2021 EMPLOYER PARTICIPATION DETAILS

EMPLOYER DETAILS: ALL ORGANISATIONS/EMPLOYERS MUST COMPLETE THIS PART OF THE SUBMISSION
EMPLOYER DETAILS: PLEASE CHECK THAT YOU HAVE COMPLETED ALL DETAILS WITHIN EACH ROW OF THIS TABLE

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	**Commonwealth Treasury**
Sector:	**Public/Government:** Federal
Employer Size (within Australia):	**Number of employees within Australia:** 501 -1999 employees
Regional Employers	**Is your head office Regional?** *No*
Global Employers	**Do you have international offices:** *Treasury has International Posts (2-3 staff) in various locations.* **Is your head office in Australia:** *Yes*
Contact Person for the Index:	Name: s22 Position Title: Manager, Organisational Capability Postal address (including postcode): The Treasury, 1 Langton Crescent, Parkes, ACT 2600 Phone number: s22 Email: s22 or Diversity@treasury.gov.au

NTERNATIONAL WORKPLACE INDEX PARTICIPATION	
Do you participate in any other workplace equality indices globally?	No

pridein diversity

INDUSTRY BENCHMARKS	
Participating employers will by default be benchmarked according to: • Sector: Public / Private / NFP / Higher Education • Government: Federal, State, Local • Employer Size • Awarded Tier Recognition • Global Employers *All benchmarking tables will be provided for comparison, but only those that reflect your dominant industry/business should be selected here.*	Banking & Financial Services Federal Government

DISCLOSURE RECOGNITION	
Please select participation identification level at which we can identify you **(Name and Employer Tier only, no scores)**	☐ Only identify us if we reach Bronze Tier or higher

ADDITIONAL AWARD SUBMISSIONS	
Have you considered nominating someone for an LGBTQ Inclusion Award?	**Award Nomination Categories:** N/A

prideindiversity

NEGATIVE PRESS / COMPLAINTS DISCLOSURE

- **We have received negative press that has impacted our reputation as an LGBTQ inclusive employer**
- **Formal complaints were lodged against us for LGBTQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)**
- **We understand that up to 25 points *may be* deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ incident where our organisation was responsible and insufficient action was taken to rectify this.**

In relation to the above (maintaining required confidentiality), please broadly outline your course of action or response/outcomes of any complaints lodged:

The Treasury hasn't received any negative press as a LGBTQI+ inclusive employer or formal complaints in relations to any LGBTQI+ matters.

ACCURACY STATEMENT

We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly.

Name of person signing off accuracy:	s22
Position within organisation:	Manager, Organisational Capability
Contact Email:	s22
Contact Phone:	s22

prideindiversity

2021 STANDARD EMPLOYER AWEI

SECTION 1: STANDING SUBMISSION

This section pertains to LGBTQ inclusion within organisational policies and practice.

The Standing Submission includes:	
HR Policy & Diversity Practice:	Standard practices within HR Policies and explicit LGBTQ inclusion within them; including third party policies
LGBTQ Bullying / Harassment & Support:	Tracking and handling of potential incidents and support for LGBTQ employees, should this occur
Trans & Gender Diverse Inclusion:	Explicit policy inclusion for trans and gender diverse employees; including leave, forms, titles and dress codes
Strategic Focus:	Accountabilities and role responsibilities for HR and Executive staff; external / customer facing inclusion promotions

IMPORTANT NOTE:

If you have submitted an AWEI last year, *__you may choose to carry over your point allocations within Section 1: Standing Submission only__*.

- **If you wish to carry over your entire Standing Submission scores from last year, please leave Section 1: Standing Submission blank.**
  (Recommended if you are satisfied with your previous scores and/or no further work has been done in this section.)
- **If you leave any questions blank within this section, we will not change the score from last year.**

OR:

- **If you wish to submit (or re-submit)** for any question/s within Section 1: Standing Submission, please submit evidence for the individual question/s applicable.
- **If you submit evidence for any question, the evidence and score will be re-evaluated based only on the evidence supplied within this Submission** (last year's evidence will not be referenced, so you must re-submit all evidence requested).

Please provide the name and contact details of your Senior HR person:	
Senior HR Person:	s22
Contact Details (email / phone):	s22
Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual. If this contact is not supplied, it may result in a loss of points for questions within this section.	

prideindiversity

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE 1. Removal of the terms: 'Sexual Preference' or 'Lifestyle Choice(s)'	FOUNDATION Max. 2 points
We have conducted a review to ensure that any reference to 'sexual preference' or 'lifestyle choice' within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words 'sexual orientation.' *Treasury regularly reviews all employment policies and does not use the term 'sexual preference' or 'lifestyle choice' in its policies - references refer to 'sexual orientation'.* *For example, in our policy for preventing and managing bullying, harassment and discrimination in the workplace.* *No review has been conducted on the external facing websites. However Treasury's website doesn't refer to either 'sexual preference' or 'lifestyle choices'.*	

Australian Government
The Treasury

"lifestyle choice" 🔍

Ministers | Careers | Contact | Subscribe

Policy Topics   Publications   Consultations   Reviews and inquiries   Media   The Department

Home › Search

Search

Showing results 1 to 10 of 13

Social inclusion and healthy ageing

26 February 2013

Topic: Banking and finance   Business and industry   Consumers and community

Stakeholders

Sustaining growth in Australia's living standards

10 July 2003

Appendix D: Stakeholder engagement

29 March 2016

Measuring what we do or doing what we measure: Challenges for Australia

16 September 2010

Topic: Economy

Session 5: Personal tax

Session 1: Business Tax

Executive Summary

04 March 2015

Chapter 1: How will Australia change over the next 40 years?

04 March 2015

Harold Holt: an urbane treasurer

27 April 2012

Refine by:

Keyword

"lifestyle choice"

Policy Topic

Consumers and community (2)
Taxation (2)
Banking and finance (1)
Business and industry (1)
Economy (1)

Posted Date

2016 (1)
2015 (2)
2013 (2)
2012 (2)
2010 (1)
2003 (1)

1   2   »   Last »

Keep up to date with Treasury

🐦 Twitter   f Facebook   in LinkedIn   ▶ YouTube   ✉ Email

Coronavirus (COVID-19) updates from the Australian Government

Australian Government
The Treasury

sexual preference 🔍

Ministers | Careers | Contact | Subscribe

Policy Topics   Publications   Consultations   Reviews and inquiries   Media   The Department

Home › Search

Search

Showing results 1 to 10 of 300

New estimates of the relationship between female labour supply and the cost, availability, and quality of child care
13 March 2014

Poverty, inequality and the distribution of income in the Group of 20
03 April 2003

The incidence of company tax in Australia
03 April 2014

The future of State revenue
27 March 2009
Topic: Taxation

Lessons from tax reform past
15 October 2009
Topic: Taxation

Australia 2011: Opportunities, challenges and policy responses
04 March 2011
Topic: Business and industry   Economy

Budget policy and risk expenditures
04 September 2006

Australia-China: Not just 40 years
12 December 2012

Measuring market inflation expectations
29 March 2012

Commonwealth of Australia Public Service Act 1999 Section 15(3) Procedures for Determining Suspected Breaches of the Code of Conduct

1   2   3   4   5   6   7   8   9   …   ››   Last »

Refine by:

Keyword

sexual preference

Policy Topic
Economy (22)
Banking and finance (15)
Taxation (15)
Consumers and community (13)
Business and industry (9)
Superannuation (5)
Budget (3)

Posted Date
2020 (2)
2019 (1)
2018 (4)
2017 (2)
2016 (15)
2015 (22)
2014 (30)
2013 (18)
2012 (72)
2011 (9)
2010 (6)
2009 (9)
2008 (2)
2007 (1)
2006 (14)
2005 (11)
2004 (9)
2003 (9)
2002 (15)
2001 (5)
2000 (7)
1999 (8)

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE 2. LGBTQ Inclusivity within Policies and Benefits	FOUNDATION Max. 2 points

On our policy intranet pages (or upfront within our policy documentation), we have made it _explicitly clear_ that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits).

Treasury's policies do not explicitly state that all policies are inclusive of 'LGBTQI+' employees (and their families). Instead of identifying particular diversity groups, the policies clearly state that they apply to 'all Treasury employees' (this includes Treasury's Enterprise Agreement). Treasury's parental leave policy explicitly states that primary carers leave may be taken by either parent 'regardless of gender.'

Screenshot from Treasury's Enterprise Agreement Part 1 Scope clause.

Part 1 — Scope

1.1 Title

a) This Agreement shall be known as the Treasury Enterprise Agreement 2018-2021.

1.2 Parties

a) In accordance with section 172(2) of the *Fair Work Act 2009*, this Agreement covers the Secretary of the Treasury (on behalf of the Commonwealth) and all Treasury employees employed under the *Public Service Act 1999*, except for:

   i. Senior Executive Service (SES) employees;

   ii. employees employed in the Commonwealth Grants Commission;

   iii. employees employed in the Australian Office of Financial Management; and

   iv. employees employed in the Royal Australian Mint.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	FOUNDATION
3. New Parent Leave Inclusive of LGBTQ Families	**Max. 3 points**

On our policy pages (or upfront within our family policy documentation), *we explicitly communicate* that our New Parent Leave (or equivalent) includes those who have children via surrogacy, adoption and foster arrangements regardless of employee gender.

Treasury provides parental leave including adoption and permanent and short term foster care leave. The policy is applicable to all eligible Treasury employees regardless of gender.

Screenshot from Treasury's Enterprise Agreement 3.8 Parental Leave clause.

3.8   Parental leave

a) An employee is entitled to maternity leave in accordance with the *Maternity Leave (Commonwealth Employees) Act 1973*.

b) An employee may elect to spread the payment for the leave granted under clause 3.8(a) over a maximum period of 24 weeks at a rate of no less than half pay. Any such period of leave in excess of 12 weeks will not count as service for any purpose.

c) An employee, other than a casual, who has at least 12 continuous months of APS service and who is the primary carer of a child may take four weeks' paid leave within 12 months of the birth of that child, which:

  i.   must be taken as a continuous block;

  ii. is only available to employees who are the primary carer of their own child or their partner's child;

  iii. for primary carers who are the birth mother, is in addition to the entitlement under clause 3.8(a).

pridein**diversity**

d) An employee may elect to spread the payment for the leave granted under clause 3.8(c) over a maximum period of eight weeks at a rate of no less than half pay. Any such period of leave in excess of four weeks will not count as service for any purpose.

e) An employee who accesses leave under clause 3.8 is not also entitled to access leave under clause 3.9 in circumstances where both forms of leave would be available to that employee, in respect of that child.

f) No employee may access more than 16 weeks' paid leave under clause 3.8.

g) An employee who is not the primary carer is entitled to 10 days' paid leave at or close to the time of the birth of the child.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE 4. Travel Advice for Employees	ADVANCED 2 points

We have travel advice and support available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g. cultural context, safety, LGBTQ matters in other jurisdictions).

Treasury's internal travel team do not provide any specific advice or assistance to any travellers that are from the LGBTQI+ community. However on our intranet site under international travel security, we do refer to smartraveller which has a link to advice for LGBTQI+ travellers (screenshot below).

Treasury staff are consulted with the Treasury's Security team about their international destination, the associated security and personal safety considerations.

For Treasury's long term postings and deployments, the Department of Foreign Affairs and Trade (DFAT) provide guidance in their Post Reports for each city in which an Embassy operates. For example, in the Jakarta Post Report, the following is listed (although this language may have been updated since):

Advice is to be sought from DFAT on a country-by-country basis as there is a variety of positions taken by international countries (example below).

Advice from the smartraveller website link: https://www.smartraveller.gov.au/before-you-go/who-you-are/LGBTI
Screenshot from smartraveller advice for LGBTQI+ travellers.

pridein**diversity**

Advice for LGBTI travellers

All travellers face risks overseas. Risks can be higher for lesbian, gay, bisexual, transgender and intersex (LGBTI) people in some countries. This information aims to help minimise these risks.

This page provides general advice about:

- laws and customs of other countries
- violence and discrimination
- how to be safe in social situations
- tips before you go

Every county is unique in its approach to LGBTI people. It's your responsibility to get the facts first, and take steps to reduce your risks. Before you go, read our travel advisories. Contact the embassy or consulate for each of your destinations.

This page is for LGBTI Australians planning to travel overseas. If you're overseas and need help, see our advice on what to do when things go wrong.

Be aware of the law

You're subject to all local laws and penalties in your destination. Some may appear harsh by Australian standards. Behaviour that's legal in Australia could be illegal in more conservative countries.

Be aware that authorities may apply local laws inconsistently. Authorities may actively or passively discriminate against LGBTI people.

Same-sex relationships

- Same-sex relationships and activities might be legal in certain destinations, but illegal in others.
- Same-sex relationships and activities may be legal, but considered socially unacceptable.
- Some countries prohibit same-sex relationships and activities between males, but stay silent on females.

Transgender or intersex

Local laws are often silent on relationships involving transgender or intersex people. Laws regarding same-sex relationships may generally cover these relationships.

Advice sought from DFAT before an upcoming posting:

2018 Post Report for Jakarta

Recognition of de facto/same sex partners (p38)

The Government of Indonesia does not recognise same-sex relationships for the purposes of diplomatic accreditation.

Officers in same-sex relationships contemplating a posting to Jakarta should consult post management at an early stage.

There has been recent discrimination from some groups toward the LGBTQI+ community.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
5. Third Party Policies	**Max. 2 points**

We have audited third party service providers to ensure they align with our non-discriminatory policies/procedures, inclusive of LGBTQ people and their families.

Please select _all_ that have been audited, evidence only required for _one_:

☐ **Superannuation**

☐ **Death & TDP Benefits / Life Insurance**

☐ **Travel Insurance**

☐ **Healthcare (excluding EAP – Employee Assistance Programs – covered elsewhere)**

No third party audits are performed within the Treasury.

As a government entity, we don't have a choice about which insurer we use (Comcare). Comcare scheme provides a system for work health and safety, rehabilitation and compensation under Commonwealth legislation. Comcare scheme and legislations is complaint to the following Acts:

- *Safety, Rehabilitation and Compensation Act 1988; and*
- *Work Health and Safety Act 2011;*

The Safety, Rehabilitation and Compensation Act 1988 and Work Health and Safety Act 2011 is not inclusive of LGBTQI+ people, however the act covers "A person who is employed by the Commonwealth or by a Commonwealth authority". These Acts do not discriminate against people who identify as LGBTQI+ or other diverse backgrounds.

It's also a government entity in its own right, therefore Treasury assurance is to abide by and reports on the same legislation, government policies and procedures on diversity we do.

(AWEI 1.5) Safety, Rehabilitation and Compensation Act 1988.pdf
(AWEI 1.5) Work Health and Safety Act 201.pdf

pridein**diversity**

We have a Domestic & Family Violence Policy (DFV) that covers the following:

    (a) specific challenges and unique types of violence faced by LGBTQ communities

    (b) stated LGBTQ avenues of support

    (c) a statement that the policy explicitly covers LGBTQ people, partners and their families

a) *The Treasury's Family and Domestic Violence Policy covers all employees who may be impacted by domestic or family violence regardless of their gender or the type of relationship in which violence occurs. The policy provides support to suit the individual circumstances of affected employees and their families. Assistance is provided by professional wellbeing case management professionals in Treasury, as well as access to specialised counselling services with a domestic and family violence clinician through the department's Employee Assistance Program.*

b) *Treasury's FDV information sheet provides staff a list of varied National counselling services, included on this list is: Gay and Lesbian Health Victoria, Kara House Lesbian Domestic Violence Outreach Service, Anothercloset and EveryMan Australia. Evidence below.*

c) *Treasury does not explicitly refers to LGBTQI+, however Treasury's FDV Guidelines and FDV Policy exclusively refers to "All employees". The FDV Guidelines states that support services for all employees regardless of gender and sexual orientation.*

In addition, the FDV Policy refers to "supporting all employees who are impacted by domestic or family violence; regardless of their gender or the type of relationship win which violence occurs".

Once more, the FDV Guidelines also mentions that support is available to "all employee's and, where relevant, to their families".

Screenshot from Family and Domestic Violence Guidelines avenues of support for LGBTQI+ staff.
Screenshot from Family and Domestic Violence Policy statement that supports LGBTQI+ staff.

VIC Services

— **VIC Domestic Violence Response Line** – 24 Hour Response Line - 1800 015 188

— **VIC Jobwatch** – Information, advice and referral on work-related issues – 03 9662 1933 (metro), 1800 331 617 (rural/remote), 9am – 5pm, Mon-Fri, closed between 12pm – 2pm on Tuesdays.

— **VIC Safe Steps** – 24 Hour Hotline - 1800 015 188

— **VIC Wire** – Information for support, referrals on any issue, such as family relationships and legal issues – 1300 134 130, 9am – 5pm, Mon-Fri

— **Domestic Violence Resource Centre Victoria** – Initial telephone support, information and referral to services to assist people who have experienced family violence - 03 9486 9866 9:00am – 5:00pm Monday – Friday

— **Gay and Lesbian Health Victoria** -

- **Mensline Australia -** professional telephone and online support and information and referral services for men with family and relationship concerns – 1300 789 978

- **Men's Referral Service** - a referral service for men dealing with family and domestic violence matters – 1300 766 491

- **Anothercloset** - LBGTIQ+ Specialised services for people experiencing family and domestic violence

Other services within Australia

- **QLD Domestic Violence Crisis Support Service** –24 Hour Hotline 1800 811 811 QLD Domestic Violence Sexual Assault Line – offers support and counselling to anyone (women, men and young people) – 24 Hour hotline, 7 days, 1800 010 120

- **SA Women's Safety Services** – Support and assistance for Women and children. Domestic Violence Crisis Line - 1800 800 098

- **TAS Family Violence Counselling and Support Service** – information and referral for people affected - 1800 608 122, 9am – midnight, Mon-Fri & 4pm – midnight, weekends/public holidays

- **NT Dawn House, Domestic Family Violence Counsellor** – (08) 8945 1388

- **Australian Indigenous HealthInfoNet** - An Indigenous family violence web resource

- **Kids Help Line** - counsellors are available to talk to children confidentially about any issue that is affecting or worrying them. The fastest way to speak to a counsellor is to call the Kids Help Line phone number on 1800 55 1800. Email or web counselling is also available from the Kids Help Line website.

