
- **sought and gained permission from intersex organisations such as IHRA to share relevant content on social media or LGBTQ network / diversity page**
- **developed a network initiative or working group with Intersex representation to help determine how the organisation or network can be more inclusive of Intersex people (over and above including Intersex awareness within LGBTQ inclusivity training).**

b) **Our organisation has signed up to The Darlington Statement**

Please provide:
a) *evidence for one of the selected actions above*
b) *evidence of your organisation signing up to The Darlington Statement*

If you have undertaken above-and-beyond work for more than one action in part a) mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

Submission Evidence:
Figure 36 - Screenshot of the LGBTIQ+ intranet page on intersex inclusion
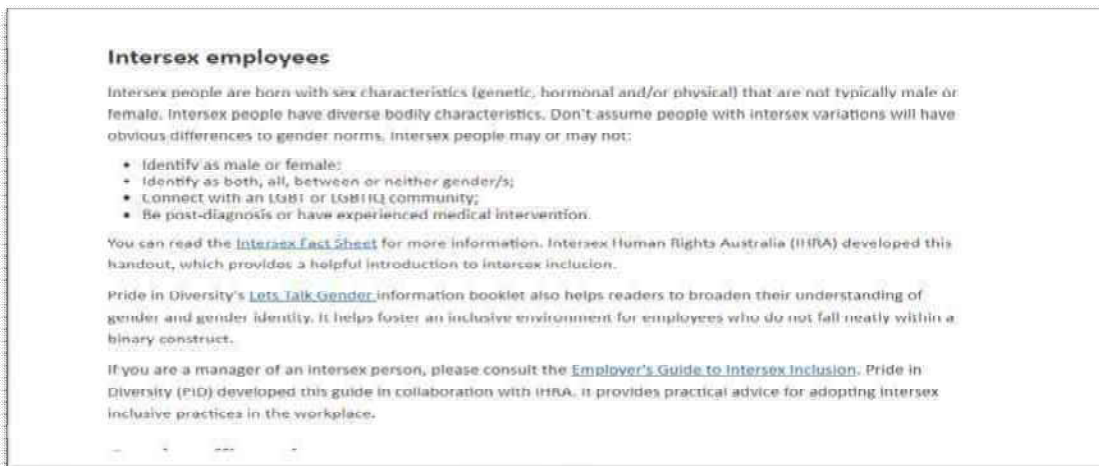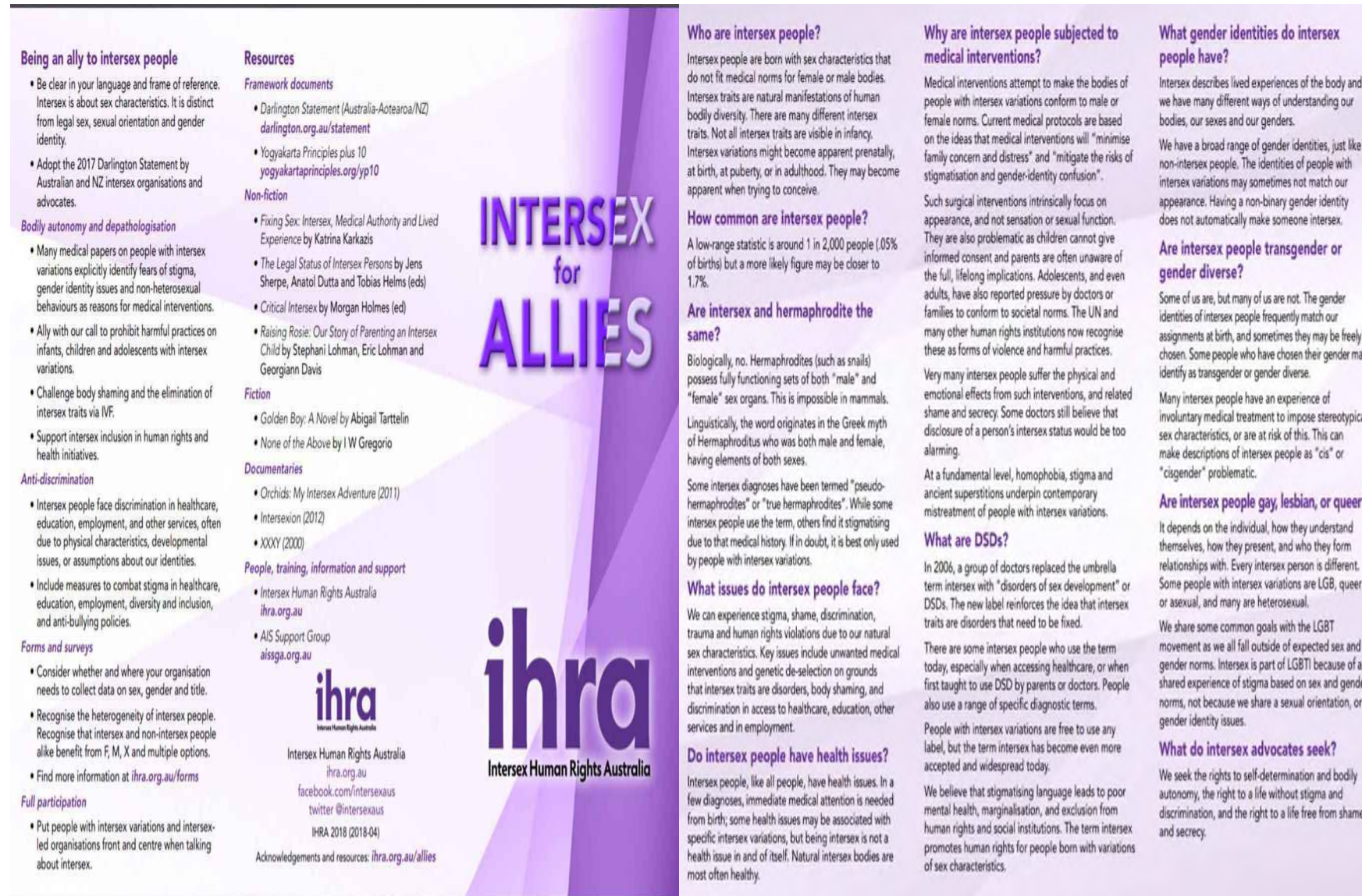
Figure 37 - Intersex for allies available on the department's intranet across multiple pages

