
From: Pride
Sent: Monday, 13 January 2020 8:34 PM
To: s47F
Cc: s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

Hi s47F,

Great to e-meet you. Are those dates you've suggested around the PiD Canberra Roundtable?

I organise an APS-wide LGBTI+ Community of Practice which meets every so often. It brings together Pride Networks and HR Practitioners from as many APS departments/agencies as possible to share experiences/knowledge on best practice in relation to LGBTI+ workplace issues. Many of these agencies wouldn't be members of PiD, and it is wider than just one representative from each agency (as is the case with your Roundtables).

I'm hoping to organise a meeting soon and perhaps link it with your attendance in Canberra. It'd give you a chance to meet a heap of people and also advocate for the work of PiD to those outside of your membership base. We have had s47F attend in the past.

Please let me know when might suit you (as well as the dates for the Roundtable and Networking Event so I can organise PM&C's attendance at those). Perhaps Thursday 6 Feb at like 4pm? We have people that dial in from Western Australia so we try to make it align to their timezone.

Kind regards,

s22

From: s47F
Sent: Thursday, 9 January 2020 10:02 AM
To: s22
Cc: Pride; s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

Hi s22,

I'm very excited to be working with you and PM&C.

I will be in Canberra the first week of February and would love to catch up. At this stage Tuesday and Wednesday are busy but Monday afternoon, all day Thursday and Friday morning are free.

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



AUSTRALIAN WORKPLACE EQUALITY INDEX

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count

**AWEI SUBMISSIONS
CLOSE 6 MAR 2020**

For more info and submission
documents please **click here**

ACON acknowledges and pays respect to the Traditional Custodians of all the lands on which we work.

From: s22

Sent: Thursday, 9 January 2020 4:53 PM

To: s47F

Cc: s47F

Pride ; s22

Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

Thank you for the update s47F,

s47F has provided PM&C with fantastic support over the years. We greatly appreciate s47F efforts and wish s47F all the best in the future.

s47F - we look forward to working with you. Would be great to meet you next time you are visiting Canberra. We are currently busy compiling our AWEI submission and planning to book in some more Ally training before 30 June at both PM&C and at the National Indigenous Australians Agency (NIAA).

Kind regards,

s22 | Acting Director
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders both past and present.



From: s47F

Sent: Wednesday, 8 January 2020 3:05 AM

To: s47F

Cc: s47F

Subject:

Dear Friends of Diversity and Inclusion

Wishing you a wonderful 2020 and hoping you have had a chance to relax with loved ones over the holiday period. As you may be aware, s47F our Relationship Manager who has had responsibility of being a key part of our support to you and your organisation, has been given an exciting development opportunity and as such, will be leaving Pride in Diversity shortly. I am delighted to confirm that we have asked s47F our most senior and experienced relationship manager to take on the partnership with you and to ensure you leverage Pride in Diversity's entire expertise, programs and initiatives. This is effective immediately and s47F can be contacted on s47F or Mobile: s47F or via email at s47F. If you have any questions or concerns, please do not hesitate in contacting s47F or myself at any time.

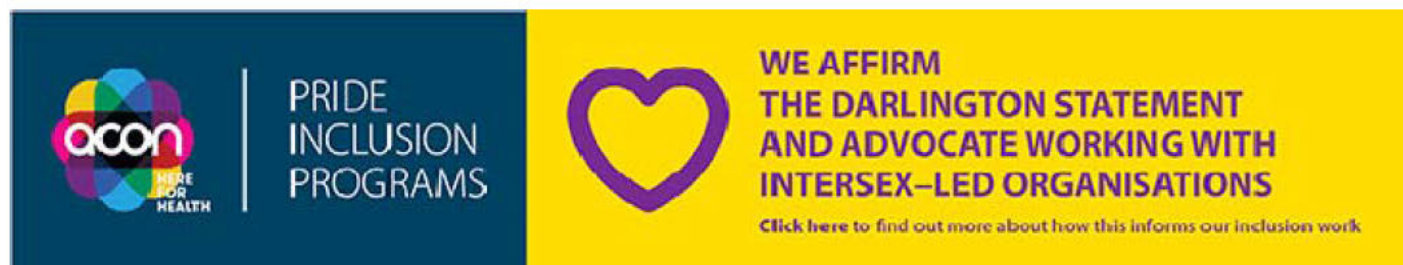
The team at Pride in Diversity is looking forward to supporting you and your teams throughout 2020.

Warmest Regards

s47F

Pride in Diversity

(an ACON Pride Inclusion Program)



s47F

Address: s47F

Website: www.prideinclusionprograms.com.au

s47F

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From: s22
Sent: Tuesday, 14 January 2020 5:18 PM
To: s47F
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

Thanks s47F,

Look forward to hearing back when suits you.

Cheers,

s22

From: s47F
Sent: Tuesday, 14 January 2020 4:35 PM
To: s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

Hi s22,

I am doing some training now for the Attorney General's department on Monday afternoon now, but it is only for an hour. I'm not sure yet of the time.

I will let you know as soon as I do know.

We are looking to hold the roundtable and networking on Tuesday 4th February; I just have to confirm this with our new host.

I will be in touch shortly.

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

Address: s47F | **Email:** s47F
Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au
Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



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**AWEI SUBMISSIONS
CLOSE 6 MAR 2020**

For more info and submission
documents please **click here**

ACON acknowledges and pays respect to the Traditional Custodians of all the lands on which we work.

From: s22
Sent: Tuesday, 14 January 2020 4:09 PM
To: s47F
Cc: Pride s47E(d); s22
s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

Thanks s47F,

A couple of us from the Network and our Inclusion and Diversity team would love to meet while you're here in February.

We can make any time in the afternoon on Monday 2 Feb at this stage if you are still free then?

Let us know what time would suit you and I will book us a space here at our PM&C offices, 1 National Circuit, Barton.