- **Child Protection 24 Hour Helpline** – 132 111

- **Lifeline** – Access to 24 hour crisis support and suicide prevention services - 131 114

- **Suicide Call Back Service** – 1300 659 467

- **Kara House Lesbian Domestic Violence Outreach Service** – Mon-Fri, 9am – 5pm, T: 1800 900 520, E: karahouse@infoexchange.net.us

- **EveryMan Australia** - EveryMan Australia is providing a phone support service for anyone who thinks that they're at risk of using violence with a partner. This service is available not only to men at risk of using violence with women, but to members of Canberra's Lesbian Gay Bisexual Transgender Intersex Queer community and to women at risk of using violence to male partners. Call Connect24 on 1800 261 610 to speak to a Violence Prevention worker.

OVERVIEW

The Treasury's Family and Domestic Violence Policy (Policy) sets out Treasury's commitment to supporting all employees who may be impacted by Family and Domestic Violence (FDV).

Providing a central online repository of tools, resources and referral services

- A range of resources will be made available via the Treasury intranet so that all employees can access information on FDV and support services available. This will include links to relevant policies and guidelines, training and information.

- The guide to FDV support services included services for all employees regardless of gender and sexual orientation, and includes specialised services for perpetrators seeking assistance or advice.

Gender Equality

Treasury is committed to supporting all employees who may be impacted by domestic or family violence; regardless of their gender or the type of relationship in which violence occurs.

ASSISTANCE FOR EMPLOYEES IMPACTED BY FDV

FDV is a complex issue with many elements that need be taken into account when dealing with individuals who are impacted by it. The Treasury understands these complexities and provides a range of internal and external support services to all employees and, where relevant, their families.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
7. Communications on LGBTQ Inclusive and Offensive Language	max. 4 points

We have developed targeted communications or public relations guides that outline how to reference LGBTQ communities in communications, articles, media, and/or advertising that:

    a)   provide examples of both inclusive language AND language that is exclusive/offensive to LGBTQ people

    b)   are available to all employees within the organisation

    a)   *The Treasury Editorial Guidelines has a section on inclusive language on page 10 and 11 (screen shot below). The guidelines doesn't provide explicit language and/or examples for LGBTQI+ people, however the guidelines provide Gender explicit language and examples.*

    b)   *The Treasury Communication Branch are currently in the process of updating Treasury's new Style Manual, which will abide by the Australian Government writing and editing standards. Treasury new Style Manual will include Gender and sexual diversity and will look similar to Australian Government writing and*

pride**in**diversity

editing, inclusion language page. Treasury Editorial Guidelines are accessible to all staff on Treasury's internal intranet as part of the Writing Toolkit, as shown below.

In addition, there will be communications campaign to staff, promoting the Style Manual on various internal communications channels.

Screenshot from Treasury Editorial Guidelines on inclusive language.

Gender

Avoid the use of 'his/her', or 'his or her'. If possible, use plurals, first person or second person to avoid this.

The candidate should send copies of the application to his/her referee. ❌

Candidates should send copies of the application to their referees. ✅

You must provide copies of your application to your referee. ✅

Writing toolkit

Treasury's challenge is to make our advice as persuasive as possible. This means our written material must be clear, compelling and consistent.

> ## Writing quick tips

> ## Editorial guidelines

There are a number of tools to help you ensure you are writing clearly, avoid common mistakes and adhering to the preferred style. From how to format dates and time to when to avoid an oxford comma these guidelines have all the answers

- The Treasury Quick Reference Style Guide is being updated. Please refer to the Treasury Editorial Guidelines.
- Treasury Editorial Guidelines – a guide for Treasury's writing and editorial styles and preferences, based on the Australian Government Style Manual. The preferences in this guide override those in the Style Manual where they differ.
- Australian Government Style Manual – published in 2002, the sixth edition of the Style Manual provides guidance for preparing material for publication managers and authors through to designers, editors, screen-based publishers, indexers and printers.

> ## Writing for different formats

> ## Drafting Media Releases

> ## Drafting speeches

prideindiversity

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	FOUNDATION
8. LGBTQ Training HR / Grievance Officers	**Max. 3 points**

We have an internal formal HR/Grievance process whereby LGBTQ people can request or engage with:
 a) **someone specifically trained in LGBTQ Inclusion; OR**
 b) **an ally who has a good understanding of LGBTQ sensitivities and potential areas of concern**

 a) *Treasury does not have a specific LGBTQI+ trained Case Officers for LGBTQI+ internal formal HR and/or Grievance related matters. However, Treasury offers Department wide LGBTQI+ awareness training but no specific LGBTQI+ grievance training.*

 b) *Our Wellbeing and Performance team provide inclusive support to all employees. Equally Treasury's case officers know the importance of safe spaces for the LGBTQI+ individuals and where they can receive social support for their identities and have the opportunity to learn adaptive coping skills in facing minority stress.*

Screenshot from Treasury's Intranet Page advertising LGBTQI+ awareness training.

LGBTQI+ awareness

This training will provide you with greater awareness of why LGBTQI+ workplace inclusion is important, increased comfort around terminology and an understanding of challenges often faced by LGBTQI+ employees. It will help you understand the role you can play in creating a more inclusive culture.

The training is an important part of the Treasury's efforts under the *Inclusion and Diversity Strategy 2019-2021* and the Pride Network to:

- create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status;
- foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and
- attract and retain the best talent, including LGBTQI+ staff.

Target Audience: All staff
Dates and times:

- Friday 4 December 10.00am – 11.00am
- Monday 7 December 10.30am – 11.30am
- Thursday 17 December 11.00am – 12.00pm

Location: via Webex

Empowering LGBTQI+ allies

This training will give you a practical understanding of the role of allies, actions allies can take, importance of being a visible ally and how to call out problematic behaviours.

The training is an important part of the Treasury's efforts under the Inclusion and Diversity Strategy 2019-2021 and the Pride Network to:

- create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status;
- foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and
- attract and retain the best talent, including LGBTQI+ staff.

Dates and times:

- Friday 11 December 10.00am – 11.00am (all staff)
- Monday 14 December 10.30am – 11.30am (SES)
- Wednesday 16 December 10.30am – 11.30am (all staff)

Location: via Webex

- To register for any of these events, visit the calender in Treasury Learning (Chrome only).

Documentation within our bullying and harassment policy/guidelines provide clear behavioural examples of what constitutes bullying/harassment in terms of sexual orientation, gender identity/expression AND examples of behaviour that constitutes bullying/harassment of intersex people.

Treasury's policy on preventing and managing, bullying, harassment and discrimination in the workplace mentions harassment against a particular personal characteristic including that of 'sexual orientation'.

Characteristics of trans or intersex status are not explicitly mentioned in the policy.

Screenshot from Treasury's policy on preventing and managing, bullying, harassment and discrimination in the workplace.

About Managing Bullying and Harassment

Workplace bullying is repeated and unreasonable behaviour directed towards a worker or group of workers that creates a risk to physical and mental health and safety.

Harassment involves unwelcome behaviour that intimidates, offends or humiliates a person possessing a particular personal characteristic such as race, age, gender, disability, religion or sexual orientation.

Complaint process: Staff are able to access informal or formal processes for dealing with complaints of bullying and harassment. These processes are outlined in the Preventing and Managing Bullying, Harassment and Discrimination in the Workplace policy.

The following are some examples of workplace bullying:

- abusive, insulting or offensive language
- unjustified criticism or complaints
- humiliating others through sarcasm, belittling someone's opinions, or practical jokes
- excessive scrutiny at work
- deliberately excluding someone from workplace activities.

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	INTERMEDIATE
10. EAP Provider	**Max. 3 points**

We have either:

a) identified individuals within our EAP provider who have received specific training in, or have considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees

b) received documentation that we believe demonstrates both the knowledge and expertise of our EAP provider to support LGBTQ people

and we have:

c) *clearly communicated* this on our EAP Provider page and/or our LGBTQ intranet page

a) *Treasury EAP provider Benestar, acknowledge the needs of LGBTQI+ people. They have specialised in LGBTIQ+ specific support by engaging with over 160 LGBTQI+ trained clinicians. In addition, the clinicians are searchable within their database, which enables Benestar's contact centre team to locate the right clinician depending on the type of support required.*

b) *The statement below is Benestar's commitment to LBGTQI+ people. This statement was provided to Treasury's Wellbeing and Performance team for validation. Noting, Benestar's memberships and involvements with leading LGBTQI+ institute, Pride and Diversity and Diversity Council Australia. The Treasury endorses that Benestar is qualified to support LGBTQI+ people.*

c) *Treasury does not explicitly name any diversity groups on the EAP internal intranet page, instead referring to "All Treasury staff".*

(AWEI 1.10) Benestar LGBTQI+ advice.pdf

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	ADVANCED
11. Tracking of Incidents	**Max. 4 points**

We can provide evidence that shows:

a) how we extract LGBTQ related instances from collected bullying/harassment data

b) the development of a process that is sensitive to LGBTQ disclosure enabling us to mediate and/or action incidents

a) *In Compliance to the Privacy Act 1988 - Part III Information privacy, Treasury does not extract any data from Bullying and Harassment reports.*

b) *Treasury's 'Preventing and Managing Bullying, Harassment and Discriminations in the Workplace' policy, does not segregate the process depending on the sensitivity around the incident. The policy framework adheres to the Australia Public Services legislations, which includes the Sex Discrimination Act 1984, Fair Work Act 2009 and Work Health and Safety Act 2011.*

N/A

prideindiversity

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE **12. Gender Affirmation Policy and Process Documentation**	**INTERMEDIATE** **Max. 5 points**

We have a documented gender affirmation policy/process and documentation to support both; the employee(s) wishing to affirm their gender in the workplace AND their manager(s), peers and colleagues.

Note: 'Gender affirmation' (above) is the ideal term for what has commonly been referred to as 'transitioning.'

Treasury does not have a documented gender affirmation policy/process. However it is currently being considered as part of planned future policy discussions and is outlined in the Pride@TSY Action Plan.

(AWEI 1.12 and 1.15 and 2.2 and 3.11) Action Plan.docx

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE **13. Dress Codes and Uniforms**	**ADVANCED** **Max. 4 points**

We have removed gendered language within organisational wide dress code policies and/or guidelines to empower all employees, including trans, gender diverse and non-binary employees to dress in a manner (or select uniforms) that best reflects who they are.

Further contact details and information has also been provided for support, if required.

Treasury does not have a dress code policy. However, all APS employees are required to observe the APS Values and Code of Conduct.

Statement from the APS code of conduct:

"APS employees are obliged to behave in a way that upholds the good reputation of the agency and the APS, and that the way we dress demonstrates the respect that we have for our clients and other stakeholders. The APS Values and Code of Conduct does not explicitly use gender-specific language in setting out the standard of behaviour expected of APS employees."

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	**ADVANCED**
14. Gender Affirmation Leave	**Max. 4 points**

We have an internal policy that ensures _additional_ paid leave is available for employees who require time away to undertake or physically manage their gender affirmation.

Note: For full points, this leave must be in addition to the need to utilise annual leave, sick or generic personal leave.

The Treasury does not have a specific policy that provides additional paid leave for employees who require time away to undertake or physically manage their gender affirmation.

_N/A_

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	**ADVANCED**
15. Gender Neutral Bathrooms and Facilities	**Max. 4 points**

We have (or are working towards) having 'Gender Neutral' or 'All Gender' bathrooms and/or facilities _with clear and visible signage_ available to employees.

Note: "Unisex" signage will not be given points for this question. We are seeking more inclusive language for inclusive signage.

The Treasury recognises the importance of ensuring an inclusive and safe environment neutral or all gender bathrooms and/or facilities for Treasury's LGBTQI+ community.

Treasury identifies that this is a working progress, with the near completion of our first ever Action Plan. The Action Plan addresses the need to build capability by developing a Gender Affirmation guideline.

(AWEI 1.12 and 1.15 and 2.2 and 3.11) Action Plan.docx

prideindiversity

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
16. (Forms) Non-Binary Gender Options for Employees	**Max. 2 points**

We have audited and amended (or are in the process of auditing/amending) all internal documents and forms that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).

Treasury is compliant with Australian Government Guidelines on the Recognition of Sex and Gender, which requires the inclusion of a non-binary option for internal documents and forms that collect gender information.

Treasury previously undertook an audit to identify and make necessary amendments in accordance with the Government guidelines. However, we're unable to provide evidence to this statement.

N/A

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
17. (IT Systems) Non-Binary Gender Options for Employees	**Max. 2 points**

We have audited and amended (or are in the process of amending) all relevant IT systems that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).

The Treasury collects data about the diversity of its employee's to meet the department's reporting requirements to the Australian Public Service Commission and to guide the development of workforce strategies to improve equality, diversity and organisational performance at Treasury. Employees do not have to provide this information but are encouraged to do so. All personal information submitted is treated in line with the Privacy Act 1988.

Treasury previously undertook an audit to identify and make necessary amendments in accordance with the Australian Government Guidelines on the Recognition of Sex and Gender, which requires the inclusion of a non-binary option for relevant IT systems that collect gender information Government guidelines. Treasury has been found compliant in accordance with the Government's guidelines.

N/A

prideindiversity

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
18. Trans and Gender Diverse Applicants	**Max. 6 points**

For trans and gender diverse applicants, we have:

a)   **Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse people who are applying for jobs**

b)   _clearly communicated_ **a point of contact available for trans and gender diverse applicants throughout the recruitment process on relevant web pages or within application documentation**

c)   **provided documentation addressing concerns specific to trans and gender diverse applicants and made these available throughout the recruitment process**

a)   _Some roadblocks experienced by trans and gender diverse people such as limited options in selecting gender have been removed. Candidates have the option to update their recruitment/job application profile at any stage by logging into the e-recruitment system PageUp. However, candidates can only select non-binary titles. Position descriptions outline Treasury's initiatives and networks available to trans and gender diverse people._

b)   _While there is a contact point for candidates that have queries or require support included within all the position descriptions, web pages do not include a contact point. Position descriptions are available to be accessed by candidates throughout the recruitment process by logging into the e-recruitment system._

c)   _No documentation specifically addressing the concerns of trans and gender diverse applicants is made available besides the position description (answered in part a)._

(AWEI 1.18) Treasury Position Description.pdf

TSY/AU

We aim to create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status. This is achieved by developing an inclusive workplace, where employees are supportive and accepting of their colleagues and diversity is celebrated.

We aim to foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work without the need to edit behaviour and without fear of bias or intimidation.

RecruitAbility

RecruitAbility is a scheme that aims to attract applicants with disability. Applicants who opt in to the scheme and meet the minimum requirements of the role are advanced to a further stage in the selection process. Merit remains the basis for engagement and promotion.

If you identify as a person with a disability, you can 'opt in' for RecruitAbility on the application form.

Further information on RecruitAbility is available on the Australian Public Service Commission's website.

Reasonable adjustments

We can provide equipment or support to help you attend an interview or complete an assessment task.

To assist you, we may provide:

- additional time to complete assessments
- an interpreter
- accessible computer hardware and software

Please contact the Recruitment and Secondments Team to discuss what options may be available to best suit you.

prideindiversity

STANDING SUBMISSION: STRATEGIC FOCUS

STANDING SUBMISSION: STRATEGIC FOCUS 19. External Website LGBTQ Workplace Inclusion Promotion	FOUNDATION Max. 2 points

We have promoted our focus and work on LGBTQ workplace inclusion on our _external_ facing webpage (URL).

The Treasury recognise all diversity backgrounds, therefore we don't explicitly promote one diversity function.

The Treasury promotes its Inclusion and Diversity Strategy 2019-21. The strategy is located on the Treasury Careers page, hyperlink below. However, noting the importance of having a standalone Inclusion and Diversity internet page on the Treasury internet.

Within Treasury's Inclusion and Diversity Strategy 2019 -21, one of our focuses is ensuring that Treasury's LGBTQI+ community is visible. This is being actioned by enhancing Treasury's LGBTQI+ social media presence on Facebook and LinkedIn.

Screenshots of social media posts from the Treasury are below.

Diversity and Inclusion Strategy Attachment is available on the Treasury recruitment website, screenshot below.

Inclusion and Diversity Strategy

We are focused on maintaining and further building the diversity of our workforce through a range of inclusion and diversity initiatives. Diversity is important because a diverse and inclusive workforce capitalises on the skills and talents of all members of the community. It harnesses and values people for their diverse range of skills and capabilities, leading to a more engaged, motivated and productive workforce.

Treasury's Inclusion and Diversity Strategy 2019-2021 clearly articulates our vision, priorities and plan for the next two years. There are a number of employee networks and diversity committees within the Treasury that drive inclusion and diversity. Networks provide direct support to employees through their events and advice. They also act as a key consultation point and contribute to work that increases diversity awareness and capability.

Breastfeeding Friendly Workplace
Accredited by the Australian Breastfeeding Association

DIVERSITY COUNCIL AUSTRALIA

AUSTRALIAN NETWORK ON DISABILITY
SILVER MEMBER

TOP GRADUATE EMPLOYERS 2017

pride in diversity

Social media posts:

pride in diversity

Linked in

Jobs ▼ | Commonwealth Treasury | Russell, CT

Commonwealth Treasury
6,025 followers
1y

Last week, **Commonwealth Treasury** celebrated the two year anniversary of Australia voting 'Yes' to marriage equality. The anniversary carries a great deal of meaning for many Treasury staff, and we mark it to reflect on the progress Australia has made. Marking milestones like this is just one of the ways we show our commitment to ensuring Treasury is an inclusive workplace, where everyone feels safe to bring their whole self to work.
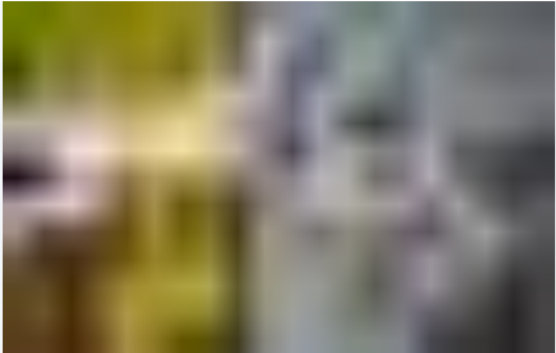
28 · 2 Comments

👍 Like | 💬 Comment | ➡ Share

s 47F

To view or add a comment, **sign in**

prideindiversity

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

Treasury's Inclusion and Diversity (I&D) function sits within our Organisational Capability Team. The team provides support and advice to all Treasury's Diversity Groups, senior executive and our diversity champions. Treasury's I&D function focuses solely on driving inclusion and diversity initiatives across the department.