Being an ally to intersex people

- Be clear in your language and frame of reference. Intersex is about sex characteristics. It is distinct from legal sex, sexual orientation and gender identity.
- Adopt the 2017 Darlington Statement by Australian and NZ intersex organisations and advocates.

Bodily autonomy and depathologisation

- Many medical papers on people with intersex variations explicitly identify fears of stigma, gender identity issues and non-heterosexual behaviours as reasons for medical interventions.
- Ally with our call to prohibit harmful practices on infants, children and adolescents with intersex variations.
- Challenge body shaming and the elimination of intersex traits via IVF.
- Support intersex inclusion in human rights and health initiatives.

Anti-discrimination

- Intersex people face discrimination in healthcare, education, employment, and other services, often due to physical characteristics, developmental issues, or assumptions about our identities.
- Include measures to combat stigma in healthcare, education, employment, diversity and inclusion, and anti-bullying policies.

Forms and surveys

- Consider whether and where your organisation needs to collect data on sex, gender and title.
- Recognise the heterogeneity of intersex people. Recognise that intersex and non-intersex people alike benefit from F, M, X and multiple options.
- Find more information at ihra.org.au/forms

Full participation

- Put people with intersex variations and intersex-led organisations front and centre when talking about intersex.

Resources

Framework documents

- *Darlington Statement (Australia-Aotearoa/NZ)* darlington.org.au/statement
- *Yogyakarta Principles plus 10* yogyakartaprinciples.org/yp10

Non-fiction

- *Fixing Sex: Intersex, Medical Authority and Lived Experience* by Katrina Karkazis
- *The Legal Status of Intersex Persons* by Jens Sherpe, Anatol Dutta and Tobias Helms (eds)
- *Critical Intersex* by Morgan Holmes (ed)
- *Raising Rosie: Our Story of Parenting an Intersex Child* by Stephani Lohman, Eric Lohman and Georgiann Davis

Fiction

- *Golden Boy: A Novel* by Abigail Tarttelin
- *None of the Above* by I W Gregorio

Documentaries

- *Orchids: My Intersex Adventure* (2011)
- *Intersexion* (2012)
- *XXXY* (2000)

People, training, information and support

- Intersex Human Rights Australia ihra.org.au
- AIS Support Group aissga.org.au

Intersex Human Rights Australia
ihra.org.au
facebook.com/intersexaus
twitter @intersexaus
IHRA 2018 (2018-04)

Acknowledgements and resources: ihra.org.au/allies

INTERSEX for ALLIES

Who are intersex people?

Intersex people are born with sex characteristics that do not fit medical norms for female or male bodies. Intersex traits are natural manifestations of human bodily diversity. There are many different intersex traits. Not all intersex traits are visible in infancy. Intersex variations might become apparent prenatally, at birth, at puberty, or in adulthood. They may become apparent when trying to conceive.