Cheers,

s22 | Acting Director
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
| w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s47F
Sent: Thursday, 9 January 2020 6:02 PM
To: s22
Cc: Pride s47E(d); s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

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Thanks s47F

s47F

Pride in Diversity

s47G

s47F
Address: s47F | Email: s47F
Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au
Facebook: facebook.com/prideindiversity facebook.com/prideinsport
Personal pronouns: he/him



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From: s22
Sent: Thursday, 9 January 2020 4:53 PM
To: s47F
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s47F has provided PM&C with fantastic support over the years. We greatly appreciate s47F efforts and wish s47F all the best in the future.

s47F - we look forward to working with you. Would be great to meet you next time you are visiting Canberra.

We are currently busy compiling our AWEI submission and planning to book in some more Ally training before 30 June at both PM&C and at the National Indigenous Australians Agency (NIAA).

Kind regards,

s22 [redacted] | Acting Director
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22 [redacted] | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F [redacted]
Sent: Wednesday, 8 January 2020 3:05 AM
To: s47F [redacted]
Cc: s47F [redacted]
Subject:

Dear Friends of Diversity and Inclusion

Wishing you a wonderful 2020 and hoping you have had a chance to relax with loved ones over the holiday period. As you may be aware, s47F [redacted] our Relationship Manager who has had responsibility of being a key part of our support to you and your organisation, has been given an exciting development opportunity and as such, will be leaving Pride in Diversity shortly. I am delighted to confirm that we have asked s47F [redacted] our most senior and experienced relationship manager to take on the partnership with you and to ensure you leverage Pride in Diversity's entire expertise, programs and initiatives. This is effective immediately and s47F [redacted] can be contacted on s47F [redacted] or Mobile: +s47F [redacted] or via email at s47F [redacted]. If you have any questions or concerns, please do not hesitate in contacting s47F [redacted] or myself at any time.

The team at Pride in Diversity is looking forward to supporting you and your teams throughout 2020.

Warmest Regards

s47F [redacted]

Pride in Diversity
(an ACON Pride Inclusion Program)



PRIDE
INCLUSION
PROGRAMS



WE AFFIRM
THE DARLINGTON STATEMENT
AND ADVOCATE WORKING WITH
INTERSEX-LED ORGANISATIONS

[Click here to find out more about how this informs our inclusion work](#)

s47F

s47F

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s47F

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From: s22
Sent: Wednesday, 15 January 2020 11:57 AM
To: s47F
Cc: s22
Subject: AWEI2020 Survey Link Request [SEC=OFFICIAL]

OFFICIAL

Good Morning

I would like to request a URL for the AWEI2020 Survey to enable the Department of Prime Minister and Cabinet to participate in this year's survey.

Would it also be possible to receive a print preview version of the survey as well.

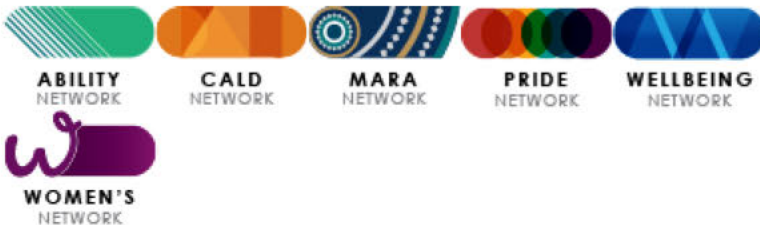
Thanks

s22

s22 Inclusion & Diversity
Inclusion, Diversity and Cultural Change | People Branch
Division | Department of the Prime Minister and Cabinet
s22 |
s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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



From: s22
Sent: Wednesday, 15 January 2020 12:22 PM
To: s47F
Subject: RE: Your AWEI Survey Link is attached - Dept Prime Minister & Cabinet [SEC=OFFICIAL]

OFFICIAL

Hello s47F

Thanks so much this is great.

Cheers

s22

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Inclusion, Diversity and Cultural Change | People Branch
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One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Wednesday, 15 January 2020 12:17 PM
To: s22
Subject: Your AWEI Survey Link is attached - Dept Prime Minister & Cabinet

Dear s22,

Thank you for participating in the AWEI Employee Survey 2020. The survey is now up and running and ready for you to use.

Should you wish to see a **sample of the survey that DOES NOT collect responses**, please [click here](#).

For ease of use, we have attached an example of communications that you may like to utilise/edit to encourage participation in the survey.

For those who are participating in the AWEI, please note that the following point allocations apply:

Small Employers (500 or less employees)

- Minimum of 30 responses will get you 1 point
- Minimum of 50 responses will get you the full 2 points

All other Employers (501+)

- Minimum of 50 responses will get you 1 point
- Minimum of 100 responses will get you the full 2 points

We encourage you to try and achieve as many responses as possible. The report you will receive back will provide you with valuable information not only on the perceptions and views of those who don't identify as LGBTQ employees but also the workplace experiences of those who do.

This year we have also introduced a separate set of questions for those employees who work in your overseas offices. Those who select overseas office with the demographic questions will be taken to those questions.

YOUR UNIQUE URL

Please be **very careful** as to how you copy this into your communications. Last year we had a significant number of responses that went into a "black hole" due to the fact that the unique identifier was incorrectly copied. You will also not receive any responses if you have included a full-stop at the end of this line.

Your organisation name:	Department of Prime Minister & Cabinet
Your unique URL:	s47E(d)


Should you have any questions, please do not hesitate to contact your relationship manager. If you are not a member of Pride in Diversity, please contact s47G or s47F.

On behalf of the Pride in Diversity team, we would like to thank you for participating in this survey. We look forward to sharing your survey results with you.

Kind regards,

s47F

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

 PRIDE INCLUSION PROGRAMS	 WE AFFIRM THE DARLINGTON STATEMENT AND ADVOCATE WORKING WITH INTERSEX-LED ORGANISATIONS <small>Click here to find out more about how this informs our inclusion work</small>
---	---

s47G

Please note: I often work outside of business hours. While I may send emails outside of your working hours, there is never any expectation for you to either read these or respond during this time. Thank you.

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: twitter.com/pridediversity twitter.com/prideinsportau

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

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From: s22
Sent: Thursday, 30 January 2020 9:39 AM
To: s47F
Cc: s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

Hello s47F

I hope you are well.