Pride@TSY are in the final stages of completing their action plan. The action plan is a working document that underpins our Inclusion and Diversity Strategy further supporting our inclusion and diversity agenda. The plan outlines LGBTQI+ initiatives within Treasury across identified areas of focus.

N/A

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.

a) *Attached is the Inclusive Workplace Committee Charter. Outlined in the charter, is the committee's objectives and responsibilities.*

b) *The Inclusive Workplace Committee (IWC) is the key decision-making body for advancing inclusion and diversity within Treasury. This is Chaired by the Treasury's Secretary.*

The IWC supports the Executive Board to set and implement the department's strategic direction for inclusion and diversity activities relating to all diversity matters.

The committee is supported and represented by a Diversity Champion, which whom are Deputy Secretaries.

The Pride Champion is an advocate at a senior level for LGBTQI+ community. In partnership with the Pride Network, the Pride Champion aligns all LGBTQI+ matters between the Executive Board and the needs of the Department.

(AWEI 1.21) IWC - Charter.docx

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

(a) *Treasury's Senior Executive Service (SES) Talent, Performance and Development Framework does not outline specific LGBTQI+ inclusion and diversity accountabilities within senior management appraisals beyond a behavioural requirement to create and reward an inclusive culture generally, and a mandatory requirement to complete general online diversity training modules.*

   In addition, Treasury provides training for SES officers on LGBTQI+ inclusion. The LGBTQI+ awareness training provides SES with an awareness of why LGBTQI+ workplace inclusion is important, increases comfort around terminology and gives an understanding of challenges often faced by LGBTQI+ employees.

(b) *Not applicable.*

N/A

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

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

a) *No evaluation has been conducted on LGBTQI+ customer facing or services user processes.*

N/A

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

pridein**diversity**

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.

Treasury Recruitment System
  a) Yes, candidates can log in at any time to Treasury's recruitment system (PageUp) and update their title name and gender but clicking on 'update your profile'.

  b) No, provided screenshots below of the options available to candidates when selecting gender and title. There is an option to choose indeterminate / Intersex / Unspecified gender, however the titles are all binary.

Treasury's internal Payroll & HR system (Aurion ESS)

  a) Treasury employees can log into their personal profile within the Aurion ESS and change their salutation or gender. There are constrains for employees to update directly within ESS, due to both the system functionality and compliance regulations. For example, employees can't update their legal names without proof of identification.
  b) The Aurion ESS does allow another option under the gender category to indeterminate, intersex or unspecified.

Example from PageUp

Note: Aurion personal details information section states:

Personal Details

For more information about updating your gender please refer to Australian Government Guidelines on the Recognition of Sex and Gender.

If you would like to update your gender in ESS please contact the Pay and Conditions Team via Treasury Assist or call extension 2222 option 1.

If you would like to have a confidential conversation about updating your gender please email diversity@treasury.gov.au or call extension 2222 and select option 6.

Business Rule Detail

Save **Cancel**

Record Id 01612

Description Allow people to indentify themselves as Gender X - Intersex/Indeterminate/Unspecified.

Alpha   Number

Date   Time

Decimal   Checkbox
                                         Allow Gender X ☑

Gender | Male | ▼
Date Of Birth |
DOB Document | Male
External Employee Number | Female
 | Indeterminate/Intersex/Unspecified

prideindiversity

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.

All questions within the Annual Submission must be answered in order to obtain point allocation. No points are carried over within these sections.

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 LGBTQI+ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID).

Treasury is a Pride in Diversity member within the assessed year.

We have had multiple network sessions with our rep s22

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	FOUNDATION
2. Documented LGBTQ Strategy	Max. 3 points

We have a documented LGBTQI+ inclusion strategy (or pillar within an overarching diversity strategy) in place for the assessed year that includes clearly defined LGBTQI+ targets and/or action plans.
Treasury has an Inclusion and Diversity plan with a specific LGBTQI+ pillar.

Please provide a copy of the LGBTQI+ component of your strategy and clearly defined targets. If your strategy does not contain clearly defined LGBTQI+ targets, please provide any accompanying/supporting action plans that will show specific goals in this area

(AWEI 1.19 and 2.2 and 3.11) 190301 – Diversity and Inclusion Plan.pdf

(AWEI 1.12 and 1.15 and 2.2 and 3.11) Action Plan.docx

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.

Treasury has an _established_ and _promoted_ Pride network that plays a role as an advisory group, Pride@TSY (also known as P@TSY or Pride@Treasury).

The advisory group is comprised of network members on the PrideCommittee@treasury.gov.au mailing list. The purpose of the network within the organisation is set out in its terms of reference, and includes "Liaise with POS about workplace policy changes" (see attached [terms of reference](#))

The group meets on a regular basis to discuss projects and goals. (See attached [minutes](#))

The group reports to the Inclusive Workplace Committee to recommend changes and policy to further LGBTQI+ inclusion at Treasury. The group also advises other diversity networks on LGBTQI+ matters, and engages with divisions and groups on relevant projects. For example, Treasury's Pride Network advised the Women's network on inclusive language for their survey (see [attached email](#)) and members provide updates and advice to divisions and are encouraging guidance on inclusive language in signature blocks (refer to minutes linked above).

See attached terms of reference: (AWEI 2.3 3.9) 180222 - Network terms of reference.docx

See attached minutes: (AWEI 2.3) 201015 - Network meeting minutes.docx

see attached email: (AWEI 2.3) 201023 - Advice to PWI on inclusive language.msg

prideindiversity

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.

Treasury does not publish any reports which reference Pride@TSY.

N/A

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	INTERMEDIATE
5. Media Coverage	**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.

We are unaware of any being referenced by an independent source.

N/A

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	ADVANCED
6. Strategic Work in Recruitment, Supplier Policy or Service Provision	**Max. 3 points**

We have completed, updated or are making progress towards work within _one_ 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**

Treasury specifically promotes its commitment to LGBTQI+ inclusion as part of its materials for graduate recruitment (see screenshots of website below)

prideindiversity

Graduate Development Program

Australian Government
The Treasury

Home | About | The process | Meet our influencers | **Diversity** | Apply | Contact

Diversity

Diversity

Our employees come from all walks of life, and all corners of the Australian community. They bring their perspectives, experiences and skills from many professions and backgrounds, representing diversity is all its forms.

Treasury is committed to growing and maintaining a safe, inclusive and welcoming work environment for all staff, irrespective of gender, ethnicity, linguistic background, age, sexuality, or disability.

We recognise that teams with diverse members are more able to contribute to our organisation's goals and what we do through enhanced creativity, innovation and improved problem solving. Treasury can serve Australia and its people best when our workforce represents the community which we serve.

Our diversity and inclusion champions drive our inclusion agenda. There are also a number of self managed employee networks that provide support to employees through their networking events, activities and advice. They also act as a key consultation point and contribute to work that increases diversity awareness and capability across the department.

The networks include:

• Reconciliation Action Plan Committee
• Pride@Treasury Network
• Culturally and Linguistically Diverse Network
• Progressing Women initiative
• Access and Inclusion Network

Treasury also partners with external agencies to support our inclusion agenda, and has memberships with the Australian Network on Disability, Diversity Council of Australia, Reconciliation Australia and Pride in Diversity.

Page 39 – AWEI2021 STANDARD EMPLOYER SUBMISSION (501 or more employees) – v1.1 – Doc. 1 of 1

Graduate Development Program

Australian Government
The Treasury

Home | About | The process | Meet our influencers | **Diversity** | Apply | Contact

Diversity

Diversity

Our employees come from all walks of life, and all corners of the Australian community. They bring their perspectives, experiences and skills from many professions and backgrounds, representing diversity is all its forms.

Treasury is committed to growing and maintaining a safe, inclusive and welcoming work environment for all staff, irrespective of gender, ethnicity, linguistic background, age, sexuality, or disability.

We recognise that teams with diverse members are more able to contribute to our organisation's goals and what we do through enhanced creativity, innovation and improved problem solving. Treasury can serve Australia and its people best when our workforce represents the community which we serve.

Our diversity and inclusion champions drive our inclusion agenda. There are also a number of self managed employee networks that provide support to employees through their networking events, activities and advice. They also act as a key consultation point and contribute to work that increases diversity awareness and capability across the department.

The networks include:

• Reconciliation Action Plan Committee
• Pride@Treasury Network
• Culturally and Linguistically Diverse Network
• Progressing Women initiative
• Access and Inclusion Network

Treasury also partners with external agencies to support our inclusion agenda, and has memberships with the Australian Network on Disability, Diversity Council of Australia, Reconciliation Australia and Pride in Diversity.

Page 39 – AWEI2021 STANDARD EMPLOYER SUBMISSION (501 or more employees) – v1.1 – Doc. 1 of 1

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.

Not that we are aware.

N/A

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	ADVANCED
8. LGBTQ Inclusion Promotion	**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**

Treasury promotes our commitment to LGBTQI+ inclusion by liaising with other departments on best practice, and including attendees at our events. (See email attached)

Our speaker for our Yes Day event was Luci Ellis, Deputy Governor of the Reserve Bank of Australia, and a key stakeholder in the economic policy space Treasury operates in. The event began with an introduction by our champion on the promoting the work of the network (See event invite attached)

See email attached: (AWEI 2.8) 200220 - Email reaching out to other networks on newsletter.msg

See event invite attached: (AWEI 2.8 and 3.16) 201116 - Yes Day 2020 - with Dr Luci Ellis Assistant Governor (Economic) at the RBA SEC OFFICIAL.msg

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**

TSY has an established employee network, the PRIDE@TSY network.

(AWEI 2.3 3.9) 180222 - Network terms of reference.docx

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**

The Pride@TSY network has a loosely defined Committee with no clearly defined chair roles and ad-hoc responsibilities.
A HR rep is assigned to the Employee Network but no HR rep is part of the formal leadership structure nor regularly attends meetings.

(AWEI 3.10) 2020 Network structure.docx

prideindiversity

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.

The Pride@Tsy network has an action plan, setting out key goals and timelines. Treasury also has an inclusion and diversity strategy which sets out clear end states for LGBTQI+ inclusion at Treasury.

(AWEI 1.12 and 1.15 and 2.2 and 3.11) Action Plan.docx

(AWEI 1.19 and 2.2 and 3.11) Diversity and Inclusion Plan.pdf

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.

Treasury held a Diversity Fair for incoming 2020 graduates, on Tuesday 4 February. This operated as a 'market day' where new graduates could chat to Pride@Tsy (and other diversity networks, including the Culturally and Linguistically Diverse Network, the Progressing Women Initiative, the Reconciliation Action Plan Committee and the Access and Inclusion Network) and learn about what we do. It was also an opportunity for Pride@Tsy to share merchandise, like rainbow postcards and pins, to increase the visibility of Pride at Treasury. Of the 33 graduates in the 2020 cohort, 8 signed up to the Pride@Treasury mailing list following the market day event.

Treasury's compliance onboarding includes SBS's Diversity Works. Although does not highlight the LGBTQI+ specifically, the training provides definition and understanding around culture, diversity and inclusion and is a mandatory training for all staff.

(AWEI 3.12) 190726 Tsy News - Launch of Tsy Inclusion and Diversity strategy.pdf

(AWEI 3.12) 200114 EM from Diversity - Evidence of Diversity fair for grads.msg

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).

Treasury performance appraisals are assessed against the APS' Integrated Leadership System. One criteria is "values individual differences and diversity". Under this system, SES B2 and SES B3 staff (network Champions) are assessed on whether they "Capitalise on the positive benefits that can be gained from diversity" and "Communicates the value of harnessing diversity for the organisation.".

(AWEI 3.13) the-integrated-leadership-system.docx

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.

We do not currently have a sustainability plan.

N/A

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.

P@TSY distributed a newsletter on Transgender Day of Remembrance, which included links to language guides. It also included a link to ACON's transhub. Language guides are also included on the network's internal wiki (see attached newsletter and screenshot below).

(AWEI 3.15) 201120 - Pride news - Transgender Day of Remembrance [SEC=OFFICIAL].msg

pridein**diversity**

Resources

Signature Blocks

Gender pronouns in email signatures to better support trangender colleagues who often get referred to with incorrect pronouns.

Visibly demonstrate agreement with LGBTIQ+ principles and create a more inclusive workforce.

An example is below. This also includes an acknowledgement to the traditional land owners, as per Treasury's Reconciliation Action Plan.

Name | Role | Division

Pronouns: His/him, they/them
The Treasury, Langton Crescent, Parkes ACT 2600
Ph: +61 2 6263 XXXX
www.treasury.gov.au

The Treasury acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, water and community. We pay our respects to them and their cultures and to elders past, present and emerging.

Terminology and Inclusive Language

We prefer to use LGBTIQ+ as an umbrella term for the lesbian, gay, bisexual, transgender, intersex, queer or questioning community, in line with the Commonwealth style manual.

For those interested in a broader discussion of LGBTIQ+ terminology and inclusive language, the Victorian Public Service has also produced the following guide. ACON (the AIDS Council of NSW) also has a handy languide guide for addressing trans and gender diverse individuals.

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

Pride@Treasury has increased visibility of LGBTQI+ and out role models through our Yes Day event – which featured a presentation from a prominent LGBTQ women, Luci Ellis (see attached event invite)

(AWEI 2.8 and 3.16) 201116 - Yes Day 2020 - with Dr Luci Ellis Assistant Governor (Economic) at the RBA SEC OFFICIAL.msg

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	ADVANCED
17. LGBTQ Intersectionality	**3 points**

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.)**

CALD network members are visible on Pride@TSY wiki.

s22

P@TSY is really important to me because I have amazing friends who, at some stage, have felt apprehension talking about 'normal' things at work. Things that might seem insignificant can actually be pretty distressing, like feeling awkward or avoiding saying your partner's name, or correcting the *assumed* gender of your partner. I remember the first time a good friend told me she was gay. I was so happy to hear she'd met someone, but sad that she felt nervous telling me it was a *girl*friend. I am a visible ally at Treasury because I think everyone has a right to bring their whole self to work. You can contact me confidentially via email of jabber.

s22

Soon after I moved to Canberra, Australia went through marriage equality postal survey. The hateful comments that emerged felt so unfair, othering people based on something as [fundamental] as who they love or who they are.

After opening my eyes, I sought out a range of queer [/ LGBTQI] perspectives and realised how even accidental language could cause strife. As a young, awkward grad I can't imagine having to be on guard for potential hurtful reactions and discrimination just in response to talking about my partner.

I think it's important to have a loud, positive, counter-message of inclusion, so I'm an ally with P@Tsy.

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

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

Pride@Tsy has not yet focused on this area.

[Insert Evidence Here or Indicate Name of Attached File(s)]

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS
19. Broader Inclusion

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)

a) *Pride@Tsy has discussed the importance of regional inclusion and now has a committee member from the Melbourne office].*
b) *Pride@Tsy is working to set up a diversity and inclusion wiki hub, to better share information across all of the diversity networks and amplify our voice at Treasury.*

prideindiversity

✓ Accept ▾ | ? Tentative ▾ | ✗ Decline ▾ | 🕐 Propose New Time ▾ | 📅 Calendar...

Fri 13/03/2020 4:29 PM

s22

Workshop Pride Action Plan [SEC=OFFICIAL]

Required   s22

Attached   ✉ Draft Pride Action Plan [SEC=OFFICIAL]
             Outlook item

When Wednesday, 18 March 2020 11:30 AM-12:30 PM, *(Friday, 13 March 2020 11:30 AM-12:30 PM)*   **Location** Room 2C.007, *(Room 2A.014; Room -* Melbourne *TSY VC2)*

11 AM

| Workshop Pride Action Plan [SEC=OFFICIAL]
| Room 2C.007
12 PM | Lim, Rithy

1

Budget timetabling meeting [SEC=PROTECTED, CAVEAT=SH:CABINET]: Conference Room A5.28; Conference Scheduling; Elliott, Jack

OFFICIAL

Hi all,

As per my previous email, just rescheduling the time we had booked in tomorrow to workshop the Pride Action Plan. Note that I will be dialling in from the Melbourne Office for this one.

Thanks,

s22

***

Hi all,

Setting up a time to work through the Pride Action Plan. Pushed back to allow staff from POSD to attend. I will send through the updated plan shortly and any key points the network wish to discuss, noting that discussion is open to anything POSD would like to work through.

Kind regards,

s22

OFFICIAL

prideindiversity

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

Pride@Tsy is still working to finalise our action plan so does not yet have a report against that progress.

N/A

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.*

Due to the difficulties that COVID-19 has presented for gatherings, the Pride@Treasury network has worked to adapt out celebrations to suit current flexible work arrangements. In doing so, we have continued to promote the significance of the events we celebrate and encourage all Treasury employees to live and work with pride.

IDAHOBIT DAY
On 18 May 2020 Pride@Treasury celebrated IDA HOBIT Day. This year, we celebrated by circulating a newsletter to members of the Pride Network which included an editorial and background about the day, information about charities that support at risk LGBTQI+ people and a colourful playlist to accompany the day. The newsletter was shared on the Treasury website and the communications team shared photos of some rainbow WFH pets.

Wear it Purple Day
On 28 August Treasury celebrated Wear it Purple Day, and again the Pride Committee had to think creatively about how to celebrate in a socially distanced way. We published a newsletter which told the story of Wear it Purple Day, included a purple-themed playlist, and gave the Treasury an update on the Pride Committee's activities. For those in the office, a small coffee-catch up was organised complete with cupcakes with purple icing. Simultaneously, a "coffee-catch up" was held virtually for those working from home. The IT team turned the Treasury Intranet page purple and published the newsletter, and a special purple edition of WFH pets.

YES Day
On Monday 16 November, Pride@Tsy celebrated its final event for 2020 – Yes Day. We hosted a video conference featuring Luci Ellis, Assistant Governor at the RBA and LGBTQI+ leader. Luci shared her reflections on the history of the struggle for right for same-sex attracted people and spoke candidly about how she thinks we can keep pursing progress. Luci was introduced by Deputy Secretary Luke Yeaman, who made his first address as Pride Champion. The final 15 minutes of the presentation was an interactive Q&A with the audience – which totalled over 220 people from across the department (see attached <u>record of attendees</u>*).*

(AWEI 4.21) 201116 - Yes Day report.xlsx

We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, virtual backgrounds, etc.