How common are intersex people?

A low-range statistic is around 1 in 2,000 people (.05% of births) but a more likely figure may be closer to 1.7%.

Are intersex and hermaphrodite the same?

Biologically, no. Hermaphrodites (such as snails) possess fully functioning sets of both "male" and "female" sex organs. This is impossible in mammals.

Linguistically, the word originates in the Greek myth of Hermaphroditus who was both male and female, having elements of both sexes.

Some intersex diagnoses have been termed "pseudo-hermaphrodites" or "true hermaphrodites". While some intersex people use the term, others find it stigmatising due to that medical history. If in doubt, it is best only used by people with intersex variations.

What issues do intersex people face?

We can experience stigma, shame, discrimination, trauma and human rights violations due to our natural sex characteristics. Key issues include unwanted medical interventions and genetic de-selection on grounds that intersex traits are disorders, body shaming, and discrimination in access to healthcare, education, other services and in employment.

Do intersex people have health issues?

Intersex people, like all people, have health issues. In a few diagnoses, immediate medical attention is needed from birth; some health issues may be associated with specific intersex variations, but being intersex is not a health issue in and of itself. Natural intersex bodies are most often healthy.

Why are intersex people subjected to medical interventions?

Medical interventions attempt to make the bodies of people with intersex variations conform to male or female norms. Current medical protocols are based on the ideas that medical interventions will "minimise family concern and distress" and "mitigate the risks of stigmatisation and gender-identity confusion".

Such surgical interventions intrinsically focus on appearance, and not sensation or sexual function. They are also problematic as children cannot give informed consent and parents are often unaware of the full, lifelong implications. Adolescents, and even adults, have also reported pressure by doctors or families to conform to societal norms. The UN and many other human rights institutions now recognise these as forms of violence and harmful practices.

Very many intersex people suffer the physical and emotional effects from such interventions, and related shame and secrecy. Some doctors still believe that disclosure of a person's intersex status would be too alarming.

At a fundamental level, homophobia, stigma and ancient superstitions underpin contemporary mistreatment of people with intersex variations.

What are DSDs?

In 2006, a group of doctors replaced the umbrella term intersex with "disorders of sex development" or DSDs. The new label reinforces the idea that intersex traits are disorders that need to be fixed.

There are some intersex people who use the term today, especially when accessing healthcare, or when first taught to use DSD by parents or doctors. People also use a range of specific diagnostic terms.

People with intersex variations are free to use any label, but the term intersex has become even more accepted and widespread today.

We believe that stigmatising language leads to poor mental health, marginalisation, and exclusion from human rights and social institutions. The term intersex promotes human rights for people born with variations of sex characteristics.

What gender identities do intersex people have?

Intersex describes lived experiences of the body and we have many different ways of understanding our bodies, our sexes and our genders.

We have a broad range of gender identities, just like non-intersex people. The identities of people with intersex variations may sometimes not match our appearance. Having a non-binary gender identity does not automatically make someone intersex.

Are intersex people transgender or gender diverse?

Some of us are, but many of us are not. The gender identities of intersex people frequently match our assignments at birth, and sometimes they may be freely chosen. Some people who have chosen their gender may identify as transgender or gender diverse.

Many intersex people have an experience of involuntary medical treatment to impose stereotypical sex characteristics, or are at risk of this. This can make descriptions of intersex people as "cis" or "cisgender" problematic.

Are intersex people gay, lesbian, or queer?

It depends on the individual, how they understand themselves, how they present, and who they form relationships with. Every intersex person is different. Some people with intersex variations are LGB, queer or asexual, and many are heterosexual.

We share some common goals with the LGBT movement as we all fall outside of expected sex and gender norms. Intersex is part of LGBTI because of a shared experience of stigma based on sex and gender norms, not because we share a sexual orientation, or gender identity issues.

What do intersex advocates seek?

We seek the rights to self-determination and bodily autonomy, the right to a life without stigma and discrimination, and the right to a life free from shame and secrecy.