Just following up on s22's email below re a date and time to catch up while you are in Canberra next week.

It would be good to meet you face to face, looking forward to catching up soon.

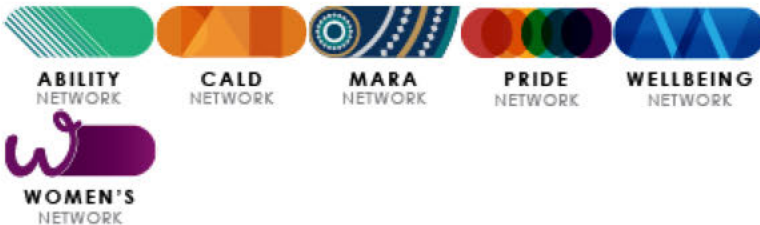
Cheers

s22

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Inclusion, Diversity and Cultural Change | People Branch
Division | Department of the Prime Minister and Cabinet
s22 |
s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Tuesday, 14 January 2020 4:09 PM
To: s47F
Cc: Pride ; s22
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OFFICIAL

Thanks s47F

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We can make any time in the afternoon on Monday 2 Feb at this stage if you are still free then?

Let us know what time would suit you and I will book us a space here at our PM&C offices, 1 National Circuit, Barton.

Cheers,

s22 | Acting Director
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s22 | w. www.pmc.gov.au
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From: s47F
Sent: Thursday, 9 January 2020 6:02 PM
To: s22
Cc: Pride s47E(d); s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

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s47F

Pride in Diversity

s47G

s47F

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s47F



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From: s22

Sent: Thursday, 9 January 2020 4:53 PM

To: s47F

Cc: s47F

Pride s47E(d)

; s22

s22

Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

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s47F has provided PM&C with fantastic support over the years. We greatly appreciate s47F efforts and wish s47F all the best in the future.

s47F - we look forward to working with you. Would be great to meet you next time you are visiting Canberra. We are currently busy compiling our AWEI submission and planning to book in some more Ally training before 30 June at both PM&C and at the National Indigenous Australians Agency (NIAA).

Kind regards,

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Inclusion, Diversity and Cultural Change | People Branch
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From: s47F

Sent: Wednesday, 8 January 2020 3:05 AM

To: s47F

Cc: s47F

Subject:

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The team at Pride in Diversity is looking forward to supporting you and your teams throughout 2020.

Warmest Regards

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Website: www.prideinclusionprograms.com.au

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From: s22
Sent: Friday, 31 January 2020 11:41 AM
To: s47F
Subject: Meeting with PM&C on Monday [SEC=OFFICIAL]

OFFICIAL

Hello s47F

I hope you are well.

Just a quick follow up re our catch up on Monday - I will meet you in the foyer, sign you in and escort you to the meeting room.

My mobile is s22 please feel free to contact me on this number if you arrive early, or are running late.

Have a great weekend and I look forward to meeting you on Monday.

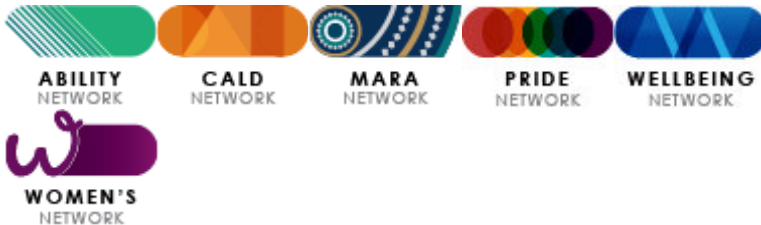
Cheers

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From: s22
Sent: Friday, 7 February 2020 8:02 AM
To: s47F
Cc: s22
Subject: RE: PiD [SEC=UNOFFICIAL]

UNOFFICIAL

Hello s47F

It was great catching up with you as well, I hope you had a nice time in Canberra.

Thanks for the information below – I will discuss with s22 and get back to you on whether we would like to procure training under the umbrella of our current membership or wait until our new membership kicks in.

Cheers

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
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e. s22 w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Thursday, 6 February 2020 5:51 PM
To: s22
Subject: PiD

Hi s22,

It was lovely to catch up you both and s22 I hope you enjoyed the roundtable as well.

You have used up your allocated 6 hours and your renewal date is 21st June 2020, so you can purchase some additional hours if you want some training prior to that date. Costs are below:

Hours	Member Rates
2	\$695
4	\$1250
6	\$1620
8	\$1995

Here also is the Endorsed LGBTQ Trainer Program link:

http://www.prideinclusionprograms.com.au/content/uploads/2019/11/The_LGBTQ_Trainer.pdf. I don't think that you are large enough to get value from this.

And finally here is the link to the Sapphire program: <http://www.prideinclusionprograms.com.au/inclusion-programs/sapphire-initiative/>. The link to sign up to the newsletter is at the end of the page.

Don't forget to call or email me with any questions on the AWEI or anything else.

Regards s47F

s47F

Pride in Diversity

s47G

s47F

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CLOSE 6 MAR 2020**

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From: s22
Sent: Monday, 17 February 2020 10:56 AM
To: s47F
Cc: s22
Subject: RE: AWEI Employee Survey Responses [SEC=OFFICIAL]

OFFICIAL

H s47F

Thanks so much for following up with our participation in the optional survey.

At this stage we may not go ahead with participating however will confirm this with you on Wednesday afternoon.

Cheers

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

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CALD
NETWORK



ABILITY
NETWORK



PRIDE
NETWORK



WELLBEING
NETWORK



WOMEN'S
NETWORK

From: s47F
Sent: Thursday, 13 February 2020 5:49 PM
To: s22
Subject: AWEI Employee Survey Responses

Hi s22,

This is a quick note to let you know that you are yet to have any responses to the AWEI employee survey.

Thanks s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



Make your
**LGBTQ INCLUSION
INITIATIVES**
count

**AWEI SUBMISSIONS
CLOSE 6 MAR 2020**

For more info and submission
documents please **click here**

ACON acknowledges and pays respect to the Traditional Custodians of all the lands on which we work.