Treasury allies show their support in numerous ways at Treasury. They can subscribe to the Pride@Treasury mailing list, which will keep them in the loop with all of the Committee's activities. They can also pick up a pride lapel badge, which Pride Champions and the Pride Network have made available, or a pride rainbow postcard to pin up on work stations. Some Staff may also chose to include their pronouns or a pride logo on email signature blocks for internal and external correspondence.

s22

We provide Ally/LGBTQ Champion Reference Guides or materials on how to be an effective ally and/or an active champion for LGBTQ inclusion within the workplace.

The network has a Pride Background document which is provided to new executive Champions (see <u>attached</u>*). This document outlines the history of the Pride@Treasury network, its activities, and its expectation of champions. This document is shared directly with incoming Champions when they commence in their role.*

Our wiki includes guidance on how to be a good ally, including directing people to PiD resources.

(AWEI 3.23 7.37) 200820 - Pride Background for Group Champion and Survey Results.docx

Screenshot from our wiki:

Join the Network

Mailing List and Events

Joining the Mailing List

Pride@Treasury's main way of keeping in touch with the Pride Network is via our mailing list. Network newsletters are distributed several times a year, along with invitations to Network events.

To join the network mailing list just email pride@treasury.gov.au. Details of the network mailing list are not shared outside of the Pride@Treasury Committee.

Events

Pride@Treasury aims to hold events to mark significant days for the LGBTIQ+ community throughout the year, such as:

- IDAHOBIT (17 May) - The international day against homophobia, biphobia, interphobia and transphobia.
- Wear it Purple Day (Last Friday in August) - A day to wear a splash of purple to show support for at risk LGBTIQ+ youth.
- Yes Day (15 November) - Yes Day marks the anniversary of the 2017 Australian Marriage Law Postal Survey, in which Australia voted to give same-sex couples the right to marry.
- Transgender Day of Remembrance (20 November) - A day to memorialize victims of transphobic violence.

We also hold occassional coffee catch-ups (both virtual and in person) for network members.

How you can be a better ALLY

Be visible in your support - display a rainbow postcard at your desk or wear a pin.

Pick up a copy of "Count me in"

Head to the Pride in Diversity website.

Resources

Signature Blocks

Gender pronouns in email signatures to better support trangender colleagues who often get referred to with incorrect pronouns.

Visibly demonstrate agreement with LGBTIQ+ principles and create a more inclusive workforce.

An example is below. This also includes an acknowledgement to the traditional land owners, as per Treasury's Reconciliation Action Plan.

Name | Role | Division

Pronouns: His/him, they/them
The Treasury, Langton Crescent, Parkes ACT 2600
Ph: +61 2 6263 XXXX
www.treasury.gov.au

The Treasury acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, water and community. We pay our respects to them and their cultures and to elders past, present and emerging.

Terminology and Inclusive Language

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION	INTERMEDIATE
24. Individual LGBTQ Inclusion Work Recognition	**2 points**

Leadership has formally recognised and communicated the work of employee/s across the organisation, regarding their _internal_ contribution in LGBTQ inclusion within the workplace.

Note: This excludes PiD communications around AWEI Awards – but can include your leadership's formal _internal_ recognition of the contribution made by employees.

Treasury's Reward and recognition framework includes a category for Inclusion. This recognises an individual or team that makes a contribution to greater inclusion at Treasury – "The focus of this category is to recognise individuals or team who, through their example, innovation or business model contributed to greater inclusion in the workplace." Awards are presented in late January or early February – see attached framework.

(AWEI 3.24) 201218 - RewardsandRecognitionFramework.docx

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION	INTERMEDIATE
25. Confidential Contacts	**2 points**

We have an LGBTQ intranet page that clearly identifies LGBTQ people or allies who can be contacted for a confidential and informal discussion regarding being an LGBTQ employee within the organisation. This is over and above any HR or grievance contacts and confidentiality must be assured.

Testimonials identify committee members as contactable for confidential discussions.

s22

P@TSY is really important to me because I have amazing friends who, at some stage, have felt apprehension talking about 'normal' things at work. Things that might seem insignificant can actually be pretty distressing, like feeling awkward or avoiding saying your partner's name, or correcting the *assumed* gender of your partner. I remember the first time a good friend told me she was gay. I was so happy to hear she'd met someone, but sad that she felt nervous telling me it was a *girl*friend. I am a visible ally at Treasury because I think everyone has a right to bring their whole self to work. You can contact me confidentially via email of jabber.

s22

Soon after I moved to Canberra, Australia went through marriage equality postal survey. The hateful comments that emerged felt so unfair, othering people based on something as [fundamental] as who they love or who they are.

After opening my eyes, I sought out a range of queer [/ LGBTQI] perspectives and realised how even accidental language could cause strife. As a young, awkward grad I can't imagine having to be on guard for potential hurtful reactions and discrimination just in response to talking about my partner.

I think it's important to have a loud, positive, counter-message of inclusion, so I'm an ally with P@Tsy.

As the initial source of information for LGBTQ employees, our LGBTQ intranet page _clearly articulates:_

   a)   the process for formally reporting workplace LGBTQ bullying/harassment
   b)   available LGBTQ friendly support (should this occur)

The Pride Network has an Intranet page, and includes contact details for committee members and information about the departmental policy on bullying and workplace harassment.

s22

P@TSY is really important to me because I have amazing friends who, at some stage, have felt apprehension talking about 'normal' things at work. Things that might seem insignificant can actually be pretty distressing, like feeling awkward or avoiding saying your partner's name, or correcting the _assumed_ gender of your partner. I remember the first time a good friend told me she was gay. I was so happy to hear she'd met someone, but sad that she felt nervous telling me it was a _girl_friend. I am a visible ally at Treasury because I think everyone has a right to bring their whole self to work. You can contact me confidentially via email of jabber.

s22

Soon after I moved to Canberra, Australia went through marriage equality postal survey. The hateful comments that emerged felt so unfair, othering people based on something as [fundamental] as who they love or who they are.

After opening my eyes, I sought out a range of queer [/ LGBTQI] perspectives and realised how even accidental language could cause strife. As a young, awkward grad I can't imagine having to be on guard for potential hurtful reactions and discrimination just in response to talking about my partner.

I think it's important to have a loud, positive, counter-message of inclusion, so I'm an ally with **P@Tsy**.

pride**in**diversity

Resources

Signature Blocks

Gender pronouns in email signatures to better support trangender colleagues who often get referred to with incorrect pronouns.

Visibly demonstrate agreement with LGBTIQ+ principles and create a more inclusive workforce.

An example is below. This also includes an acknowledgement to the traditional land owners, as per Treasury's Reconciliation Action Plan.

Name | Role | Division

Pronouns: His/him, they/them
The Treasury, Langton Crescent, Parkes ACT 2600
Ph: +61 2 6263 XXXX
www.treasury.gov.au

The Treasury acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, water and community. We pay our respects to them and their cultures and to elders past, present and emerging.

Terminology and Inclusive Language

We prefer to use LGBTIQ+ as an umbrella term for the lesbian, gay, bisexual, transgender, intersex, queer or questioning community, in line with the Commonwealth style manual.

For those interested in a broader discussion of LGBTIQ+ terminology and inclusive language, the Victorian Public Service has also produced the following guide. ACON (the AIDS Council of NSW) also has a handy languide guide for addressing trans and gender diverse individuals.

Treasury Policy on Workplace Harassment

The Treasury Policy on Preventing Workplace Harassment and Discrimination provides the following definitions of workplace harassment and discrimination:

- Discrimination generally occurs when someone is treated less favourably than others because they have a particular characteristic or belong to a particular group of people such as race or gender.
- Harassment generally involves unwelcome behaviour that intimidates, offends or humiliates a person possessing a particular personal characteristic such as race, age, gender, disability, religion or sexual orientation.

This policy also provides guidance for employees who wish to make a complaint, either formally or informally, about discrimination or harassment they have experienced in the workplace. Employees are able to report cases of discrimination which have occurred in the workplace to the Performance and Wellbeing Team on x2222 (Option 4). Treasury also has a number of Workplace Harassment Contact Officers - these are Treasury employees who can provide information on workplace harassment and bullying, and on options available to resolve cases of harassment.

Join the Committee

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION	ADVANCED
27. LGBTQ Social Media Streams	**2 points**

We have internal LGBTQ social media streams or any other means by which we can engage staff in conversations and post items of interest in regard to our inclusion work (may include but is not limited to Yammer, Twitter, Facebook, SharePoint).

Employees can share conversations and post items of interest on the Pride@Tsy Intranet page, which is linked to the SharePoint system. For example, a blog post was shared to acknowledge transgender day of remembrance (See below).

KNOWLEDGE MANAGEMENT

Pride @ Treasury

Pride @ Treasury

Treasury Knowledge Base ▸ Knowledge Exchange ▸ Pride @ Treasury ▸ Blogs ▸ Pride @ Treasury

Categories
Events
IDAHOBIT
Newsletters
ADD CATEGORY

Archives
November
October
September
August
OLDER POSTS

Transgender Day of Remembrance

Friday, 20 November 2020

The Transgender Day of Remembrance

The Transgender Day of Remembrance is observed annually on 20 November as a day to memorialise and highlight the losses suffered in the trans community due to transphobic violence.

More broadly, the day draws attention to the continued violence endured by transgender people. The day falls within Trans Awareness Week.

For more information, check out www.transhub.org.au. ACON's digital information and resource platform for all trans and gender diverse (TGD) people, allies and health providers. They also have a handy language guide.

P@TSY is currently putting together a policy on gender affirmation and would love to hear from any staff interested in being involved! Please email pride@treasury.gov.au.

New Pride Champion

We'd also like to introduce Luke Yeaman, our new Pride Champion.
Luke recently expressed his interest in being the Pride Champion, after the departure of Diane Brown. And of course, we said yes! We caught up with Luke when we were planning our YES Day event, and he was very helpful in securing our eminent speaker Luci Ellis.

As Luke has mentioned to all, the Australian Workplace Equality Index (AWEI) Survey is now open. We encourage everyone to participate in it, as it will provide us with valuable feedback regarding LGBTIQ+ inclusion across our workplace. Individual respondents remain anonymous and are not identified. The survey will be open until **12 March 2021**.

YES Day

Thank you to everyone who joined us on Monday to hear from Luci Ellis and celebrate YES Day. We were very happy to see around 200 people join the call – although we weren't surprised given her academic credentials in a place like Treasury. A speech from an RBA Assistant Governor wouldn't be complete without a few statistics Luci highlighted that LGBTIQ+ people represent a small but diverse part of the whole population. The most effective way of progressing change is simply knowing someone who identifies as LGBTIQ+.

AWEI submission

The P@TSY team are working with POSD on the Australian Workplace Equality Index (AWEI) submission – this is different to the survey, and involves undertaking a self-assessment of workplace policies. This is the first time Treasury is making a submission, which is due in March next year.

Treasury will receive a score, and the plan is to try and improve it each year. We are assessed on things such as whether inclusive language is used in our departmental policies, whether we recognise days of significance, and whether we offer relevant training.

Speaking of training, we are locking in dates for two more training sessions, to be rolled out by the end of the year. Exact timing is TBC, but it will start by the end of November. We'll be offering two different sessions:

- LGBTIQ+ Awareness training – knowledge is power. A great session to familiarise yourself with some LGBTIQ+ concepts.
- Empowering Allies – lots of you have asked 'how can I help?'

by s22 at 9:34 AM
😊 2   Unlike   Comment ...

1 comment

s22

Thanks for sharing.
Thursday, 26 November 2020   Edit

Add a comment

SECTION 5: TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

Please do not include compliance training covering anti-discrimination policies or training within events. Both of these are covered elsewhere.

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT 28. Face-to-Face Training	FOUNDATION 2 points

We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).

Name of Trainer or Provider:	s 47F _____ , *Pride in Diversity*	☒ Our trainer is accredited by or from Pride in Diversity
Length of training:	*6 x 1-hour sessions*	
Date/s:	*4/12/2020, 7/12/2020, 11/12/2020, 14/12/2020, 16/12/2020, 17/12/2020*	
Number of attendees approx that will have gone through this training:	**35** staff attended LGBTQI+ Awareness Training	
	47 staff attended Empowering Allies Training	
	5 Senior Executive Service Officers (SES) attended Empowering Allies Training	

prideindiversity

Evidence of training undertaken (one piece required):	 ## This week's top picks: Diversity **Published date: Wednesday, 25 November 2020** At Treasury, we are keen to develop the capability of our workforce across a range of disciplines – and are using the performance approach to L&D to highlight relevant internal and external development opportunities that will directly impact capability on the job and add value to Treasury. This week the Organisational Capability Team is highlighting Diversity events. Click on the links to register. ### LGBTQI+ awareness This training will provide you with greater awareness of why LGBTQI+ workplace inclusion is important, increased comfort around terminology and an understanding of challenges often faced by LGBTQI+ employees. It will help you understand the role you can play in creating a more inclusive culture. The training is an important part of the Treasury's efforts under the *Inclusion and Diversity Strategy 2019-2021* and the Pride Network to: - create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status; - foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and - attract and retain the best talent, including LGBTQI+ staff. **Target Audience:** All staff **Dates and times:** - Friday 4 December 10.00am – 11.00am - Monday 7 December 10.30am – 11.30am - Thursday 17 December 11.00am – 12.00pm **Location:** via Webex ### Empowering LGBTQI+ allies This training will give you a practical understanding of the role of allies, actions allies can take, importance of being a visible ally and how to call out problematic behaviours. The training is an important part of the Treasury's efforts under the Inclusion and Diversity Strategy 2019-2021 and the Pride Network to: - create a workplace, which is fair, safe, and inclusive of all people regardless of their sexual orientation, gender identity or intersex status; - foster a workplace environment and culture where the LGBTQI+ community is visible and all employees can bring their whole self to work; and - attract and retain the best talent, including LGBTQI+ staff. **Dates and times:** - Friday 11 December 10.00am – 11.00am (all staff) - Monday 14 December 10.30am – 11.30am (SES) - Wednesday 16 December 10.30am – 11.30am (all staff) **Location:** via Webex - To register for any of these events, visit the calender in Treasury Learning (Chrome only).
Copy of presentation or outline of training covered:	*Delivered by Pride in Diversity*

prideindiversity

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	FOUNDATION
29. Online Training	**2 points**

We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year.

Treasury does not have any online training modules.

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	ADVANCED
30. Professional Development for LGBTQ Employees	**Max. 2 points**

Outside of the Pride in Practice Conference within the assessed calendar year, we have <u>either</u>:
- **(a) provided LGBTQ people with LGBTQ specific leadership training, internally or externally (excludes conferences unless specifically dedicated to LGBTQ leadership development)**
- **(b) put processes in place to ensure that there is LGBTQ representation within talent development programs.**

Treasury does not currently provide any LGBTQI+ focussed professional development training.

N/A

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	ADVANCED
31. LGBTQ Inclusion Training Plan	**Max. 4 points**

We have a strategy or training plan in place to specifically address LGBTQ inclusion and/or awareness training for all employees.

Treasury does not currently have an LGBTQI+ specific diversity and inclusion training plan.

N/A]

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	ADVANCED
32. LGBTQ Conferences, Seminars and Events	**2 points**

Within the assessed calendar year, we have provided opportunities for employees to attended <u>external</u> dedicated LGBTQ <u>conferences, seminars or events.</u>

Note: This may include but is not limited to the Pride in Practice Conference, Regional Reach or Sapphire Events, or external LGBTQ panel events. This does not include roundtables or social networking events.
Treasury's HR team encouraged and passed on details to attend the August "Out at Work: inclusion at work for LGBTQI+ talent" webinar.

(AWEI 5.32) 200812 - Out at Work Seminar.msg

prideindiversity

SECTION 6: EXECUTIVE LEADERSHIP & ENGAGEMENT

Please note: Different titles are used when referring to the most senior executive. For the purpose of consistency within submission, in defining CEO or Equivalent, we are referring to the most senior executive in your organisation within Australia.

If you have a CEO or equivalent, or Senior Leader/Executive highly active in promoting and supporting LGBTQ inclusion (as an LGBTQ individual or an ally), please consider nominating them for the following Awards (where applicable):

- **Executive Leadership Award**
- **CEO of the Year Award**

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	INTERMEDIATE
33. Executive Sponsor or Champion	**Max. 2 points**

We have a visible and active Executive Sponsor or Senior Champion for LGBTQ inclusion who has both:
- a) **contributed to the LGBTQ strategy**
- b) **is engaged in tracking performance progress against the strategy throughout the year**

a) *At the Treasury, Band 2s or 3s typically serve as a Champion for a diversity pillar. The Deputy Secretary of the macroeconomic group is the current Pride Champion – and he commenced in this role in October. The Pride@Tsy Committee is working to strengthen and clarify the roles and responsibilities of the Pride Champion.*

b) *On 30 October, the Pride@Tsy Committee met with new Pride Champion Luke Yeaman (Deputy Secretary). The Committee discussed progress to data and goals going forward, and Luke committed to supporting the Network as Champion and shared his views on how to make positive cultural change. Please see attached agenda and minutes from the introductory meeting with Luke Yeaman.*

(AWEI 6.33) 201030 Luke Yeaman meeting - agenda and minutes.docx

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	ADVANCED
34. Executive Advocacy	**2 points**

Within the assessed calendar year, Senior Executive(s) within our organisation have:
- a) **advocated for LGBTQ inclusion at an executive level *externally* amongst peers**
- b) **advocated for LGBTQ inclusion at an executive level *internally* amongst peers; or**
- c) **attended at least two of the Pride in Diversity Executive Allies Forums within the assessed year**

Luke Yeaman (Deputy Secretary and Pride Champion) has advocated for LGBTQI+ inclusion externally - please see email with RBA Assistant Governor s 47F .

(AWEI 6.34) 201118 - Thanks for the flowers SEC UNOFFICIAL.msg

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	ADVANCED
35. CEO or Equivalent Communications	**2 points**

Within the assessed calendar year, our CEO or equivalent has sent formal communications to all employees comprehensively discussing progress made in LGBTQ inclusion work and its importance to the organisation. This may be CEO communications prioritised on intranet pages or within a CEO newsletter (beyond social media, award announcements only).