Figure 38 – A portion from the Secretary's transcript about Wear it Purple day and the importance of all staff in the department feeling valued and supported regardless of their sexuality or gender identity.
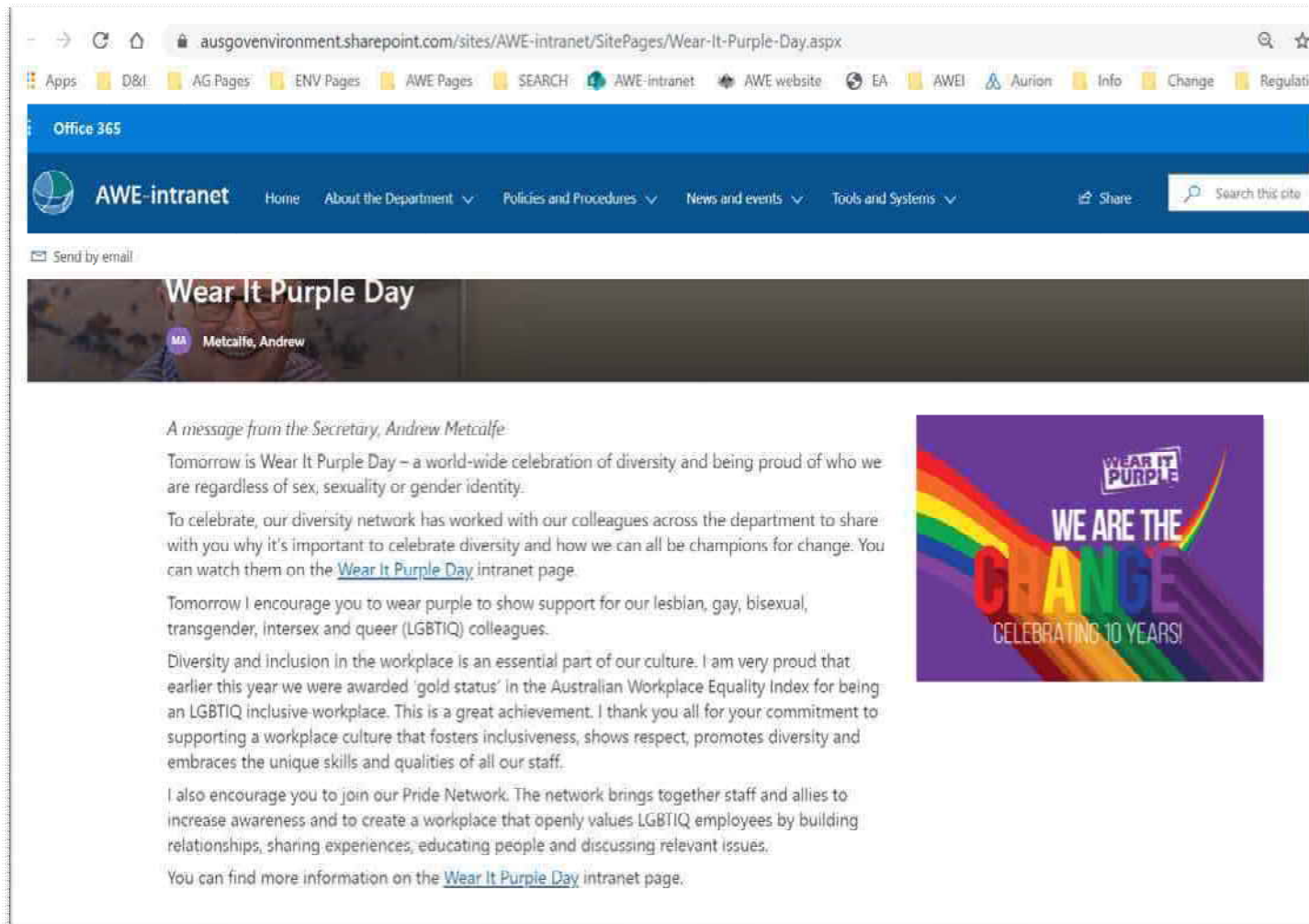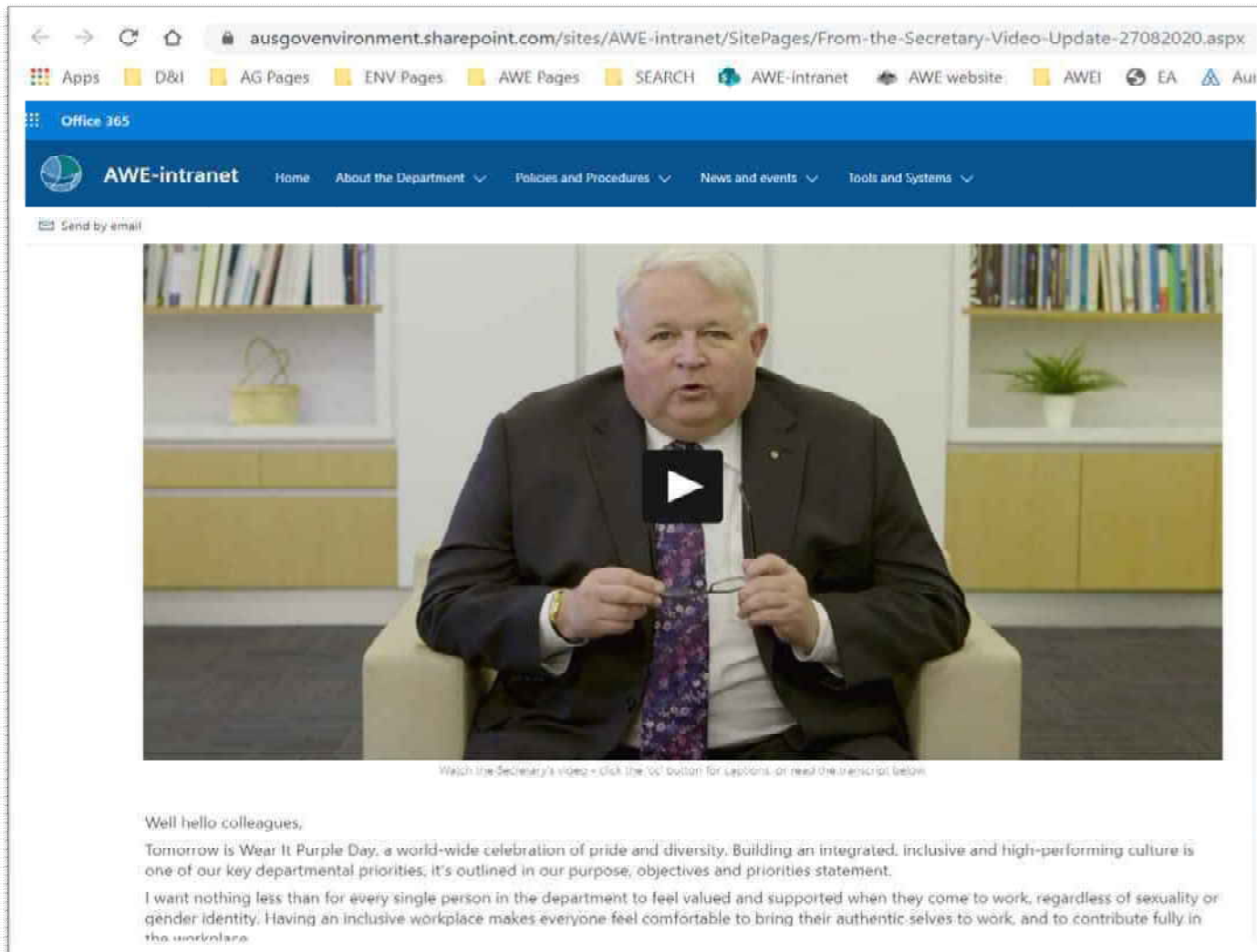
Figure 39 – A message from the Secretary regarding Wear It Purple day and the importance of supporting intersex colleagues