From: s22
Sent: Thursday, 20 February 2020 5:29 PM
To: s47F
Cc: s47F; Pride; s22
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

Hi s47F,

I don't believe Caroline Edwards has taken up any such formal roles since joining PM&C.
Our current executive Pride Champion is John Reid.
I will discuss with him at next opportunity and get back to you.

Thanks,

s22
Inclusion, Diversity and Cultural Change | Department of the Prime Minister and Cabinet
s22
w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders both past and present.



From: s47F
Sent: Wednesday, 19 February 2020 4:28 PM
To: s22
Cc: s47F; Pride
Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

Hi s22,

I have just realised Caroline Edwards has moved to PMC. She was an outstanding LGBTQ executive champion at Health and before that Human Services
Any idea if she has that role going forward at PM&C. Caroline was a member of the National Executive Allies Forum for Health and as I don't think PMC has a member, am keen to see if Caroline wants to stay involved . I attach the backgrounder on it for your reference.

Warmest Regards
s47F

s47F

Pride in Diversity
(an ACON Pride Inclusion Program)



s47F

Website: www.prideinclusionprograms.com.au

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From: s22

Sent: Thursday, 9 January 2020 4:53 PM

To: s

Cc: s47F

Pride s47E(d)

; s22

s22

Subject: RE: Pride in Diversity change in relationship manager [SEC=OFFICIAL]

OFFICIAL

Thank you for the update s47F,

s47F has provided PM&C with fantastic support over the years. We greatly appreciate s47F efforts and wish s47F all the best in the future.

s47F - we look forward to working with you. Would be great to meet you next time you are visiting Canberra. We are currently busy compiling our AWEI submission and planning to book in some more Ally training before 30 June at both PM&C and at the National Indigenous Australians Agency (NIAA).

Kind regards,

s22 | Acting Director
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22
s22 | w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders both past and present.



From: s47F

Sent: Wednesday, 8 January 2020 3:05 AM

To: s47F

Cc: s47F

Subject:

Dear Friends of Diversity and Inclusion

Wishing you a wonderful 2020 and hoping you have had a chance to relax with loved ones over the holiday period. As you may be aware, s47F our Relationship Manager who has had responsibility of being a key part of our support to you and your organisation, has been given an exciting development opportunity and as such, will be leaving Pride in Diversity shortly. I am delighted to confirm that we have asked s47F our most senior and experienced relationship manager to take on the partnership with you and to ensure you leverage Pride in Diversity's entire expertise, programs and initiatives. This is effective immediately and s47F can be contacted on s47F Mobile: s47F or via email s47F If you have any questions or concerns, please do not hesitate in contacting s47F or myself at any time.

The team at Pride in Diversity is looking forward to supporting you and your teams throughout 2020.

Warmest Regards

s47F

Pride in Diversity

(an ACON Pride Inclusion Program)



s47F

Website: www.prideinclusionprograms.com.au

My pronouns: he/him/they/them

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From: s22
Sent: Thursday, 27 February 2020 8:39 AM
To: s47F
Cc: s22
Subject: RE: AWEI Awards Lunch [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s47F

Thanks so much for the reminder.

I will touch base with s22 re purchasing tickets.

Cheers

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

s22 w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Wednesday, 26 February 2020 4:35 PM
To: s22
Subject: AWEI Awards Lunch
Importance: High

Hi s22

Just letting you know that tickets are available for the AWEI Awards Lunch. We have less than 10 tables left and I wanted to make sure that you had one given your gold status last year.

Here is the link: <http://www.pid-awei.com.au/2020-awards-tickets/>

You can complete the form and we will invoice you.

Regards s47F

s47F

s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



**AWEI SUBMISSIONS
CLOSE 6 MAR 2020**
For more info and submission documents please **click here**

From: s22
Sent: Thursday, 27 February 2020 11:19 AM
To: s47F
Subject: RE: AWEI Optional Survey [SEC=OFFICIAL]

OFFICIAL

Thanks so much s47F for your prompt response.

Cheers

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.



From: s47F
Sent: Thursday, 27 February 2020 11:15 AM
To: s22
Subject: RE: AWEI Optional Survey [SEC=OFFICIAL]

Hi s22 ,

The report with survey responses will go to you. It is only seen by you and those with whom you share it and all responses will be non-identifiable.

Thanks s47F

From: s22
Sent: Thursday, 27 February 2020 9:43 AM

To: s47F
Subject: AWEI Optional Survey [SEC=OFFICIAL]
Importance: High

OFFICIAL

Hi s47F

I hope you are well.

Looks like we may still go ahead with the optional AWEI survey, from tomorrow until 6 March however just a couple of questions re how the responses/results are distributed.

The questions are:

- Can the responses be provided directly back to People Branch in the first instance instead of to those who have responded to the survey
- Are the results published in the public domain and if so are they identified as organisational responses anywhere i.e. would people know PM&C's results
- Assurance that response are not identifiable – i.e. no one can track answers back to PM&C employees.

Thanks

I look forward to hearing back from you, by today if possible please.

Cheers

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

s22

w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: Equality and Diversity
Sent: Friday, 6 March 2020 4:15 PM
To: s47G
Cc: s47F; Inclusion and Diversity
Subject: PM&C 2020 AWEI Submission [SEC=OFFICIAL]

OFFICIAL

Hi,

Please find the Department of Prime Minister and Cabinet's 2020 AWEI Submission.

It can be accessed here - s47E(d)

If you have any questions please contact s22 on s22.

Kind regards,

s22 | Adviser
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders both past and present.

From: s22
Sent: Tuesday, 10 March 2020 9:53 AM
To: s47F
Subject: AWEI receipt notification [SEC=UNOFFICIAL]
Attachments: Automatic reply: PM&C 2020 AWEI Submission [SEC=OFFICIAL]

UNOFFICIAL

Good Morning s47F

Apologies for the email as I can imagine you must be busy with AWEI enquiries.

I just wanted to let you know that PM&C has not received an email notification on receipt of our submission Friday.