On 16 November, a Treasury-wide email was sent out acknowledging the appointment of Deputy Secretary Luke Yeaman as Pride Champion. This alert was also used to encourage staff to participate in the AWEI survey and join in on the Yes Day celebration. Luke invited LGBTQI+ staff that would like to reach out and discuss their experiences of working in Treasury and share any suggestions.

On 20 November, the Secretary sent out an address which acknowledged Transgender Day of Remembrance, and provided a link to the Pride@Treasury Network's newsletter which marked the day.

See attachments for this question – (a) [Secretary acknowledging Transgender Day of Remembrance](#) and (b) [executive update – Pride Champion](#). This news alert also provided a link the IPAA's presentation by s 47F

(AWEI 6.35) 201116 - Executive update - Pride Champion SEC OFFICIAL.msg

(AWEI 6.35) 201120 - This week @ Treasury - Friday 20 November SEC OFFICIAL.msg

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	ADVANCED
36. CEO or Equivalent Speaking at Events	**2 points**

Our CEO or equivalent has spoken at LGBTQ events held by our organisation, either internally or externally.

On 16 November, Luke Yeaman (Deputy Secretary and Pride Champion) made opening remarks for the Yes Day event ([talking points](#) and [run sheet](#) saved as attachment). Luke spoke for 10 minutes to a crowd of approximately 180 participants.

(AWEI 6.36) 201116 - Yes Day Run sheet.docx

(AWEI 6.36) 201116 Yes Day Event Champion Talking Points.docx

SECTION 7: DATA COLLECTION & REPORTING

Within our annual engagement, pulse or diversity surveys, either for the assessed calendar year or year prior, we have:

    a) **included questions in regard to one's sexual orientation, gender identity or whether or not someone is intersex, AND**

    b) **analysed and reported on LGBTQ engagement data alongside other diversity demographics or overall population statistics**

Treasury included a question relating to sexual orientation and gender identity as part of our September 2020 pulse survey. The question asked was, "Do you identify as LGBTQI+? Yes/No/Prefer not to say". Out of a total of 428 respondents to the survey, 23 identified as LGBQI+.

Treasury's overall engagement results come from the APSC Census, which includes the question "Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTQI+)".

Data last collected in November 2020 is not yet available for analysis. The same question was asked in the 2019 APSC Census, and Pride@Treasury analysed the results to inform our advocacy and forward planning. An overview of the results is included in the background briefing for the incoming champion (see attached).

Pride@Treasury also circulated its own survey to inform priorities for the Pride@Treasury Action Plan in 2019. An overview of the results is included in the background briefing for the incoming champion (see attached)

RE: PWI Pulse Survey [SEC=OFFICIAL] - Message (HTML)

File   Message   Acrobat   Tell me what you want to do…

Reply | Reply All | Forward | ABGF | To Manager | Team Email | Move | Tags | Editing | Zoom | Report Phishing | Show Sidebar | Save Message | Save Attachments

Delete   Respond   Quick Steps   Move   Zoom   Cofense   SharePoint

Fri 23/10/2020 2:15 PM

s22

RE: PWI Pulse Survey [SEC=OFFICIAL]

To   s22

Cc   ⊞ Pride Committee

Hey s22

Thanks for consulting with the Pride Committee on this one. Please find the updated language below.

"Do you identify as lesbian, gay, bisexual, trans, intersex, queer (LGBTIQ+) and / or otherwise diverse in your gender or sexuality?"

Thanks,

s22

Analyst
Health & Disability Unit
Social Policy Division | Fiscal Group
The Treasury, Langton Crescent, Parkes ACT 2600

s22

prideindiversity

ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING	ADVANCED
38. LGBTQ Analysis	**3 points**

Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed _one_ of the following:
- **if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process**
- **if LGBTQ employees are directly or indirectly disadvantaged in talent management processes or career progression**
- **if there are discrepancies in attrition rates between LGBTQ and non-LGBTQ employees**
- **if within gender aggregated data, we include non-binary employees and if not a proposed plan of action**
- **if internal engagement or AWEI Survey data show any "most in need" areas to focus on, resulting in a plan of action**

Treasury has not undertaken this analysis.

[Insert Evidence Here or Indicate Name of Attached File(s)]

SECTION 8: COMMUNITY ENGAGEMENT

Please note: For this Submission, we will be accepting evidence only regarding one such event/instance for each question within this section, respectively (as opposed to two). If you have more than one example to evidence for the questions within this section, please *please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.*

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT	INTERMEDIATE
39. Employer Branded Participation at Community Events	**2 points**

Within the assessed calendar year, we held stalls at LGBTQ community events or participated in pride parades under our employer/company branding. (This may include online community events with *prominent* employer branding.)

Note: This must be a targeted branding exercise, over and above employees wearing corporate t-shirts but not contributing formally to the event.

Treasury did not hold any stalls at community events, or participate in an events under company branding.

N/A

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT	INTERMEDIATE
40. Pro-Bono or Financial Support: LGBTQ Charities/Organisations	**2 points**

Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)

N/A

N/A

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT	INTERMEDIATE
41. Fundraising	**2 points**

Throughout the assessed calendar year, we have engaged in fundraising for LGBTQ charities / communities / groups. (This may include the support of any LGBTQ charity groups within workplace giving programs.)

Our Wear it Purple Day 2020 newsletter encouraged staff donate to the Wear it Purple Day organisation (see attached newsletter)

(AWEI 8.41) 200828 - Wear it Purple Day Newsletter [SEC=UNOFFICIAL].msg

SECTION 9: SURVEY

ANNUAL SUBMISSION: OPTIONAL SURVEY PARTICIPATION	OPTIONAL
42. Survey Participation	**2 points**

☒ **We are participating in the 2021 AWEI Survey.** *Please note:*

- *Partial points will not be given. Full points will only be obtained for the following:*
  - *Medium Employers (501 – 2000 employees): if 50 or more survey responses are collected*
  - *Large Employers (2001 – 8000 employees): if 100 or more survey responses are collected*
  - *Significant Employers (8001 or more employees): if 200 or more survey responses are collected*

Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Survey is to provide you with significant information on the impact of your inclusion initiatives and allow you to benchmark against the national dataset.

SECTION 10: ADDITIONAL WORK

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year:

(a) *that has not already been included within this index submission*

(b) *that you believe is significantly over and above what a particular question or index topic is looking for*

- **IMPORTANT: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW.** For example, if you wish to claim for signficiant training, list all LGBTQ training within one row under the Item Name of "Training." Only 1 point is available for all work pertaining to a particular topic/area – PLEASE do not split similar areas of index activity over multiple rows.

- Please add additional rows regarding different areas of work, as necessary. *Note: A maximum of 15 points (15 items) may be obtained in this section. Should you submit more than this, you will still only be eligible for the same Maxmum points.*

ANNUAL SUBMISSION: ADDITIONAL WORK	ADDITIONAL
43. ADDITIONAL WORK	**Max. 15 points**
Item Name: *[Question No. or Item Name Here]* *If referencing significant work over and above in relation to one of the questions or topics within the index, please state question number or index topic here and then provide evidence to the right.* *If you have new work, the topic of which is not covered within the index, please add an appropriate heading here and then provide evidence to the right.*	*Further to Question 33, our former Pride Champion Diane Brown advocated LGBTQI+ inclusion internally to executive, encouraging visible allyship through pins – see attached* email*.* *(AWEI 10.43) 200817 - [SEC=OFFICIAL]Pride Pins Available to be collected - Room A2 59.msg*

pridein**diversity**

AWEI 2021 SUBMISSION DATES

We can accept AWEI submissions <u>between Monday 4th January – 5pm Friday 12th March 2021</u> (or midnight Saturday 13th March 2021 for large file transfer URL).

- No later than 5pm, Friday 12th March 2021 for hand-delivered, couriered or mailed submissions (hard copies, USB, etc).
- Deadline for large file transfer program URL (including but not limited to Dropbox, Google Docs, Parcel Post, SharePoint or any other internally approved large file transfer system) midnight Saturday 13th March 2021

- **Important: File attachments within emails will not be accepted. Pride in Diversity will take no responsibility for attachments sent via email.**
- All file transfers and access to various systems must be sent to **AWEI@prideindiversity.com.au**; with a copy to **dhough@acon.org.au**

IMPORTANT INFORMATION FOR SUBMITTERS

Please ensure that you have signed up to the following newsletter – this will ensure that you receive all relevant information and updates in terms of the up and coming AWEI period. Click here to sign up or go to: **http://eepurl.com/tT7vf**

OPTIONAL AWEI EMPLOYEE SURVEY

Participating in the AWEI optional Survey? You will be able to **request your unique survey** URL as of 1st December 2020. You will receive this link when the survey goes live on Monday 4th January 201 and will remain open until the close of submissions on Friday 12th March 2021.

Participation in the survey allows you to balance the results of your AWEI with the views and lived experiences of your employees. While survey data is linked to your organisation enabling us to provide you with a comprehensive high-level analysis of responses, individual respondent data is not collected

INDIVIDUAL AWARD NOMINATIONS

Please consider nominating your colleagues, networks, etc. for an LGBTQ Inclusion Award. Award categories can be found within the Participation Details of this Submission or on the AWEI website: http://www.pid-awei.com.au/submission-documents/

prideindiversity

I understand the purpose of the survey and consent to participate (questions marked with an * indicate questions requiring a response to progress) *

	Count	Percentage	
Yes	189	100.00%	
No	0	0.00%	
	189		

Did you participate in this survey last year?*

	Count	Percentage	
Yes	35	18.52%	
No	154	81.48%	
	189		

Which state or territory is the primary location of your work?*

	Count	Percentage	
ACT	164	90.11%	
NSW	9	4.95%	
NT	0	0.00%	
QLD	1	0.55%	
SA	0	0.00%	
TAS	0	0.00%	
VIC	7	3.85%	
WA	1	0.55%	
Overseas office	0	0.00%	
	182		

How would you best describe the location that you work in?*

	Count	Percentage	
City/Metropolitan	178	97.80%	
Regional	4	2.20%	
Rural	0	0.00%	
Remote	0	0.00%	
	182		

What is your employment type?*

	Count	Percentage	
Full-time	158	86.81%	▬▬▬▬▬
Part-time	16	8.79%	▬
Temporary/Casual	1	0.55%	|
Contract (fixed-term)	7	3.85%	▪
Other	0	0.00%	
	182		

What sector do you work in?*

	Count	Percentage	
Federal Government	180	98.90%	▬▬▬▬▬
State Government	0	0.00%	
Local Government	0	0.00%	
Higher Education	0	0.00%	
NFP / Community / NGO / Charity	0	0.00%	
Private Sector	2	1.10%	|
	182		

Which industry is MOST APPLICABLE to your organisation?*

	Count	Percentage	
Aged Care	0	0.00%	
Automotive: Wholesale and Retail	0	0.00%	
Banking & Financial Services	8	4.40%	▪
Community Services	0	0.00%	
Computer Software	0	0.00%	
Construction	0	0.00%	
Education	0	0.00%	
Energy / Utilities	0	0.00%	
Health & Wellbeing	0	0.00%	
Hospitality	0	0.00%	
Insurance	0	0.00%	
Law Enforcement	0	0.00%	
Legal	13	7.14%	▪
Manufacturing	0	0.00%	

	Count	Percentage	
Media & Entertainment	0	0.00%	
Mining	0	0.00%	
Pharmaceuticals	0	0.00%	
Professional Services / Consulting	2	1.10%	
Public Service	148	81.32%	
Property	0	0.00%	
Rail & Logistics	0	0.00%	
Recruitment	1	0.55%	
Research & Development	0	0.00%	
Retail	0	0.00%	
Technology / Telco	0	0.00%	
Tourism / Gaming	0	0.00%	
Transport	0	0.00%	
None of the above	10	5.49%	
	182		

How long have you worked with your current organisation?*

	Count	Percentage	
Less than 1 year	49	26.92%	
Between 1 to 3 years	61	33.52%	
Between 3 to 5 years	23	12.64%	
More than 5 years	49	26.92%	
	182		

Which of the following would best describe your role?*

	Count	Percentage	
CEO (or Equivalent) / Direct Report of CEO (or Equivalent)	2	1.10%	
Senior Leadership (not reporting to CEO)	12	6.59%	
Middle Management	25	13.74%	
Project Manager	2	1.10%	
Team Leader/Supervisor	31	17.03%	
Team Member	84	46.15%	
Graduate/Intern	15	8.24%	
Consultant (Internal or external)	2	1.10%	

	Count	Percentage	
Contractor	4	2.20%	
Academic	0	0.00%	
Support Staff	5	2.75%	
Non-office / outdoor role	0	0.00%	
None of the above	0	0.00%	
	182		

What is the highest level of education that you have completed?*

	Count	Percentage	
Primary Education	0	0.00%	
Secondary Education	6	3.30%	
Certificate Level	5	2.75%	
Diploma or Advanced Diploma	10	5.49%	
Bachelor Degree	80	43.96%	
Graduate Certificate or Diploma	22	12.09%	
Postgraduate Degree or Higher	59	32.42%	
Other	0	0.00%	
	182		

What age bracket do you fall within?*

	Count	Percentage	
Under 18	0	0.00%	
18-24	19	10.44%	
25-34	79	43.41%	
35-44	49	26.92%	
45-54	24	13.19%	
55-64	9	4.95%	
65+	1	0.55%	
Prefer not to respond	1	0.55%	
	182		

Which of the following would best describe your gender identity?*

	Count	Percentage	
Man	80	43.96%	
Woman	98	53.85%	

	Count	Percentage	
Non-binary	2	1.10%	
Agender	0	0.00%	
A gender identity not listed above	0	0.00%	
Prefer not to respond	2	1.10%	
	182		

Is the above gender identity different to what was recorded on your original birth certificate?*

	Count	Percentage	
Yes	31	17.03%	
No	149	81.87%	
Prefer not to respond	2	1.10%	
	182		

Are you someone of diverse sexuality or diverse gender (LGBTQ)?*

	Count	Percentage	
Yes	36	19.78%	
No	142	78.02%	
Prefer not to respond	4	2.20%	
	182		

What are your personal pronoun/s?* (you may select more than one)

	Count	Percentage	
He / Him	20	55.56%	
She / Her	15	41.67%	
They / Them	1	2.78%	
A pronoun not listed above	0	0.00%	
Prefer not to respond	1	2.78%	
	36		

Were you born intersex?* (that is, with physical sex characteristics that do not fit medical and social norms for female and male bodies)?

	Count	Percentage	
Yes	0	0.00%	

	Count	Percentage	
No	**180**	**99.45%**	
Prefer not to respond	**1**	**0.55%**	
	181		

Considering your personal views on the inclusion of sexuality and gender diverse people, please indicate your level of agreement with the following statements:

I was raised in an environment where same-sex relationships or gender diverse people were not easily accepted

	Count	Percentage	
Strongly agree	19	10.67%	
Agree	65	36.52%	
Neither agree nor disagree	34	19.10%	
Disagree	46	25.84%	
Strongly disagree	14	7.87%	
	178		

Romantic relationships between people of diverse sexuality and/or gender are just like any other

	Count	Percentage	
Strongly agree	114	64.41%	
Agree	38	21.47%	
Neither agree nor disagree	14	7.91%	
Disagree	7	3.95%	
Strongly disagree	4	2.26%	
	177		

I believe there are more than two genders (male/female)

	Count	Percentage	
Strongly agree	62	35.43%	
Agree	46	26.29%	
Neither agree nor disagree	36	20.57%	
Disagree	18	10.29%	
Strongly disagree	13	7.43%	
	175		

I personally support the work my organisation does for the inclusion of employees of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	84	47.19%	
Agree	68	38.20%	
Neither agree nor disagree	20	11.24%	
Disagree	3	1.69%	
Strongly disagree	3	1.69%	
	178		

I believe my organisation should put more effort into this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	43	24.29%	
Agree	62	35.03%	
Neither agree nor disagree	47	26.55%	
Disagree	20	11.30%	
Strongly disagree	5	2.82%	
	177		

An organisation's positive track record in this aspect of inclusion would positively influence me to join the organisation

	Count	Percentage	
Strongly agree	45	25.57%	
Agree	61	34.66%	
Neither agree nor disagree	46	26.14%	
Disagree	13	7.39%	
Strongly disagree	11	6.25%	
	176		

I think it is important that employers be active in this area of diversity & inclusion

	Count	Percentage	
Strongly agree	72	41.14%	
Agree	80	45.71%	
Neither agree nor disagree	13	7.43%	
Disagree	5	2.86%	
Strongly disagree	5	2.86%	
	175		

Work in this aspect of diversity & inclusion has a positive influence on organisational culture

	Count	Percentage	
Strongly agree	81	45.76%	
Agree	77	43.50%	
Neither agree nor disagree	12	6.78%	
Disagree	1	0.56%	
Strongly disagree	6	3.39%	
	177		

Thinking about your current employer's support for the inclusion of sexuality and gender diverse employees, please indicate your level of agreement with the following statements:

I understand why my organisation puts effort into this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	75	43.60%	
Agree	79	45.93%	
Neither agree nor disagree	13	7.56%	
Disagree	3	1.74%	
Strongly disagree	2	1.16%	
	172		

It is clear working here that the inclusion of people of diverse sexuality and/or gender is a focus of our diversity work

	Count	Percentage	
Strongly agree	20	11.63%	
Agree	94	54.65%	
Neither agree nor disagree	41	23.84%	
Disagree	17	9.88%	
Strongly disagree	0	0.00%	
	172		
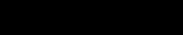
Work or related initiatives concerning this aspect of diversity & inclusion have been regularly communicated throughout the year

	Count	Percentage	
Strongly agree	16	9.36%	
Agree	96	56.14%	
Neither agree nor disagree	39	22.81%	
Disagree	19	11.11%	
Strongly disagree	1	0.58%	
	171		

I have heard our executive leaders speak positively about this aspect of diversity & inclusion

	Count	Percentage	
Strongly agree	17	9.88%	
Agree	97	56.40%	
Neither agree nor disagree	42	24.42%	
Disagree	15	8.72%	
Strongly disagree	1	0.58%	
	172		

There are visible signs of the organisation's support for employees of diverse sexuality and gender where I work