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It benefits all of our people because it makes everyone feel welcome and valued in the workplace, it allows people to give their very best because they feel included and supported.

It benefits our whole department because as an employer of choice we then attract and retain the best possible people, the most talented people, who are happy and productive at work.

And it benefits the communities that we serve and that we're a part of because it means that we are reflective of wider community values and standards.

I'm proud to lead our department that holds these values so strongly.

Our pride networks across both former departments achieved great things, including introducing inclusive policies and guidelines to support all employees, offering LGBTIQ training and making allyship more visible in the workplace by sharing rainbow lanyards, through pronoun and ally pins, and ally signs to display at workstations.

Our networks hosted celebrations for many days of significance, including Pride Month, Wear it Purple Day and IDAHOBIT. And IDAHOBIT, the International Day Against Homophobia, Biphobia, Interphobia and Transphobia, was just last month and it was marked, in a physically distant way, by our colleagues in many different ways in many different workplaces. [Read the In AWE article]

Our gold 'AWEI' status applies to all of our department and it will continue to be reflected in our developing policies and programs in this area, it's important that we build on the work of the past and continue to create a truly diverse and inclusive workplace.

As many of you are aware, we're in the process of reviewing our diversity networks. We recently ran an online survey and held a number of workshops to give everyone the opportunity to discuss the role and purpose of our diversity networks in our new integrated department.

From what I hear, the feedback has been very positive and it's clear that many people are highly interested in participating in our networks and are passionate about inclusion. Our Diversity and Inclusion team is now going through all this feedback and they'll be recommending a way forward for diversity networks in our new integrated department.

So I look forward to sharing with you further updates as that work progresses, and also to participating in some of our diversity events when they're back up and running.