The only receipt received was s47F out of office which I have attached for your records and proof of lodgement.

Thanks

s22
Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Friday, 6 March 2020 4:15 PM
To: Equality and Diversity
Subject: Automatic reply: PM&C 2020 AWEI Submission [SEC=OFFICIAL]

Thank you for your email.

I am currently away from the office returning on Tuesday.

Should you need to speak to somebody urgently, please contact s47F on s47F or via s47F who will be able to assist you or redirect your enquiry.

Warm Regards

s47F

From: s22
Sent: Tuesday, 10 March 2020 10:22 AM
To: s47F
Subject: RE: AWEI receipt notification [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s47F

Thanks for this, I am so sorry, that was an oversight on my part, sincere apologies.

I will get on to it now.

Cheers

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

s22 w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.



From: s47F
Sent: Tuesday, 10 March 2020 10:00 AM
To: s22
Subject: RE: AWEI receipt notification [SEC=UNOFFICIAL]

Hi s22,

We have received the submission however we have not received PM&C's Employer Participation Details document, which is why you have not yet received formal receipt confirmation.

Your Relationship Manager tried to reach you and s22 on Friday regarding this, with no luck. Could you please send this document through as soon as possible, so we may process your submission?

Kind Regards,

s47F

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

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: @pridediversity | Instagram: @prideindiversityau

Facebook: facebook.com/prideindiversity

LinkedIn: www.linkedin.com/company/pride-in-diversity

s47F

ACON acknowledges and pays respect to the Traditional Custodians of all the lands on which we work.

From: s22

Sent: Tuesday, 10 March 2020 9:53 AM

To: s47F

Subject: AWEI receipt notification [SEC=UNOFFICIAL]

UNOFFICIAL

Good Morning s47F

Apologies for the email as I can imagine you must be busy with AWEI enquiries.

I just wanted to let you know that PM&C has not received an email notification on receipt of our submission Friday.

The only receipt received was s47F out of office which I have attached for your records and proof of lodgement.

Thanks

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

s22 | w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600





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From: s22
Sent: Tuesday, 10 March 2020 4:46 PM
To: s47F
Cc: s47F; Inclusion and Diversity
Subject: PM&C C's Employer Participation Details document [SEC=OFFICIAL]
Attachments: AWEI-2020-Participation-Details-Doc-1-of-2-v2.0-all-employers.doc

OFFICIAL

Hello s47F

Please find attached PM&C's Employer Participation Details document.

Thanks for your patience.

Any further questions please let me know.

Cheers

s22

s22
Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22
w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Tuesday, 10 March 2020 10:00 AM
To: s22
Subject: RE: AWEI receipt notification [SEC=UNOFFICIAL]

Hi s22 ,

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Your Relationship Manager tried to reach you and s22 on Friday regarding this, with no luck. Could you please send this document through as soon as possible, so we may process your submission?

Kind Regards,

s47F

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

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awe.com.au

Twitter: @pridediversity | Instagram: @prideindiversityau

Facebook: facebook.com/prideindiversity

LinkedIn: www.linkedin.com/company/pride-in-diversity

s47F

ACON acknowledges and pays respect to the Traditional Custodians of all the lands on which we work.

From: s22

Sent: Tuesday, 10 March 2020 9:53 AM

To: s47F

Subject: AWEI receipt notification [SEC=UNOFFICIAL]

UNOFFICIAL

Good Morning s47F

Apologies for the email as I can imagine you must be busy with AWEI enquiries.

I just wanted to let you know that PM&C has not received an email notification on receipt of our submission Friday.

The only receipt received was s47F out of office which I have attached for your records and proof of lodgement.

Thanks

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

W. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600





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2020 EMPLOYER PARTICIPATION DETAILS

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2020

EMPLOYER DETAILS: PLEASE CHECK THAT YOU HAVE COMPLETED ALL DETAILS WITHIN EACH ROW OF THIS TABLE

Employer Name:	Department of Prime Minister and Cabinet
Sector:	Public/Government : Federal
Employer Size (Australia): <i>Please delete those not relevant</i>	Number of employees within Australia: <ul style="list-style-type: none"> 501 -1999 employees
Regional Employers	Is your head office Regional? No
Global Employers	Do you have international offices: No Is your head office in Australia: Yes
Contact Person for the Index: <i>Please provide full contact details including postal address and postcode.</i> <i>This is the person we should contact if we have any questions. Email results will also be sent to this person and hard copy participation certificates will be mailed to this person.</i>	Name: s22 Position Title: Adviser, Inclusion, Diversity and Cultural Change Team, People Branch Postal address (including postcode): PO Box 6500 Canberra ACT 2600 Phone number: s22 Email: s47E(d) or s22

2020 EMPLOYER PARTICIPATION DETAILS

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2020

Industry Benchmarks Participating employers will by default be benchmarked according to: <ul style="list-style-type: none">• Sector: Public / Private / NFP / Higher Ed• Government: Federal, State, Local, Victorian Government• Employer Size• Awarded Tier Recognition• Global Employers	We currently benchmark the following industries (in addition to the standard benchmarks listed to the left)	<ul style="list-style-type: none">• Are there any other industry benchmarks that you would like to see: Sector: Public, Government, Federal and State
---	--	--

INTERNATIONAL WORKPLACE INDEX PARTICIPATION

Do you participate in any other workplace equality indices globally? <i>Please delete those not relevant</i>	<ul style="list-style-type: none">• No
---	--

2020 EMPLOYER PARTICIPATION DETAILS

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2020

DISCLOSURE

Please select participation
identification level at which we can
identify you
(Name and Employer Tier only, no
scores)

We are happy to be identified regardless of employer tier reached.

2020 EMPLOYER PARTICIPATION DETAILS

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2020

ADDITIONAL AWARD SUBMISSIONS

Please list any other awards that you are submitting for this year (this provides us with a cross-check to ensure that all expected submissions are received).