	Count	Percentage	
Strongly agree	14	8.14%	
Agree	119	69.19%	
Neither agree nor disagree	28	16.28%	
Disagree	10	5.81%	
Strongly disagree	1	0.58%	
	172		

I know where to find more information on this aspect of diversity & inclusion at work

	Count	Percentage	
Strongly agree	21	12.21%	
Agree	103	59.88%	
Neither agree nor disagree	31	18.02%	
Disagree	14	8.14%	
Strongly disagree	3	1.74%	
	172		

Awareness or ally training for this aspect of diversity & inclusion has been made available throughout the year

	Count	Percentage	
Strongly agree	16	9.36%	
Agree	57	33.33%	
Neither agree nor disagree	69	40.35%	
Disagree	24	14.04%	
Strongly disagree	5	2.92%	
	171		

I have attended Awareness or Ally training here for this aspect of diversity & inclusion within the last year

	Count	Percentage	
Strongly agree	16	9.41%	
Agree	27	15.88%	
Neither agree nor disagree	26	15.29%	
Disagree	82	48.24%	
Strongly disagree	19	11.18%	
	170		

I believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people

	Count	Percentage	
Strongly agree	61	35.47%	
Agree	70	40.70%	
Neither agree nor disagree	25	14.53%	
Disagree	9	5.23%	
Strongly disagree	7	4.07%	
	172		

I understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace

	Count	Percentage	
Strongly agree	38	22.22%	
Agree	95	55.56%	
Neither agree nor disagree	27	15.79%	
Disagree	10	5.85%	
Strongly disagree	1	0.58%	
	171		

Please indicate your level of agreement with the following statements:

Jokes/innuendo targeting people of diverse sexuality and/or gender are not acceptable in any workplace

	Count	Percentage	
Strongly agree	109	65.27%	
Agree	50	29.94%	
Neither agree nor disagree	5	2.99%	
Disagree	2	1.20%	
Strongly disagree	1	0.60%	
	167		

Jokes/innuendo targeting people of diverse sexuality and/or gender are quickly called out / addressed within my workplace

	Count	Percentage	
Strongly agree	27	16.56%	
Agree	51	31.29%	
Neither agree nor disagree	77	47.24%	
Disagree	7	4.29%	
Strongly disagree	1	0.61%	
	163		

I would be comfortable with colleagues talking about their same-sex or gender diverse partners at work

	Count	Percentage	
Strongly agree	120	71.86%	
Agree	33	19.76%	
Neither agree nor disagree	11	6.59%	
Disagree	2	1.20%	
Strongly disagree	1	0.60%	
	167		

I would be comfortable with people of diverse sexuality and/or gender bringing their partners to work related events

	Count	Percentage	
Strongly agree	121	72.46%	
Agree	37	22.16%	
Neither agree nor disagree	7	4.19%	
Disagree	1	0.60%	
Strongly disagree	1	0.60%	
	167		

I would be comfortable referring to a colleague by a different name or personal pronoun/s if they were affirming their gender (transitioning) at work

	Count	Percentage	
Strongly agree	105	63.64%	
Agree	44	26.67%	
Neither agree nor disagree	11	6.67%	
Disagree	0	0.00%	
Strongly disagree	5	3.03%	
	165		

I would be comfortable using they/their/them personal pronouns for a non-binary person at work

	Count	Percentage	
Strongly agree	94	56.63%	
Agree	50	30.12%	
Neither agree nor disagree	12	7.23%	
Disagree	5	3.01%	
Strongly disagree	5	3.01%	
	166		

I would be comfortable having "all gender" or "gender neutral" toilets on our floor (assume male/female toilets are still available)

	Count	Percentage	
Strongly agree	97	58.08%	
Agree	36	21.56%	
Neither agree nor disagree	15	8.98%	
Disagree	11	6.59%	
Strongly disagree	8	4.79%	
	167		

I would be comfortable if all toilets were changed to "all gender" or "gender neutral" on our floor

	Count	Percentage	
Strongly agree	46	27.54%	
Agree	32	19.16%	
Neither agree nor disagree	20	11.98%	
Disagree	32	19.16%	
Strongly disagree	37	22.16%	
	167		

I have witnessed negative behaviours / mild harassment targeting people of diverse sexuality or gender at work

	Count	Percentage	
Strongly agree	1	0.61%	
Agree	11	6.67%	
Neither agree nor disagree	19	11.52%	
Disagree	92	55.76%	
Strongly disagree	42	25.45%	
	165		

I have witnessed more serious bullying targeting people of diverse sexuality or gender at work

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	0.61%	
Neither agree nor disagree	19	11.52%	
Disagree	75	45.45%	
Strongly disagree	70	42.42%	
	165		

A person of diverse sexuality would be welcome in my team and treated no differently to anyone else

	Count	Percentage	
Strongly agree	102	61.82%	
Agree	57	34.55%	
Neither agree nor disagree	4	2.42%	
Disagree	1	0.61%	
Strongly disagree	1	0.61%	
	165		

A gender diverse person would be welcome in my team and treated no differently to anyone else

	Count	Percentage	
Strongly agree	93	56.02%	
Agree	62	37.35%	
Neither agree nor disagree	9	5.42%	
Disagree	1	0.60%	
Strongly disagree	1	0.60%	
	166		

If a member of my team were to affirm their gender (transition male to female or vice versa, or to non-binary), they would be fully supported by my team

	Count	Percentage	
Strongly agree	79	48.17%	
Agree	69	42.07%	
Neither agree nor disagree	15	9.15%	
Disagree	1	0.61%	
Strongly disagree	0	0.00%	
	164		

In terms of your personal health and wellbeing within your CURRENT WORKPLACE, within the last year, please indicate your level of agreement with the following statements:

I feel safe and included within my immediate team

	Count	Percentage	
Strongly agree	77	46.67%	
Agree	74	44.85%	
Neither agree nor disagree	12	7.27%	
Disagree	2	1.21%	
Strongly disagree	0	0.00%	
	165		

I feel mentally well at work

	Count	Percentage	
Strongly agree	44	26.51%	
Agree	96	57.83%	
Neither agree nor disagree	13	7.83%	
Disagree	10	6.02%	
Strongly disagree	3	1.81%	
	166		

I feel I can be myself at work

	Count	Percentage	
Strongly agree	54	32.53%	
Agree	83	50.00%	
Neither agree nor disagree	17	10.24%	
Disagree	9	5.42%	
Strongly disagree	3	1.81%	
	166		

I feel productive at work

	Count	Percentage	
Strongly agree	56	33.73%	
Agree	97	58.43%	
Neither agree nor disagree	10	6.02%	
Disagree	2	1.20%	
Strongly disagree	1	0.60%	
	166		

I feel engaged with the organisation and my work

	Count	Percentage	
Strongly agree	54	32.53%	
Agree	98	59.04%	
Neither agree nor disagree	10	6.02%	
Disagree	4	2.41%	
Strongly disagree	0	0.00%	
	166		

I feel a sense of belonging here

	Count	Percentage	
Strongly agree	44	26.67%	
Agree	94	56.97%	
Neither agree nor disagree	18	10.91%	
Disagree	7	4.24%	
Strongly disagree	2	1.21%	
	165		

In defining an Ally as someone who supports LGBTQ inclusion in the workplace, would you describe yourself as:

	Count	Percentage	
Active Ally (I am active in my support)	27	16.46%	
Passive Ally (I support LGBTQ inclusion but not actively)	106	64.63%	
Not an Ally (I do not support LGBTQ inclusion)	4	2.44%	
I am an LGBTQ person and active in my support	18	10.98%	
I am an LGBTQ person and support LGBTQ inclusion but not actively	9	5.49%	
I am an LGBTQ person and do not support LGBTQ inclusion	0	0.00%	
	164		

Thinking about active Allies supporting the inclusion of diverse sexualities and genders within the workplace; and your personal views and overall awareness of Allies; please indicate your level of agreement with the following statements:

I know of active Allies within my immediate work area

	Count	Percentage	
Strongly agree	40	24.39%	
Agree	61	37.20%	
Neither agree or disagree	26	15.85%	
Disagree	33	20.12%	
Strongly disagree	4	2.44%	
	164		

I understand why active Allies are important

	Count	Percentage	
Strongly agree	65	39.88%	
Agree	75	46.01%	
Neither agree or disagree	12	7.36%	
Disagree	9	5.52%	
Strongly disagree	2	1.23%	
	163		

I could list several behaviours that would be expected of an active Ally

	Count	Percentage	
Strongly agree	45	27.44%	
Agree	56	34.15%	
Neither agree or disagree	30	18.29%	
Disagree	29	17.68%	
Strongly disagree	4	2.44%	
	164		

I know of workplace material or training available that would show me how to be an active Ally

	Count	Percentage	
Strongly agree	15	9.20%	
Agree	38	23.31%	
Neither agree or disagree	44	26.99%	
Disagree	59	36.20%	
Strongly disagree	7	4.29%	
	163		

I know of active executive Allies or Sponsor/s within my organisation

	Count	Percentage	
Strongly agree	35	21.34%	
Agree	71	43.29%	
Neither agree or disagree	19	11.59%	
Disagree	33	20.12%	
Strongly disagree	6	3.66%	
	164		

Thinking about the reasons as to why you are NOT an active ally, please indicate your level of agreement with the following statements:

People thinking that I am of diverse sexuality or gender stops me from being an active Ally

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	4	3.48%	
Neither agree or disagree	19	16.52%	
Disagree	45	39.13%	
Strongly disagree	47	40.87%	
	115		

Being ridiculed or the target of jokes stops me from being an active Ally

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	15	13.04%	
Disagree	51	44.35%	
Strongly disagree	49	42.61%	
	115		

Being an active Ally would be in conflict with my personal beliefs or values

	Count	Percentage	
Strongly agree	3	2.61%	
Agree	7	6.09%	
Neither agree or disagree	13	11.30%	
Disagree	40	34.78%	
Strongly disagree	52	45.22%	
	115		

I don't have any personal interest in LGBTQ inclusion or being an active Ally

	Count	Percentage	
Strongly agree	6	5.22%	
Agree	20	17.39%	
Neither agree or disagree	25	21.74%	
Disagree	43	37.39%	
Strongly disagree	21	18.26%	
	115		

Too busy to be an active Ally

	Count	Percentage	
Strongly agree	7	6.09%	
Agree	39	33.91%	
Neither agree or disagree	28	24.35%	
Disagree	32	27.83%	
Strongly disagree	9	7.83%	
	115		

Being an active Ally would be frowned upon by someone/people with influence over my career

	Count	Percentage	
Strongly agree	1	0.88%	
Agree	2	1.77%	
Neither agree or disagree	20	17.70%	
Disagree	44	38.94%	
Strongly disagree	46	40.71%	
	113		

Would any of the following influence you in becoming an active Ally?

	Count	Percentage	
More information about WHY active Allies are so important	26	24.30%	
A better understanding of HOW to be an active Ally	51	47.66%	
More information on being an active Ally when my time is limited	49	45.79%	
Nothing would influence me to be an active Ally	29	27.10%	
Other (please specify)	5	4.67%	
	107		

Other (please specify)

demand for more allies

I generally don't believe gender or peoples' sexuality should be a workplace issue. I have no concerns at all about peoples gender identity or preference but it strikes me that much of the LGBTQ agenda is aimed at making peoples gender or sexual preferences a owrkplace issue when they shouldn't be.

I'm not an active personality

I would ally myself to a gay/lesbian movement that put its sodding flags away and stopped inflicting itself on the workplace at every opportunity. Please just chill.

This is not an issue i feel about sufficiently strongly to be an active ally

As someone of diverse sexuality and/or gender, how has your employer met your expectations concerning the following workplace practices?

Communication of inclusion initiatives for sexuality and gender diverse employees during the recruitment process

	Count	Percentage	
Exceeded expectations	2	6.25%	
Met expectations	14	43.75%	
Did not meet expectations	8	25.00%	
No expectations	8	25.00%	
	32		

My experience of inclusion within my immediate work area

	Count	Percentage	
Exceeded expectations	5	15.63%	
Met expectations	23	71.88%	
Did not meet expectations	3	9.38%	
No expectations	1	3.13%	
	32		

Communication of sexuality and gender diverse inclusion throughout the year

	Count	Percentage	
Exceeded expectations	1	3.13%	
Met expectations	24	75.00%	
Did not meet expectations	7	21.88%	
No expectations	0	0.00%	
	32		

Overall organisational commitment to people of diverse sexuality and/or gender

	Count	Percentage	
Exceeded expectations	1	3.13%	
Met expectations	25	78.13%	
Did not meet expectations	6	18.75%	
No expectations	0	0.00%	
	32		

The level of executive endorsement of sexuality and gender diverse inclusion initiatives

	Count	Percentage	
Exceeded expectations	3	9.38%	
Met expectations	21	65.63%	
Did not meet expectations	7	21.88%	
No expectations	1	3.13%	
	32		

Visibility and promotion of an internal employee network for sexuality & gender diverse employees and allies

	Count	Percentage	
Exceeded expectations	4	12.50%	
Met expectations	22	68.75%	
Did not meet expectations	6	18.75%	
No expectations	0	0.00%	
	32		

Visibility and promotion of inclusion or ally training in regard to sexuality and gender diversity

	Count	Percentage	
Exceeded expectations	2	6.25%	
Met expectations	17	53.13%	
Did not meet expectations	10	31.25%	
No expectations	3	9.38%	
	32		

Willingness of managers to address negative commentary/jokes that target people of diverse sexuality and/or diverse gender

	Count	Percentage	
Exceeded expectations	2	6.25%	
Met expectations	21	65.63%	
Did not meet expectations	5	15.63%	
No expectations	4	12.50%	
	32		

Confidential avenues to safely report bullying/harassment related to one's diverse sexuality and/or diverse gender

	Count	Percentage	
Exceeded expectations	4	12.50%	
Met expectations	17	53.13%	
Did not meet expectations	9	28.13%	
No expectations	2	6.25%	
	32		

Visibility of active Allies

	Count	Percentage	
Exceeded expectations	10	31.25%	
Met expectations	15	46.88%	
Did not meet expectations	6	18.75%	
No expectations	1	3.13%	
	32		

Within the last year, please indicate your level of agreement with the following statements:

I would feel comfortable bringing my partner to work events here

	Count	Percentage	
Strongly agree	17	53.13%	
Agree	9	28.13%	
Neither agree nor disagree	4	12.50%	
Disagree	2	6.25%	
Strongly disagree	0	0.00%	
	32		

I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity

	Count	Percentage	
Strongly agree	10	31.25%	
Agree	18	56.25%	
Neither agree nor disagree	4	12.50%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	32		

I don't hear jokes/innuendo targeting people of diverse sexuality here

	Count	Percentage	
Strongly agree	13	40.63%	
Agree	14	43.75%	
Neither agree nor disagree	3	9.38%	
Disagree	2	6.25%	
Strongly disagree	0	0.00%	
	32		

I don't hear jokes/innuendo targeting people of diverse genders here

	Count	Percentage	
Strongly agree	13	40.63%	
Agree	14	43.75%	
Neither agree nor disagree	3	9.38%	
Disagree	2	6.25%	
Strongly disagree	0	0.00%	
	32		

Any jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly here

	Count	Percentage	
Strongly agree	6	18.75%	
Agree	10	31.25%	
Neither agree nor disagree	14	43.75%	
Disagree	1	3.13%	
Strongly disagree	1	3.13%	
	32		

Active Allies have positively impacted my sense of inclusion here

	Count	Percentage	
Strongly agree	5	15.63%	
Agree	15	46.88%	
Neither agree nor disagree	8	25.00%	
Disagree	4	12.50%	
Strongly disagree	0	0.00%	
	32		

How would you best describe your sexual orientation? *

	Count	Percentage	
Straight (Heterosexual)	0	0.00%	
Gay, Lesbian (Homosexual)	16	50.00%	
Bisexual	10	31.25%	
Pansexual	1	3.13%	
Queer	0	0.00%	

	Count	Percentage	
Asexual	3	9.38%	
An orientation not listed above	0	0.00%	
Prefer not to respond (you will be asked no further questions on sexual orientation)	2	6.25%	
	32		

In regard to your sexual orientation, please indicate to what degree you are out at work *

	Count	Percentage	
Out to everyone	8	26.67%	
Most I work with	6	20.00%	
Selected few only	10	33.33%	
Not at all	5	16.67%	
Prefer not to respond	1	3.33%	
	30		

Thinking about your experience of being out at work, please indicate your level of agreement with the following statements:

I would feel supported by my organisation coming out to suppliers, customers or external business contacts should the situation arise

	Count	Percentage	
Strongly agree	6	42.86%	
Agree	5	35.71%	
Neither agree nor disagree	2	14.29%	
Disagree	0	0.00%	
Strongly disagree	1	7.14%	
	14		

I have not encountered any exclusion based on my sexuality within this organisation

	Count	Percentage	
Strongly agree	6	42.86%	
Agree	8	57.14%	
Neither agree nor disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		
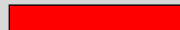
My sexuality would NOT have any impact on my career progression here

	Count	Percentage	
Strongly agree	4	28.57%	
Agree	7	50.00%	
Neither agree nor disagree	3	21.43%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

I feel my performance is positively impacted by being out at work

	Count	Percentage	
Strongly agree	8	57.14%	
Agree	2	14.29%	
Neither agree nor disagree	4	28.57%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

I feel my overall engagement is positively impacted by being out at work

	Count	Percentage	
Strongly agree	8	57.14%	
Agree	3	21.43%	
Neither agree nor disagree	3	21.43%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my sexuality within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree nor disagree	0	0.00%	
Disagree	5	35.71%	
Strongly disagree	9	64.29%	
	14		

I would feel safe & supported reporting continual jokes/innuendo targeting my sexuality to my manager

	Count	Percentage	
Strongly agree	7	50.00%	
Agree	5	35.71%	
Neither agree nor disagree	2	14.29%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

I have been the target of more serious bullying/sexual harassment targeting my sexuality within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree nor disagree	0	0.00%	
Disagree	2	14.29%	▮
Strongly disagree	12	85.71%	▮▮▮▮▮
	14		

I would feel safe & supported reporting more serious bullying/sexual harassment targeting my sexuality to HR (or grievance officers)

	Count	Percentage	
Strongly agree	6	42.86%	▮▮▮
Agree	7	50.00%	▮▮▮
Neither agree nor disagree	1	7.14%	▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	14		

Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own sexuality

	Count	Percentage	
Strongly agree	3	21.43%	▮▮
Agree	3	21.43%	▮▮
Neither agree nor disagree	6	42.86%	▮▮▮
Disagree	2	14.29%	▮
Strongly disagree	0	0.00%	
	14		

Thinking about your experience of NOT being out at work, or only to a few, please indicate your level of agreement with the following statements:

I feel being out at work would be detrimental to my workplace experience

	Count	Percentage	
Strongly agree	1	6.67%	
Agree	6	40.00%	
Neither agree nor disagree	1	6.67%	
Disagree	5	33.33%	
Strongly disagree	2	13.33%	
	15		

I feel being out at work would negatively impact my career progression

	Count	Percentage	
Strongly agree	1	6.67%	
Agree	4	26.67%	
Neither agree nor disagree	3	20.00%	
Disagree	4	26.67%	
Strongly disagree	3	20.00%	
	15		

I do not feel I would be accepted by some members of my team

	Count	Percentage	
Strongly agree	2	13.33%	
Agree	4	26.67%	
Neither agree nor disagree	2	13.33%	
Disagree	5	33.33%	
Strongly disagree	2	13.33%	
	15		

I avoid inclusion initiatives for fear of people thinking I'm of diverse sexuality

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	13.33%	
Neither agree nor disagree	1	6.67%	
Disagree	5	33.33%	
Strongly disagree	7	46.67%	
	15		

I am not comfortable enough within myself to be out at work

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	5	33.33%	
Neither agree nor disagree	4	26.67%	
Disagree	4	26.67%	
Strongly disagree	2	13.33%	
	15		

Thinking about your experience as a woman of diverse sexuality and/or gender within your current workplace, please indicate your level of agreement with the following statements:

There are women of similar, or the same, identity as me who are visible out role models within my workplace

	Count	Percentage	
Strongly agree	1	7.69%	
Agree	3	23.08%	
Neither Agree or Disagree	1	7.69%	
Disagree	4	30.77%	
Strongly Disagree	4	30.77%	
N/A	0	0.00%	
	13		

There are women of similar, or the same, identity as me who are out within senior leadership or executive positions

	Count	Percentage	
Strongly agree	1	7.69%	
Agree	0	0.00%	
Neither Agree or Disagree	2	15.38%	
Disagree	6	46.15%	
Strongly Disagree	4	30.77%	
N/A	0	0.00%	
	13		

Having visible out women as role models of the same or similar identity is important to me

	Count	Percentage	
Strongly agree	6	46.15%	
Agree	5	38.46%	
Neither Agree or Disagree	1	7.69%	
Disagree	0	0.00%	
Strongly Disagree	1	7.69%	
N/A	0	0.00%	
	13		

I involve myself in the activities put on by our employee network for people of diverse sexuality, genders and allies

	Count	Percentage	
Strongly agree	5	38.46%	
Agree	5	38.46%	
Neither Agree or Disagree	1	7.69%	
Disagree	2	15.38%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	13		

There are women of similar, or the same, identity as me active within the employee network here

	Count	Percentage	
Strongly agree	4	30.77%	
Agree	2	15.38%	
Neither Agree or Disagree	4	30.77%	
Disagree	1	7.69%	
Strongly Disagree	1	7.69%	
N/A	1	7.69%	
	13		

Our employee network feels inclusive of women of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	4	30.77%	
Agree	4	30.77%	
Neither Agree or Disagree	0	0.00%	
Disagree	3	23.08%	
Strongly Disagree	1	7.69%	
N/A	1	7.69%	
	13		

Women of diverse sexuality, women with a trans history and non-binary people who identify with a diverse gender but are perceived by colleagues as women (or feminine) share common challenges within the workplace

	Count	Percentage	
Strongly agree	4	30.77%	
Agree	3	23.08%	
Neither Agree or Disagree	3	23.08%	
Disagree	1	7.69%	
Strongly Disagree	0	0.00%	
N/A	2	15.38%	
	13		

I can easily separate the unique challenges of being a woman in the workplace and those of being of diverse sexuality and/or gender

	Count	Percentage	
Strongly agree	4	30.77%	
Agree	5	38.46%	
Neither Agree or Disagree	1	7.69%	
Disagree	3	23.08%	
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	13		

The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being a woman

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	15.38%	
Neither Agree or Disagree	5	38.46%	
Disagree	1	7.69%	
Strongly Disagree	4	30.77%	
N/A	1	7.69%	
	13		

In applying for your role within this organisation:

I found the recruitment process to be inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	5	62.50%	
Disagree	1	12.50%	
Strongly Disagree	0	0.00%	
N/A	2	25.00%	
	8		

A contact person was identified to support diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	6	75.00%	
Strongly Disagree	0	0.00%	
N/A	2	25.00%	
	8		

Application forms were inclusive of diverse gender applicants

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	3	37.50%	
Neither Agree nor Disagree	0	0.00%	
Disagree	4	50.00%	
Strongly Disagree	0	0.00%	
N/A	1	12.50%	
	8		

I felt disadvantaged during the recruitment process as someone of diverse gender

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	2	25.00%	
Disagree	2	25.00%	
Strongly Disagree	0	0.00%	
N/A	4	50.00%	
	8		

I disclosed my gender diversity during the application process

	Count	Percentage	
Strongly Agree	1	12.50%	
Agree	1	12.50%	
Neither Agree nor Disagree	0	0.00%	
Disagree	1	12.50%	
Strongly Disagree	1	12.50%	
N/A	4	50.00%	
	8		

Background/criminal checks were a barrier because I was known by another name or gender identity

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	1	14.29%	
Strongly Disagree	1	14.29%	
N/A	5	71.43%	
	7		

I faced barriers with reference checks with former colleagues where I was known by another name or gender identity

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	1	12.50%	
Disagree	1	12.50%	
Strongly Disagree	0	0.00%	
N/A	6	75.00%	
	8		

I have fears of being discriminated because of my gender identity

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	2	25.00%	▬
Neither Agree nor Disagree	0	0.00%	
Disagree	2	25.00%	▬
Strongly Disagree	0	0.00%	
N/A	4	50.00%	▬▬
	8		

I have fears of being outed during the recruitment process

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree nor Disagree	0	0.00%	
Disagree	3	37.50%	▬▬
Strongly Disagree	1	12.50%	▪
N/A	4	50.00%	▬▬
	8		

Thinking about your gender identity, or where applicable, your trans experience, please indicate the degree to which your current organisation has met your expectations in regard to your organisation's POLICIES or WORK PRACTICES:

Visibility of organisational inclusion for gender diverse employees

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	2	25.00%	▬
Did not meet expectations	4	50.00%	▬▬
No expectations	2	25.00%	▬
	8		

Freedom to use toilets of choice

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	▮
Did not meet expectations	4	50.00%	▮▮▮
No expectations	3	37.50%	▮▮
	8		

Availability of all gender or gender neutral toilets

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	▮
Did not meet expectations	5	62.50%	▮▮▮▮
No expectations	2	25.00%	▮
	8		

Alternatives to gendered uniforms or dress codes

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	▮
Did not meet expectations	2	25.00%	▮
No expectations	5	62.50%	▮▮▮▮
	8		

Well communicated policies to support those affirming their gender

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	▮
Did not meet expectations	5	62.50%	▮▮▮▮
No expectations	2	25.00%	▮
	8		

Acknowledgement of gender diversity beyond the binary of male/female

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	
Did not meet expectations	5	62.50%	
No expectations	2	25.00%	
	8		

Acknowledgement of gender diversity beyond male/female and those with a trans experience

	Count	Percentage	
Exceeded expectations	0	0.00%	
Met expectations	1	12.50%	
Did not meet expectations	5	62.50%	
No expectations	2	25.00%	
	8		

Now thinking about YOUR PERSONAL EXPERIENCE as a person of diverse gender or someone with a trans experience, please indicate your level of agreement with the following statements (please select N/A for any that do not apply):

I can freely use gendered toilets of choice without opposition here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	1	20.00%	
Disagree	1	20.00%	
Strongly disagree	0	0.00%	
N/A	3	60.00%	
	5		

People make an effort to use my personal pronouns

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	20.00%	
Neither agree or disagree	0	0.00%	
Disagree	1	20.00%	
Strongly disagree	0	0.00%	
N/A	3	60.00%	
	5		

I have been deliberately misgendered within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	
Strongly disagree	0	0.00%	
N/A	3	60.00%	
	5		

I have not experienced any exclusion based on my gender diversity within this workplace

	Count	Percentage	
Strongly agree	1	20.00%	
Agree	1	20.00%	
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	3	60.00%	
	5		

My gender identity has not had any impact on my career progression here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	20.00%	▮
Neither agree or disagree	1	20.00%	▮
Disagree	1	20.00%	▮
Strongly disagree	0	0.00%	
N/A	2	40.00%	▮▮
	5		

I would feel comfortable and safe addressing workplace issues related to my gender identity with my manager

	Count	Percentage	
Strongly agree	1	20.00%	▮
Agree	0	0.00%	
Neither agree or disagree	1	20.00%	▮
Disagree	1	20.00%	▮
Strongly disagree	0	0.00%	
N/A	2	40.00%	▮▮
	5		

I feel fully supported by my team in terms of my gender identity

	Count	Percentage	
Strongly agree	1	20.00%	▮
Agree	0	0.00%	
Neither agree or disagree	2	40.00%	▮▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▮▮
	5		

Most people I work with are aware of my gender diversity

	Count	Percentage	
Strongly agree	1	20.00%	▬
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▬▬
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

I feel that our LGBTQ Employee Network is fully inclusive of gender diverse employees and those with a trans experience

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	3	60.00%	▬▬▬
Neither agree or disagree	0	0.00%	
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

I am happy with any gender affirmation process that I have undertaken here

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	20.00%	▬
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▬▬
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

There are people within the organisation that have the same, or similar, gender diversity as me

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	3	60.00%	▬▬▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

I have been the target of unwanted jokes, innuendo, commentary as a direct result of my gender diversity within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▬▬
Strongly disagree	1	20.00%	▬
N/A	2	40.00%	▬▬
	5		

I would feel safe & supported reporting continual jokes/innuendo targeting my gender diversity to my manager

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	40.00%	▬▬
Neither agree or disagree	1	20.00%	▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬▬
	5		

I have been the target of more serious bullying/sexual harassment targeting my gender diversity within the last year

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	0	0.00%	
Neither agree or disagree	0	0.00%	
Disagree	2	40.00%	▬
Strongly disagree	1	20.00%	▬
N/A	2	40.00%	▬
	5		

I would feel safe & supported reporting more serious bullying/sexual harassment targeting my gender diversity to HR (or grievance officers)

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	40.00%	▬
Neither agree or disagree	1	20.00%	▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬
	5		

Workplace Inclusion initiatives for diversity of sexuality and gender have had a positive impact on how I feel about my own gender diversity

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	40.00%	▬
Neither agree or disagree	1	20.00%	▬
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
N/A	2	40.00%	▬
	5		

The Pride in Diversity SAPPHIRE initiative brings together LGBTQ women to tackle the dual challenges of being a woman and someone of diverse sexuality and/or gender in the workforce. As someone who identified as non-binary, please indicate your level of agreement with the following statements:

A non-binary person who is perceived by colleagues as female or feminine regardless of their gender identity would face the same challenges as women of diverse sexuality or gender within the workplace

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree or Disagree	0	0.00%	
Disagree	1	100.00%	▬
Strongly Disagree	0	0.00%	
N/A	0	0.00%	
	1		

If you are a non-binary person perceived by colleagues as female or feminine would you benefit from such a group (please select N/A if this does not apply)

	Count	Percentage	
Strongly Agree	0	0.00%	
Agree	0	0.00%	
Neither Agree or Disagree	0	0.00%	
Disagree	0	0.00%	
Strongly Disagree	0	0.00%	
N/A	1	100.00%	▬
	1		

As a regional/rural employee, please consider the way in which city based initiatives have carried through to the regions by indicating your level of agreement with the following statements:

The organisation's diversity initiatives for the inclusion of people of diverse sexualities or genders have been adequately communicated within our site/office

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	1	25.00%	▮
Neither agree nor disagree	3	75.00%	▮▮▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

Our local office/site has held inclusion related activities or events to reinforce this area of diversity & inclusion

	Count	Percentage	
Strongly agree	1	25.00%	▮
Agree	2	50.00%	▮▮
Neither agree nor disagree	1	25.00%	▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

We are able to easily connect into head office activities for this area of diversity & inclusion

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	50.00%	▮▮
Neither agree nor disagree	2	50.00%	▮▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

Our local management/leadership has communicated support for people of diverse sexuality and/or gender; or work in this area

	Count	Percentage	
Strongly agree	0	0.00%	
Agree	2	50.00%	▮
Neither agree nor disagree	2	50.00%	▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

We have a local person/champion to help drive sexuality and gender diversity inclusion initiatives here

	Count	Percentage	
Strongly agree	1	25.00%	▮
Agree	0	0.00%	
Neither agree nor disagree	3	75.00%	▮
Disagree	0	0.00%	
Strongly disagree	0	0.00%	
	4		

Please select the region you currently work within (based on United Nations Country Grouping) *

	Count	Percentage
Africa	0	0.00%
Asia	0	0.00%
Central America	0	0.00%
Eastern Europe	0	0.00%
European Union	0	0.00%
Middle East	0	0.00%
North America	0	0.00%
Oceania	0	0.00%
South America	0	0.00%
The Caribbean	0	0.00%
	0	

As a person who works in an overseas office for your organisation, please indicate your level of agreement with the following statements:

I work in a country where it is acceptable to support people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

The inclusion work that our Australian office does in support of people of diverse sexuality and/or gender filters through to this office

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

Employees are encouraged to become Allies for people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

We have been provided with training and/or information on how to be an active ally for people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

There is a person or team leading inclusion initiatives for people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

There are visible senior champions for people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I personally support the work my organisation does in this area of diversity & inclusion

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I consider myself an active ally for people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

People of diverse sexuality and/or gender would feel safe working here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

People of diverse sexuality and/or gender would feel supported here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I am aware of negative commentary targeting people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

Negative commentary/jokes targeting people of diverse sexuality and/or gender would be quickly addressed here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I am aware of more serious bullying/harassment targeting people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

There are visible signs of inclusion for people of diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

My immediate team would be inclusive of people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I feel that the leadership here would be inclusive of people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I feel we need more support from our Australian office for this aspect of diversity and inclusion

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

As a person of diverse sexuality and/or gender, please indicate your level of agreement with the following statements:

Most people I work with know of my diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I feel comfortable being myself here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I expend energy hiding aspects of myself here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

Jokes/innuendo targeting people of diverse sexuality and/or gender are common here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

Jokes/innuendo targeting people of diverse sexuality and/or gender are addressed quickly here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I have been on the receiving end of jokes/innuendo targeting my diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I have been bullied and/or harassed as a result of my diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I would feel safe and supported by my manager if I encountered issues regarding my diverse sexuality and/or gender here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I feel safe here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I feel that people of diverse sexuality and/or gender would feel supported here

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

I would recommend this office/site as an inclusive place to work for people of diverse sexuality and/or gender

	Count	Percentage
Strongly agree	0	0.00%
Agree	0	0.00%
Neither agree or disagree	0	0.00%
Disagree	0	0.00%
Strongly disagree	0	0.00%
	0	

Do you have any comments that you would like to make in regard to working for an overseas office and this aspect of diversity & inclusion?

No Responses Exist...

To help provide us with an understanding of the multi-faceted aspects of diversity experience within the workplace, please select which of the following dimensions of diversity apply to you. *

Note: If you select none of the above in error, you will need to deselect this before you can select any of the other options.

	Count	Percentage	
I am Aboriginal and/or Torres Strait Islander	5	3.07%	▮
I am a person of colour	16	9.82%	▮
I identify with a CALD background	42	25.77%	▮
I am someone living with a disability	7	4.29%	▮
I am neuro-diverse (example: Autism, ADHD, Dyslexia)	6	3.68%	▮
I am a person of faith / religion	34	20.86%	▮
I am a mature age employee	13	7.98%	▮
None of the above	82	50.31%	▮
	163		

You have been taken to this question because you have either indicated that you are a person of diverse sexuality and/or gender; or you have selected one of the diversity options within the previous question.

Please take a moment to think about the various aspects of your diversity and your workplace experience, by selecting the statements and the diversities that apply to you, ignoring the remainder.