So colleagues, thank you to each and every one of you who's contributed in some way to this significant achievement. And thank you to everyone who makes the effort everyday to ensure that we are genuinely an inclusive and diverse network that supports everyone to do their very best.

Colleagues, until next week, please look after yourselves and look after you families, look after your teams and each other. Have a great week and I'll talk with you again soon.

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ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	ADVANCED
19. Broader Inclusion	**Max. 3 points**

Within the assessed calendar year, the network has _planned, targeted and tracked both activity and progress_ within _one_ of the following areas:
- a)   **work to extend and increase network engagement and inclusion within regional offices**
- b)   **increasing LGBTQ presence or leadership within other internal diversity networks or working groups (i.e. women, parents, cross-cultural)**

Points will be allocated for one of the above. If you have completed work in more than one of the above stated areas, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

- _(a) If you have selected (a), please provide a list of activities/work conducted/completed to increase inclusion within regional offices and progress to date_
- _(b) If you have selected (b), please provide evidence of activity or LGBTQ representation across other diversity networks_

Despite facing the difficulties of COVID-19, we continued to engage our people by conducting virtual meetings and events. We conducted regular network meetings throughout the year, published multiple articles including days of significance on the intranet and held various networking events.

During 2020, the department launched seven inclusion networks including the LGBTIQ+ Pride network. As part of this process nominations were called for leadership positions within each network.

We dedicated ourselves to promoting the 2020 LGBTIQ+ flagship event Wear it Purple day – We are the Change, on 28 August 2020.

The LGBTIQ+ Pride network completed all tasks we aspired to achieve in 2020. Our achievements were published on the department's intranet and all staff have ongoing access to the articles including all LGBTIQ+ Pride Network information, meeting material, resources, and guidance on the Pride Network site.

Submission Evidence:
Attachment AQ19 – LGBTIQ+ Pride network work plan
Attachment AQ19 – LGBTIQ+ Pride network work plan - status update
Attachment AQ19 – LGBTIQ+ Pride network 2020 annual report

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Figure 40 – Extracts from the LGBTIQ+ Pride network annual report outlining details of the 2020 network meetings, articles published on the intranet and the network events that we hosted

Australian Government
Department of Agriculture,
Water and the Environment

2020 LGBTIQ+ Pride Network Meetings

Meeting	Update	Status
11 June 2020	Meeting held 11 June 2020 as scheduled. Meeting outcomes distributed to LGBTIQ+ Pride Network Co-champions, ambassadors and members.	
7 July 2020	Meeting held to discuss the department's Inclusion Network Guidelines. Feedback collated and provided to Diversity and Inclusion team.	
13 August 2020	Additional meeting held on 13 August 2020 to discuss Wear It Purple Day 2020 and a Pride Network networking event.	
9 September 2020	Meeting held 9 September 2020 as scheduled. Meeting outcomes distributed to LGBTIQ+ Pride Network Co-champions, ambassadors and members.	
8 December 2020	Meeting held 8 December 2020 as scheduled. Meeting outcomes distributed to LGBTIQ+ Pride Network Co-champions, ambassadors and members.	

The LGBTIQ+ Pride Network intranet page has been updated with copies of all meeting material published.

- 25 February 2020 – List of LGBTIQ+ Events and Festivals across Australia
- 23 March 2020 – Lambda Liberty Awards – list of categories and finalists
- 25 March 2020 – Article about LGBTIQ wedding in New York (social distancing wedding)
- 29 May 2020 – Happy Ramadan
- 2 June 2020 – Pride Month
- 15 June 2020 – Australian Workplace Equality Index results
- 25 June 2020 – Article about Kenneth Felts (coming out at 90)
- 6 July 2020 - Lambda Liberty Awards – Winners
- 8 July 2020 – Griffon Gay Vultures
- 17 August 2020 – Additional communication on International Non-Binary Peoples Day
- 25 August 2020 – Article about Megan Schutt (International Cricketer)
- 25 August 2020 – Article about Wear It Purple – status update on Wear It Purple celebrations and videos
- 27 August 2020 – Training courses for LGBTIQ+ friendly workplaces
- 27 August 2020 – Pride Train UK
- 2 October 2020 – Gender Neutral B'ni Mitzvah
- 6 October 2020 - #ProudBoys
- 20 November 2020 - NAIDOC Week 2020 – Contemporary Dance by Leanord Mickelo, an Indigenous (and gender fluid) performer
- 23 November 2020 – Pantene (hair care) supporting LGBTIQ+ families
- 24 November 2020 - Chris Mosier - trans runner representing USA in duathlon
- 30 November 2020 - Laws to ban conversion practices introduced in Victorian Parliament
- 4 December 2020 - Polar Pride (18 November 2020)
- 10 December 2020 – Happy Hanukkah

Networking Opportunities

Region	Details Event	Status
Brisbane	Networking event held in conjunction with Wear It Purple Day.	
Canberra	Networking event held Thursday 10 September 2020. A quiz was conducted via Microsoft teams.	
Darwin	Networking event held in conjunction with Wear It Purple Day.	
Perth	Networking event held in conjunction with Wear It Purple Day.	
Sydney	Networking events held in conjunction with International Day Against Homophobia, Biphobia, Intersexism and Transphobia and Wear It Purple Day.	
Canberra	The LGBTIQ+ Pride Network had a team in the department's trivia competition.	