Nil

2020 EMPLOYER PARTICIPATION DETAILS

ALL EMPLOYERS MUST COMPLETE THIS SECTION IN 2020

NEGATIVE PRESS / COMPLAINTS DISCLOSURE

- We have received negative press that has impacted our reputation as an LGBTIQ inclusive employer
- Formal complaints were lodged against us for LGBTIQ+ 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 negative press regarding an anti-LGBTIQ incident

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

No formal complaints were lodged for discrimination, bullying or harassment.

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:	Adviser, Diversity, Inclusion and Cultural Change Team. People Branch
Contact Email:	s22
Contact Phone:	s22

From: s22
Sent: Wednesday, 11 March 2020 3:01 PM
To: s47F
Subject: RE: AWARDS WAITLIST [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s47F

Thanks – 2 to 3 tickets would be great.

Cheers

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

s22 | w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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NETWORK



WOMEN'S
NETWORK

From: s47F
Sent: Wednesday, 11 March 2020 9:00 AM
To: s22
Subject: RE: AWARDS WAITLIST [SEC=UNOFFICIAL]

Hi s22,

Thanks for your email.

Sure, I will add you to the list and let you know if anything comes up. Ideally how many tickets are you after?

Warm regards,

s47F

s47F

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

s47F

s47F



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From: s22 >
Sent: Wednesday, 11 March 2020 7:52 AM
To: s47F
Subject: AWARDS WAITLIST [SEC=UNOFFICIAL]

UNOFFICIAL

Hello

Unfortunately the Department of Prime Minister and Cabinet has not been able to secure tickets for this year's Australian LGBTQ Awards, however if you can place us on a wait list that would be much appreciated.

Thanks

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600





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From: Equality and Diversity
Sent: Tuesday, 14 April 2020 2:47 PM
To: s47F
Subject: RE: PID Membership [SEC=OFFICIAL]

OFFICIAL

Hi s47F

We would like to proceed with renewing our Standard membership for 1 year please. Can you please forward an invoice?

Thank you

s22 | Disability Support Officer & HR Help Team Member
Inclusion, Diversity and Cultural Change Team & HR Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22 | w. www.pmc.gov.au

From: s47F
Sent: Wednesday, 8 April 2020 11:34 AM
To: Equality and Diversity
Subject: PID Membership

Dear s22,

Thanks for your call, and as discussed I am sending through the Pride in Diversity Membership Rates & Benefits for your review and consideration. The Department of Prime Minister and Cabinet currently has a Standard membership, which is due for renewal on 21/06/2020, however you can renew at any time prior to that.

If you have any other questions, please don't hesitate to contact me.

Warm regards,

s47F
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

s47G

s47F

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: twitter.com/pridediversity twitter.com/prideinsportau

Facebook: facebook.com/prideindiversity



While we are changing how we keep in touch

OUR SUPPORT FOR YOU WON'T STOP!

For more info on how we can work together during the COVID-19 pandemic please visit www.prideinclusionprograms.com.au

ACON acknowledges and pays respect to the Traditional Owners of all the lands on which we work.

From: s22
Sent: Friday, 17 April 2020 10:08 AM
To: s47F
Subject: RE: AWEI2020 - Missing Participation Details: Please Respond! [SEC=UNOFFICIAL]

UNOFFICIAL

Thanks so much s47F .

Cheers

s22

s22

Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

s22 w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.



From: s47F
Sent: Friday, 17 April 2020 10:07 AM
To: s22
Subject: RE: AWEI2020 - Missing Participation Details: Please Respond! [SEC=UNOFFICIAL]

Apologies,

I will indicate that your industry indicator will be left blank and have our Index Co-Ordinator flag 'Government' as your key identifier.

Many thanks.

Kind Regards,

s47F

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

s47F

Website: www.prideinclusionprograms.com.au

s47F



While we are changing how we keep in touch

OUR SUPPORT FOR YOU WON'T STOP!

For more info on how we can work together during the COVID-19 pandemic please visit www.prideinclusionprograms.com.au

s47G

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From: s47F

Sent: Friday, 17 April 2020 10:05 AM

To: s22

Subject: RE: AWEI2020 - Missing Participation Details: Please Respond! [SEC=UNOFFICIAL]

Good Morning s22

No problems and thank you for getting back to me.

I have updated your tier and Industry selections and will flag with our Index Co-Ordinator in regards to looking at general government industry selections in future iterations of the AWEI.

Thank you for your feedback, take care and best wishes.

Kind Regards,

s47F

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

s47F

Website: www.prideinclusionprograms.com.au

s47F



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s47G

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From: s22
Sent: Friday, 17 April 2020 9:14 AM
To: s47F
Subject: RE: AWEI2020 - Missing Participation Details: Please Respond! [SEC=UNOFFICIAL]
Importance: High

UNOFFICIAL

Good Morning s47F

Apologies for the delay as I was not in the office yesterday.

With the Industry benchmarking question we were only interested in being benchmarked against other public sector agencies, like commonwealth and or state government – I can't see as a government agency where we would fit into the industry categories listed below – however happy to be guided by your advice.

In relation to Tier Recognition - we are happy to be identified regardless of employer tier reached.

Looking forward to receiving your advice re Industry Benchmarking.

Cheers

s22

s22

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Corporate Division | Department of the Prime Minister and Cabinet

s22

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From: s47F
Sent: Thursday, 16 April 2020 11:10 AM
To: s22
Subject: AWEI2020 - Missing Participation Details: Please Respond!
Importance: High

Dear s22

I hope this finds you well and safe in these unusual times.

While we have received your AWEI submission, there remains some missing information within your Participation Details that are needed in order to effectively process your submission.