I feel valued for the following aspects of my diversity:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	10.34%	▮
Person of colour	0	0.00%	
CALD background	13	44.83%	▬▬
Living with a disability	0	0.00%	
Neuro-diverse	1	3.45%	▪
Person of faith/religion	2	6.90%	▮
Mature Age Employee	5	17.24%	▬
Diverse sexual orientation	6	20.69%	▬
Trans experience and/or history	1	3.45%	▪
Diverse gender identity	1	3.45%	▪
	29		

I feel the following aspects of my diversity would be valued in career progression here:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	13.04%	▮
Person of colour	0	0.00%	
CALD background	11	47.83%	▬▬
Living with a disability	0	0.00%	
Neuro-diverse	3	13.04%	▮
Person of faith/religion	2	8.70%	▮
Mature Age Employee	4	17.39%	▬
Diverse sexual orientation	4	17.39%	▬
Trans experience and/or history	1	4.35%	▪
Diverse gender identity	1	4.35%	▪
	23		

I have experienced stigma in regard to the following aspects of my diversity:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	9.38%	▭
Person of colour	5	15.63%	▭
CALD background	16	50.00%	▭
Living with a disability	0	0.00%	
Neuro-diverse	1	3.13%	▯
Person of faith/religion	7	21.88%	▭
Mature Age Employee	3	9.38%	▭
Diverse sexual orientation	2	6.25%	▭
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	32		

I have experienced exclusion in regard to the following aspects of my diversity:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	13.04%	▭
Person of colour	3	13.04%	▭
CALD background	9	39.13%	▭
Living with a disability	3	13.04%	▭
Neuro-diverse	3	13.04%	▭
Person of faith/religion	3	13.04%	▭
Mature Age Employee	1	4.35%	▯
Diverse sexual orientation	1	4.35%	▯
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	23		

I feel the most accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	9.38%	
Person of colour	1	3.13%	
CALD background	15	46.88%	
Living with a disability	0	0.00%	
Neuro-diverse	0	0.00%	
Person of faith/religion	3	9.38%	
Mature Age Employee	4	12.50%	
Diverse sexual orientation	7	21.88%	
Trans experience and/or history	1	3.13%	
Diverse gender identity	1	3.13%	
	32		

I feel the least accepted aspect of my diversity is:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	9.68%	
Person of colour	3	9.68%	
CALD background	9	29.03%	
Living with a disability	1	3.23%	
Neuro-diverse	4	12.90%	
Person of faith/religion	8	25.81%	
Mature Age Employee	1	3.23%	
Diverse sexual orientation	3	9.68%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	1	3.23%	
	31		

I would happily identify the following diversities as applying to me on an internal HR system

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	5.45%	
Person of colour	9	16.36%	
CALD background	30	54.55%	
Living with a disability	2	3.64%	
Neuro-diverse	1	1.82%	
Person of faith/religion	12	21.82%	
Mature Age Employee	6	10.91%	
Diverse sexual orientation	13	23.64%	
Trans experience and/or history	1	1.82%	
Diverse gender identity	1	1.82%	
	55		

I see people of the following diversities within my organisation:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	45	66.18%	
Person of colour	51	75.00%	
CALD background	62	91.18%	
Living with a disability	43	63.24%	
Neuro-diverse	12	17.65%	
Person of faith/religion	34	50.00%	
Mature Age Employee	43	63.24%	
Diverse sexual orientation	42	61.76%	
Trans experience and/or history	12	17.65%	
Diverse gender identity	13	19.12%	
	68		

I see the following diversity reflected within our Senior Leadership and Executive:

	Count	Percentage	
Aboriginal and/or Torres Strait Islander	3	8.33%	
Person of colour	12	33.33%	
CALD background	26	72.22%	
Living with a disability	4	11.11%	
Neuro-diverse	1	2.78%	
Person of faith/religion	5	13.89%	
Mature Age Employee	22	61.11%	
Diverse sexual orientation	4	11.11%	
Trans experience and/or history	0	0.00%	
Diverse gender identity	0	0.00%	
	36		

Are there any other areas of diversity that impact your work life?

Diversity of upbringing in other dimensions
My Department is still very male dominated
no
no bins for stoma waste products on site
N/A
N/A
-
Not really
Progressing Women Initiatives and suppport mechanisms, eg help with EOI applications and practice interviewing techniques
language
Viewpoint diversity. Why are there no questions about the groupthink that infects our workplaces?
No

If multiple diversities apply to you, please share any insight into how this impacts your work experience.

There hasn't been a material impact on a work experience level, but I sometimes feel with intersectionality, that the more you reveal your diversity status, the more it feels like the status itself is coming off as your identifier/priority rather than just a mere expression of your lived experience and multifaceted-ness. It can feel like you're obsessed with being a 'minority' or 'diverse', rather than just you.

no

Being a woman of colour, I feel like I'm viewed as support staff and not leadership material. It becomes acceptable to stretch me thin and take advantage of my team spirit because I am capable and it is assumed that I will not speak up. Multiple attempts at indicating distress have been left unanswered (as if prolonging a

response will make the problem go away).

N/A

N/A

I'm somewhat over the idea that certain immutable characteristics make someone diverse and the opposite postulation that not having any of these characteristics makes one not diverse or somehow priveledged. Everyone is ultimately an individiual and has had individual experiences that make then who they are. Everyone has different personal struggles due to genetics, luck and a host of other factors. All people should be valued on what makes them unique. It is not as if the white people in the office are somehow less unique than the black people, just because the latter are less common. We should value people according to who they are not whether they are black, white, LGBTI, have red hair, short or tall, etc.

It is interesting to note there is reference to mature age, but I have seen discrimination based on age at the other end of the spectrum, that is, to those that are younger than other staff.

-

IT great that I can finally be myself at work after all these years.

As someone who identifies both as neuro-diverse and LGBTQI+, I find in this remote working environment it can be exhausting to try and subtlety highlight to managers how work practices and processes can have a disproportionate impact on my productivity due to these 'invisible' diverse attributes. On the one hand, you don't want to keep being *that minority* who keeps raising how these issues affect you, who then needs to take the time and energy to broadly educate them, ask for change, hope for the best, then rinse and repeat. On the other hand, these issues *do* affect you and your productivity, and I know if I don't argue them, sometimes no one else will either, and I'm unlikely to be the only one in this case. The working from home environment has changed the relationship between being out about your diversity at work; on the one hand, the personal is far more enmeshed with the professional, but on the other hand, remote working means you're often "out of mind, out of sight", so your colleagues lose a sense of your personhood, and find it hard to empathise and connect on a more personable level. It's consequently harder to find opportunities to just incidentally "come out" or mention some aspect of your diversity without it seeming forced, and once again, feeling like you're *that minority*/"I'm the only gay in the village!" But nonetheless, you end up feeling like you're somewhat hiding something from your colleagues, particularly if you were more open in the office about your diverse attributes.

My personal religious beliefs have been picked apart and questioned in the past by those who strongly support diverse gender identity in the workplace. I accept everyone and my personal religious beliefs are my own, and appreciate when the same mentality is returned.

No specific impacts felt

For me, I think people are more likely to discriminate against me because of my ethnicity than my gender.

Mostly it doesn't because it isn't really ever discussed. And where it is, it is just the elements of diversity that people are comfortable with. Generally, people are more comfortable with sexual diversity, in particular homosexuality (even more so than bi- or pansexuality), than gender diversity.

N/A

Is there anything that you feel your organisation does particularly well in regard to inclusion initiatives for people of diverse sexuality and/or gender?

Not that I can think of

Senior support

Champions, IWC, celebrates days of significance

Everything. We're more than inclusive already and it's just a drain on attention.

Inviting LGBQT speakers to express their open views to the organisation and promoting pride

Awareness meetings/discussion events/promote international and domestic events

Yes day celebrations and guest speakers. Pride network

Provides many opportunities to be involved in LGBTI events.

G

I think there's a lot of executive buy-in, and it comes off as sincere rather than a "tick-the-box" exercise. This may sound odd, but the fact so many executives just regularly express that they are "straight, white, cis-men" also shows that they are aware of their own biases and how their life experiences have shaped them, and highlights this is not a "default normal", and that people should embrace their own backgrounds, and be aware of how it shapes them, and how others backgrounds shape them.

Executive communication affirming SGD inclusion, though infrequent, is highly valuable.

merchandise - badges

not aware

I think that the inclusion of different networks is a great place to start for many with diverse backgrounds.

Openly supports the diverse community, has a survey and Pride area. Those are positive steps.

More Ally training

-

I have appreciated the annual Yes Day communications. I still have friends in the APS who actively hide their LGBQT identity at work. While I agree it doesn't have to be an active topic of conversation it's a shame that they don't feel comfortable to be their full selves at work. While I don't feel like the Department actively excludes these groups of people (says me, who does not identify as LGBQT), if there is a large proportion of the Department who are anti-LGBQT that is enough to make people feel like they can't express themselves without feeling vulnerable. So even if the ACT overwhelmingly supported the YES vote, there are still some 25% of people who didn't. That's 1 in every 4 people, which is horrible. It's great that Treasury supports YES day formally.

I don't know - I've only been here 5 weeks

The Pride network helps to connect LGBTQ people for inclusion.

Having a Pride Network signalled that it was ok to be myself. Seeing posters, flags around the workplace was encouraging.

When events are organised, it seems like lots of people (especially leadership) attend/support

Recognising events like IDAHOBIT and the anniversary for the Yes vote for legalising same-sex marriage.

Messaging

In on-boarding new starters diversity networks are made clear. The values of the workplace also help ensure it is a respectful environment to work in.

I haven't been at Treasury for long but Pride@Treasury seems to have a big presence.

My organisation and everyone within treats everyone with respect regardless of their gender/sexual identity.

I think there's good buy-in and promotion by senior leadership and management about the importance of D&I, and this buy-in and promotion comes off as being sincere and authentic. It also doesn't fall into the trap of suggesting D&I is important purely as a recruitment tool so we can only "recruit the best", as if those who identify and are "not the best staff" don't deserve respect and inclusion at work.

Support at leadership levels - SES/Executive and Corporate; financial support provided for membership of Pride in Diversity and for training courses and specific Pride activities in the workplace and good promotion across agency. Financial support for purchase of merchandise, eg rainbow cards/pins, Ally booklets.

SES participate enthusiastically when prompted.

Providing Ally training. I feel as though Ally visibility has also increased over the 4 years i've been in the organisation.

Getting better with active support

Lovely catering at the gay events.

N/A

The coffee catch-ups are really good and an excellent way to show support.

Is there anything in particular that you feel needs to be improved in this area?

The pride network is not visible. SES and senior managers do not appear to have been given any training or supports to discuss or promote LGBTI inclusion, in the same way that they promote other inclusive activites.

Do not know

Diversity fatigue. I don't think there is any corner left that's not inclusive. Trying to stick a diverse person into every corner is not productive, and people suspect that the new diverse placements are only there because they are diverse and not on merit. This hurts morale of existing team members who think they weren't promoted because they aren't diverse and don't expect the diverse incomers to be as qualified. The focus on diversity also hobbles the new comers with a bad reputation for getting a free ride up on the diversity train.

More engagement at a team level - greater training to all staff levels

It needs to be normalised. Currently it seems like there are one off events which don't help with normalisation.

No. I feel that the balance is appropriate in providing opportunities and training for employees without being too imposing and singling out people with gender diversity.

More culturally diverse individuals in higher positions, understand and celebrate different cultures,

I sometimes feel like things run...too smoothly? There's not enough push-back, and maybe that's because of the type of people we hire/who works for our agency. Is the reason why it never feels like we have problems with employees who challenge gender norms because we never hire employees who challenge gender norms? Do you need 'passing' privilege to work here?

Senior management and leadership need to model inclusive behaviour.
Senior management and leadership need to be more sensitive to different working styles and appreciate that even if different management and leadership styles do not mirror traditional leadership traits they can still be effective.
All employees should be more mindful of their behaviour and think of the collective good.

I don't feel that Treasury is comfortable in being bold or public with SGD

more vocal references and acceptance
a clear line of unacceptance

n/a

Senior leaders need to extend themselves beyond just talking and actually do something to make people feel included.

More training for managers

More visibility of different networks related to diverse backgrounds is needed, as well as long-term goals/planning from those networks.

Representation in senior roles is a must. More imagery on websites and materials that better represents diversity.

More training for Allies and managers

-

No

I don't know - I've only been here 5 weeks

Strengthening HR policies for gender-diverse people, and generally stronger communications about GSD people.

Having a broader range of representation on the Pride Committee

Ally training or other information provision - particularly to managers/SES - I've had to explain gender diversity to SES before and it was a bit uncomfortable as I'd assumed they were aware of the relevant concepts and I myself am not gender diverse.

representation at the senior level

Too much focus on male diversity.

Taking a more active role in drawing attention to the issues faced by people of diverse sexuality and/or gender from a policy perspective, so staff engage with these issues beyond a surface level.

Not enough events

Consistent vocal support from all of the executive (not just the champion)

We only have male and female bathrooms

people with accents need to be treated the same as people without accents - language proficiency is not related to accent

Understandably as a government organisation, we present a rather 'conservative/reserved' view and look at LGBTQI+ diversity and inclusion. I fear we risk only recruiting LGBTQI+ persons who hold, and promoting inclusion and diversity practices that require, a degree of 'passing privilege', rather than seeing how we can ensure a truly diverse spectrum of expression can be welcomed and included in our practices and people.

Yes, processes, policies and procedures now being reviewed under AWEI submisson soon to be finalised.

more publicity in support through events and new letters

Allies and members of pride networks need to be better supported to do this work as BAU and recognised accordingly.

People at my organisation are not very conscious of language, particularly around pronouns and language to describe groups of people. As an example, I often find men throw the word 'mate' around quite a lot. I actually find this word quite exclusive in that it is predominantly used for heterosexual and blokey groups of men. I (as a female) am often excluded from using this word and actually don't feel included when it is used to describe a group that i'm in (and I imagine other people feel the same way).

SESs should celebrate diversity more and make inclusion and diversity a true priority. When we hire people, we think about diversity. But once hired, we don't seem to encourage them to bring their diverse self and thoughts to work. We should be encouraging them to bring their diverse self and thoughts to work.

More - more events, larger budgets for events, more publications etc

Continue to ensure it's part of its organisational inclusion and diversity policies

The gays are incredibly tone deaf. Winning a postal survey 60-40 means two in five of your coworkers disagree with you. Especially your CALD coworkers. No one's asking you to be sorry about that, but maybe try not rubbing it in quite so much?

N/A

Visibility of what is being done and more visible active allies.

If you do not agree with your organisation putting effort into this area of diversity & inclusion, please let us know why.

There is no need for my organisation to have specific efforts in LGBTQ areas. Similar efforts are not in place to support disabled people, people of colour, aged workers, religious staff.

Stop the spam already. Everyone in the APS is welcoming and tolerant of diversity and anything other than that is stamped out immediately. Every flavour of diversity has its own special interest group, champion, and meeting schedule. How about just getting on with getting some work done?

I think there needs to be an honest discussion of how different groups may feel about diverse sexuality and gender (eg groups with faith). I think this will be the best way of exploring what common ground there is and also humanising/normalising diverse sexuality and gender to people of faith.

I don't think the amount of effort is necessary, everyone should just be treated the same way without exclusion or the need to draw attention to specific groups

https://survey.websurveycreator.com/s.aspx?s=02cd7f66-beb9-438a-949b-c3d368b9b7d5&org=102#

n/a

I think there is no recognition of people who have a stoma

N/A

I think it is very important to creat an inclusive environment. However, if an organsition does too much it can be counterproductive as individuals may be seen the "special" person who meets some diversity criteria, rather than who they are as an individual. As a brown skinned person in a predominantly white workplace, I want to be seen as who I am, not the brown skinned person.

-

My organisation already put some effort into this area I don't see the need to increase unless other people think there is a need.

Not necessary

I think inclusion should be the default for all employees, I'm not sure promoting inclusion of particular groups over others in a workplace is always appropriate. However I recognise the benefit of recognising people of diverse sexuality and gender is appropriate in light of the stigma that these groups may otherwise face in the workplace.

N/A

I do not believe that anyone's sexual preference is relevant, especially at work. LGBTI was once considered by society as illegal, immoral and anti-Christian behaviour however we are now forced to accept and support LGBTI or risk being labelled non-inclusive or homophobic.

N/A

It's a complete waste of time. Everybody loves the gays. The only overt discrimination I've witnessed is against religious people. The vitriol I heard from a member of a recruitment panel about why my organisation should not employ members of Hillsong was really quite astonishing. There's no reason to think the Hillsong person would bring his faith to work in a way that affected others. But adherents to the modern faith of the woke are much much much more likely to discriminate against others, but we do nothing about them and actually encourage them to feel aggrieved and to continue to push to dominate workplaces rather than just to be present in them. That's real threat, that's the real lack of diversity and inclusion, and we just let it slide because we're all too afraid of being fingered for our wrongthink.

N/A

In closing, please briefly describe what it is like working for your organisations as a person of diverse sexuality and/or gender.

It is fine. I'm perfectly fine to be out at work, and no one judges me for it. But I don't see the representation and celebration of diversity in the workplace that I've seen at other jobs I've had.
In my experience, this organisation values diversity and sees it both as an organisational and individual asset. I've always felt welcomed and that I can be open about my sexuality, and that I am safe and protected from those who wish me harm for my sexuality. However as I stated previously, I do question some days that while I feel I am well-supported, is that because there are boundaries established before being allowed in, and our embracing of diversity is of a politically palatable nature.
I feel comfortable coming out to people I know, but also know there are people in the organisation who do not accept me as I am.
Tsy is a good employer for LGBTQI+ people
There is no difference for me as someone of diverse sexuality and/or gender. My sexuality does not influence my ability to work.
Propsects for career involvement based on my merit alone.
My work is valued. I get on with producing high quality work and then I'm know for producing good work.
I'd say it's "fine". I'm not out at work mostly because it's tricky to find an organic way to bring it up (especially because I'm a woman in a relationship with a man). I'd like more open discussion of gender and sexuality diversity as it would allow me to find out who else in my work area is queer and I could share stories/experiences/memes with them.
Positive, but always more work to be done!
As a person of diverse sexuality, I've never felt unwelcomed, unwanted or discriminated against on the grounds of my sexual orientation. I feel that the institutional structures and key personnel support and foster an environment that supports me and allows me to be open about my sexuality.
I feel that there is a strong belief that being bi is correlated with marital disharmony or breakdown. It makes it hard for me to be 'out' with my family and thus work.
Like any other organisation. You're still an outlier, you still weigh up disclosing your diversity to everyone you meet. No one is hostile, but there is not the effusive but tacit support straight cis-gendered white men get

Organisation supports LGBTIQ in principle, but have yet to visibly see this in practice overall.

I feel that the Department takes diversity seriously, starting with looking at unconscious bias against women to branching out to other aspects of diversity and inclusion. We now have to embed the other streams and continue to broaden the focus of inclusion.

ABN: 38 136 883 915

414 Elizabeth St Surry Hills NSW 2010
Telephone 02 9206 2000 Facsimile 02 9206 2134

Tax Invoice

THE DEPARTMENT OF THE TREASURY
LANGTON CRESCENT
PARKES ACT 2600
AUSTRALIA
ATT: s 22

Invoice Number	**PID3518**
Date	**5/02/2021**
Customer Code	**PDDOT**

Description	Net Amount
Standard Membership Renewal	**6,000.00**
Period from 19 February 2021 to 18 February 2022	
REF: INR2489	

SubTotal	**$6,000.00**
Tax @ 10%	**$600.00**
Total Due	**$6,600.00**

Remittance Advice

EFT Payment Details

Account Name	ACON Health - Pride In Diversity
Bank	Commonwealth Bank
BSB	s 47G
Account No	s 47G

Debtor Details

Client	THE DEPARTMENT O
Debtor No	PDDOT
Invoice No	PID3518
Invoice Total	$6,600.00

Credit Card: We accept Visa/Mastercard/AMEX. Term of Payment 14 days.

To make online payment, please visit: https://www.prideinclusionprograms.com.au/invoice-payment/

Please send a copy of remittance advice to finance@acon.org.au

Page 1 of 1