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Figure 41- screenshot of email seeking network leadership positions

From: Diversity and Inclusion s. 47E(d)   @agriculture.gov.au>
Sent: Thursday, 24 September 2020 11:29 AM
To s. 47E @environment.gov.au; Disability Employees' Network s. 47E(d)   @agriculture.gov.au> s. 47E(d) @environment.gov.au; Gender Equity Network s. 47E(d)   @environment.gov.au>; PRIDENetwork s. 47E(d) @environment.gov.au>; Mental Health Network
s. 47E(d)   @environment.gov.au>; Gender Equity Network s. 47E(d)   @agriculture.gov.au>; s. 47E(d @agriculture.gov.au; CALD s. 47E(d @agriculture.gov.au>; Pride Network s. 47E(d)   @agriculture.gov.au>
Cc s. 22(1)(a)(ii) s. 22(1)(a)(ii) @agriculture.gov.au> s. 22(1)(a)(ii) s. 22(1)(a)(ii) @agriculture.gov.au>
Subject: Inclusion Network Leadership Group - positions now available [SEC=OFFICIAL]

_____

Good Morning Network Members,

Just a reminder that following the launch of the new DAWE Inclusion Network Guidelines by the Secretary, the Diversity and Inclusion team are now looking to establish each of the Network Leadership Groups (NLG). Expressions of interest are now being sought from employees who wis to self-nominate for these important roles. The following networks will consist of the proceeding positions:

Networks:
- Care and Ability Network
- Pride Network
- Aboriginal and Torres Strait Islander Employee and Allys Network
- Mental Health Awareness Network
- Culturally and Linguistically Diverse Network
- Gender Equity Network
- Indigenous Staff Network

Leadership Group Positions within each Network:
- Champion (Appointed by the Secretary)
- Co-Champion (Appointed by the Secretary)
- Chair / Regional Chair
- Deputy Chair
- Secretariat

The Nomination Process
To nominate for a position, please complete the attached nomination form and include in the following details:
1. The position/s you wish to apply for **Note:** *In the event you are not successful in your preferred position and want to be considered for further leadership group positions please list your preferences ranked 1-4, 1 being your first preference and 4 being your last preference.*
2. A one-page **(maximum)** statement outlining why you are the best person for your preferred position and what skills and experience you will bring to the role
3. As there is a significant time commitment with these positions, please provide email evidence of your supervisors support and endorsement to take on these additional duties.

Nominations close
Nominations will close COB **Friday 25 September** and should be submitted to the Diversity and Inclusion inbox. Extensions may be considered past this date however, please contact the Diversity and Inclusion Team prior to the closing date to discuss this request.

Election of the NLG
In instances where there is more than one application submitted for a position, network members will be asked to vote to make the final selection.
Should there be only one application for a NLG position, that member will be elected unopposed. Note there can be more than one person selected for each role.

Successful nominations will be contacted by the Director, Diversity and Inclusion Team before being communicated with the networks and published on Mylink/Environment home page.

Network Membership
Don't want the responsibility of a leadership group position? No worries, now is the time to **become a member**! If you are passionate about inclusion and want to contribute to building a diverse and culturally accepting workplace, becoming a member is a great way to support diversity
To join a network please email s. 47E(d)   @awe.gov.au with the name of the network/s you wish to join.

Thank you to those who have already submitted a nomination.

Diversity and Inclusion Team

Department of Agriculture, Water and the Environment
Capability, Planning and Change Branch | People Division
18 Marcus Clarke Street, Canberra City ACT 2601
GPO Box 858 Canberra ACT 2601
✉ s. 47E(d)   @awe.gov.au

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ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	ADVANCED
20. Network Reporting	**Max. 4 points**

Within the assessed calendar year, we produced:
   a) **a network specific report on progress against network targets, in addition to**
   b) **one of the following areas of performance:**
   - **additional advice provided to the organisation throughout the year**
   - **areas of significant contribution**
   - **areas of future focus**
   - **annual progress tracking against the AWEI**

Please provide evidence for both (a) and (b). If you have undertaken above-and-beyond work for more than one of the areas mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

The LGBTIQ+ Pride network has completed all deliverables from their work plan for the calendar year. In addition to the department achieving Gold Status recognition, other key successes of 2020 included our COVID-safe celebrations for Wear It Purple day and International Non-Binary Peoples day, as well as regular communications providing awareness and education on LGBTIQ+ issues circulated throughout the year to the network and published on their newly established intranet site for all staff to access.