Industry Benchmarking:

We require the **Industry** selection in order to properly benchmark the submissions, as the Index is a benchmarking tool. Please select **(at a maximum of 4)** the applicable industries from the following:

- | | |
|--|---|
| <input type="checkbox"/> Aged Care | <input type="checkbox"/> Law Enforcement |
| <input type="checkbox"/> ASX Top 50 | <input type="checkbox"/> Legal |
| <input type="checkbox"/> Automotive: Wholesale and Retail | <input type="checkbox"/> Manufacturing |
| <input type="checkbox"/> Banking & Financial Services | <input type="checkbox"/> Media & Entertainment |
| <input type="checkbox"/> Community Services | <input type="checkbox"/> Mining |
| <input type="checkbox"/> Computer Software | <input type="checkbox"/> Operations Security |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Pharmaceuticals |
| <input type="checkbox"/> Disability Services | <input type="checkbox"/> Professional Services & Consulting |
| <input type="checkbox"/> Education (broader than Higher Education) | <input type="checkbox"/> Property |
| <input type="checkbox"/> Energy / Utilities | <input type="checkbox"/> Rail & Logistics Transportation |
| <input type="checkbox"/> Engineering | <input type="checkbox"/> Recruitment |
| <input type="checkbox"/> Health & Wellbeing | <input type="checkbox"/> Research & Development |
| <input type="checkbox"/> Hospitality | <input type="checkbox"/> Retail |
| <input type="checkbox"/> Information Services | <input type="checkbox"/> Technology & Telco |
| <input type="checkbox"/> Infrastructure | <input type="checkbox"/> Tourism & Gaming |
| <input type="checkbox"/> Insurance | <input type="checkbox"/> Transport |

Tier Recognition:

We also require you to indicate how you would like to be identified based on your AWEI score, or if you are participating anonymously. Please select ONE of from the following:

- ☐ We are participating anonymously and do not want to be identified
- ☐ We are happy to be identified regardless of employer tier reached

- ☐ Only identify us if we reach Bronze Tier or higher
- ☐ Only identify us if we reach Silver Tier or higher
- ☐ Only identify us if we reach Gold Tier or higher

We encourage a prompt response to these much needed details, as they are essential to processing not only your submission, but crucial in respect to the effective benchmarking of all participating organisations in AWEI2020.

I look forward to hearing from you soon.

Kind Regards,

s47F

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s47F

Website: www.prideinclusionprograms.com.au

s47F



pridein
diversity 10 YEARS
2020

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From: s22
Sent: Wednesday, 29 April 2020 9:38 AM
To: s47F
Subject: RE: AWEI Results [SEC=UNOFFICIAL]

UNOFFICIAL

Hello s47F

Yes will do, in about 5 minutes if that's ok.

Cheers

s22

s22

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s22

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From: s47F
Sent: Wednesday, 29 April 2020 9:36 AM
To: s22
Subject: AWEI Results
Importance: High

Hi s22

When you get a moment, would you be able to give me a call on s47F

Thanks s47F

s47F

Pride in Diversity

s47F

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s47F



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From: s22
Sent: Thursday, 4 June 2020 1:33 PM
To: s47F
Subject: RE: AWEI Results [SEC=UNOFFICIAL]

UNOFFICIAL

Thanks so much s47F – I will send you a separate email with skype/phone meeting details.

Cheers

s22

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From: s47F
Sent: Thursday, 4 June 2020 12:47 PM
To: s22
Subject: RE: AWEI Results [SEC=UNOFFICIAL]

Hi s22

Let's make it 9.00am on Friday 12th June.

I think we may need an hour. Let me know what technology we can use.

Thanks s47F

From: s22
Sent: Thursday, 4 June 2020 9:22 AM
To: s47F
Subject: RE: AWEI Results [SEC=UNOFFICIAL]

UNOFFICIAL

Good Morning s47F

Thanks for your response – if we can lock in Friday 12 June for a time that suits you that would be great.

Cheers

s22

s22

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From: s47F
Sent: Monday, 1 June 2020 10:47 AM
To: s22
Subject: RE: AWEI Results [SEC=UNOFFICIAL]

Hi s22

I am free all day Thursday 11th till 3.00pm and all day Friday 12th June.

Let me know what would suit you.

Thanks s47F

From: s22
Sent: Thursday, 28 May 2020 2:41 PM
To: s47F
Subject: RE: AWEI Results [SEC=UNOFFICIAL]

UNOFFICIAL

Hello s47F

I am well and hope you are well too.

Apologies for the delayed response as I didn't have an opportunity to catch up with my manager until yesterday to discuss next steps.

We would love to catch up with you next week if you have time, noting that Monday is a public holiday in Canberra – let me know your availability and how long you think we need to go over the results and I will send you a meeting/skype invite.

Also we are yet to communicate our results any further than my section however my manager has asked if there is a pattern amongst larger agencies performing better in the index, or there is no such correlation with results – would appreciate your thoughts.

Cheers

s22

s22

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From: s47F

Sent: Tuesday, 26 May 2020 2:48 PM

To: s22

Subject: AWEI Results

Hi s22

I hope you are safe and well.

I was wondering if we should get together to look at your AWEI results and plan for the rest of the year?

Let me know what time would suit.

Thanks s47F

s47F

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s47F

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Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



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From: s22
Sent: Tuesday, 9 June 2020 4:33 PM
To: s47F
Subject: RE: Australian LGBTQ Inclusion Awards Tickets [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s47F

I am so sorry for the delay in responding to you.

I have confirmed with my manager and unfortunately this year PM&C will not be attending either of the events.

Thanks for your patience while waiting for a response.

Thanks

s22

s22

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ABILITY
NETWORK



PRIDE
NETWORK



WELLBEING
NETWORK



WOMEN'S
NETWORK

From: s47F
Sent: Tuesday, 26 May 2020 2:44 PM
To: s22
Subject: Australian LGBTQ Inclusion Awards Tickets
Importance: High

H s22

I hope you're doing well.

Just following up on the below email.

In addition to the Awards Luncheon on the 19th of October, we are now also hosting a virtual event on the 11th of June to announce the awards. This event is exclusive to those who have tickets for the Luncheon in October and will announce the following awards:

Announcement of top finalists:

- Out Role Model of the Year Award
- Network Leader of the Year Award
- Sally Webster Ally Award
- Executive Leadership Award
- Award for the Inclusion of Trans & Gender Diverse Employees
- Network of the Year Award
- Sapphire Award
- Most Improved Employers Awards

Announcement of all tiers:

- Bronze and Silver Employers
- Gold Employers
- Employer/Service Provider of the Year Awards

Our annual awards luncheon celebration will still take place in October and will feature the announcement of the Individual Awards, presentation of all trophies and badges along with photo opportunities, entertainment as well as the celebration of our 10 Year Anniversary Awards.