In addition to the above, the network meets on a quarterly basis to discuss areas of focus, activities and events and provides an opportunity for the network members to connect. The results and outcomes of the LGBTIQ+ Pride network are then presented in their annual report.

Submission Evidence:

ADDITIONAL WORK:
Attachment AQ20 - LGBTIQ+ 2020 work plan – Report
Attachment AQ20 - LGBTIQ+ 2020 work plan - Status Update
Attachment AQ20 – LGBTIQ+ Pride network annual report
Attachment AQ20 – copy of LGBTIQ+ Pride update from James Larsen, Champion of the network.

Figure 42 – Extract of LGBTIQ+ Pride network meeting action items register from the June 2020 meeting.

SECTION 4: VISIBILITY OF INCLUSION

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION	FOUNDATION
21. Days of Significance	**Max. 2 points**

Within the assessed calendar year, we have celebrated and promoted LGBTQ Days of Significance across the organisation while *providing and/or educating employees with an understanding of why these dates are important.*

For full points, please provide:
- a) *a list of LGBTQ Days of Significance celebrated throughout the assessed year*
- b) *a brief description of each event, detailing how you promoted an understanding of why the day is significant*

Submission Evidence:

Attachment AQ21 – LGBTIQ+ Pride network 2020 annual report

Figure 43 – Extract from the LGBTIQ+ Pride network annual report, table of LGBTIQ+ flagship event details

2020 LGBTIQ+ Flagship Event

Date of event	Details of event	Status
28 August 2020 – Friday Wear it Purple Day – We Are The Change	• Flagship event. • Six videos were produced and published honouring the theme of We Are The Change. • Videos featured staff sharing their personal stories about LGBTIQ+, acceptance and inclusion. • Detailed communications plan developed.	

Department of Agriculture   4

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Australian Government

Department of Agriculture, Water and the Environment

- Intranet page developed.
- Department intranet page turned purple.
- Wear It Purple featured in multiple articles across the department (Secretary Update, Business Bulletins).
- Notices in lifts.
- Screen savers.

IN AWE news article 28 August 2020
Be purple and be proud – article on Des Healey

~~intranet/SitePages/Be-purple-and-be-proud.aspx~~

IN AWE news article 4 September 2020
Celebrating Wear it Purple Day!

https://ausgovenvironment.sharepoint.com/sites/AWE-intranet/SitePages/Celebrating-Wear-it-Purple-Day!.aspx

The team responsible for the Wear It Purple day videos include:
- s. 22(1)(a)(ii)   – Concept
- s. 22(1)(a)(ii)   - Communications, Social Media
- s. 22(1)(a)(ii)   – Communications
- s. 22(1)(a)(ii)   – Communications
- s. 22(1)(a)(ii)   – Campaigns and Social Media
- s. 22(1)(a)(ii)   – Production Services
- s. 22(1)(a)(ii) – Production Services
- s. 22(1)(a)(ii) - Production Services

The six videos produced for Wear it Purple Day featured a staff member wearing an item of clothing that featured a colour of the LGBITQ+ Pride Flag.
- Andrew Metcalfe, Secretary (Violet – Spirit) – Inclusion in the department
- Rick Hawe (Royal Blue – Harmony) – Ally for the LGBTIQ+ community and all other

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- Rick Hawe (Royal Blue – Harmony) – Ally for the LGBTIQ+ community and all other inclusion networks in the department
- s. 22(1)(a)(ii) (Green – Nature) – LGBTIQ+ member and CALD member
- s. 22(1)(a)(ii) (Gold – Sun) – LGBTIQ+ member and CALD member
- s. 22(1)(a)(ii) (Orange – Healing) – LGBTIQ+ member
- s. 22(1)(a)(ii) (Red – Life) – LGBTIQ+ member

Supporting these videos were also corporate wide screen savers and lift notices. Screen savers and lift notices featured s. 22(1)(a)(ii) (Red – Life) – LGBTIQ+ member.

Figure 44 – Extract from the LGBTIQ+ Pride network 2020 annual report, table of LGBTIQ+ days of significance activity details