Would you kindly let me know whether you would like these tickets or whether I should release them?

Warm regards,

s47F

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s47F



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From: s47F
Sent: Wednesday, 29 April 2020 12:45 PM
To: s22
Subject: RE: AWARDS WAITLIST [SEC=UNOFFICIAL]
Importance: High

Hi s22

I hope you're keeping well during this time.

I'm reaching out as 2 tickets have become available for our Awards Luncheon, which has been postponed from the 22nd of May to the 19th of October, at the Hyatt Regency Sydney. Tickets are \$220 +GST each.

Just to let you know, in case we aren't able to proceed with the event down the track due to COVID-19 and Government Rules, we will provide an alternative or a full refund.

Would you kindly let me know whether you would still like them?

Looking forward to hearing from you.

Warm regards,

s47F

s47F

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s47F



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From: s22
Sent: Wednesday, 11 March 2020 3:01 PM
To: s47F
Subject: RE: AWARDS WAITLIST [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s47F

Thanks – 2 to 3 tickets would be great.

Cheers

s22

s22

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From: s47F
Sent: Wednesday, 11 March 2020 9:00 AM
To: s22
Subject: RE: AWARDS WAITLIST [SEC=UNOFFICIAL]

Hi s22

Thanks for your email.

Sure, I will add you to the list and let you know if anything comes up. Ideally how many tickets are you after?

Warm regards,

s47F

s47F

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s47F



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From: s22
Sent: Wednesday, 11 March 2020 7:52 AM
To: s47F
Subject: AWARDS WAITLIST [SEC=UNOFFICIAL]

UNOFFICIAL

Hello

Unfortunately the Department of Prime Minister and Cabinet has not been able to secure tickets for this year's Australian LGBTQ Awards, however if you can place us on a wait list that would be much appreciated.

Thanks

s22

s22

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From: APOperations
Sent: Thursday, 25 June 2020 9:51 AM
To: s47F Help - Accounts Payable
Cc: s47F APOperations
Subject: RE: Invoice PID3171 [SEC=OFFICIAL]

OFFICIAL

Good morning s47F

Were you provided with a Contract Number?
Do you have s47F is not on this email group?

Kind Regards

s22

s22 | Accounts Team Leader
Payables/Receivables/Debt Recovery
Shared Services Branch | Financial Operations | Corporate Division
Department of the Prime Minister and Cabinet
For assistance please call PM&C Corporate Connect on 6271 6000
s22
| w. www.pmc.gov.au
1 National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



From: s47F
Sent: Thursday, 25 June 2020 9:44 AM
To: Help - Accounts Payable
Cc: s47F
Subject: Invoice PID3171

Hi s47F

Please see Invoice PID3171 (\$6,600) and terms and conditions attached.

Please send a copy of remittance advice to s47G after making the payment.

Should you have any enquiry please do not hesitate to contact us.

Thank you.



Kind Regards,

\$47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

\$47F

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From: s22
Sent: Wednesday, 22 July 2020 9:43 AM
To: s47F
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]
Attachments: PiD Training 2020.docx

OFFICIAL

Hi s47F

Thanks for sending this information through, much appreciated!

We would be interested in holding some sessions of 'Empowering Allies'. How long would these sessions normally run for, and are you able to deliver them remotely?

Cheers,

Making Flexibility Work - If you receive an email from me outside of normal business hours, I'm sending it at a time that suits me. Unless it's marked urgent, I'm not expecting you to read or reply until normal business hours.

s22 | Adviser
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From: s47F
Sent: Monday, 6 July 2020 1:51 PM
To: s22
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

Hi s22

I think my predecessor s47F has facilitated some learning with the department.

Attached is a menu of education sessions that we provide free as part of your membership. We generally start with LGBTQ Awareness and then move to Empowering Allies session.

Once you have had time to look over the menu, perhaps we could speak and pencil in some dates.

Regards s47F

s47F

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s47F

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Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



From: s22

Sent: Monday, 6 July 2020 1:36 PM

To: s47F

Cc: s22

Subject: Ally Training Query [SEC=OFFICIAL]

OFFICIAL

Good Afternoon s47F

It is my understanding that you have previously provided Ally (LGBTQI+) training to the Department of the Prime Minister & Cabinet, and liaised with s22 in my team.

We are hoping to lock in some further dates for training, specifically in the coming months.

Moving forward I have taken over liaison of the training and would be grateful if you could please get back to me as to whether you are able to virtually deliver this training/workshop, and if so some dates/times in August & November that suit, as well as a cost breakdown. I would really appreciate your response and the opportunity to discuss further with you.

Warm Regards,

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s22 | Adviser



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PiD Training Catalogue

LGBTQ Awareness Session

AIM

The aim of the session is to provide participants with:

- an overall understanding of why LGBTQ workplace inclusion is important to an organisation
- a level of comfort around terminology
- challenges often faced by LGBTQ employees
- awareness of the impact that a culture has on the lived experiences of its employees

LEARNING OUTCOMES

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

- Understand the business case for LGBTQ inclusion
- Explain the differences between sex, gender identity, gender expression and sexual orientation
- Outline some of the unique challenges faced by LGBTQ employees
- Explain the meaning of the letters of the LGBTQ acronym
- Understand the role that individuals play in creating a more inclusive culture

Empowering Allies

AIM

The aim of the session is to provide participants with:

- The role of allies
- Some actions allies can take
- The importance of visibility
- Calling out problematic behaviours

LEARNING OUTCOMES

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

- Explain the role that allies play
- Outline key characteristics of an ally
- Respond to some of the common views questioning the need for LGBTQ inclusion
- Take action in calling out problematic behaviours

Let's Talk Gender Awareness Session

AIM

The aim of the session is to provide participants with:

- The difference between sex and gender?
- The diversity of genders
- Some of the challenges trans people face
- Gender Affirmation
- The role of allies trans & gender diverse inclusion

LEARNING OUTCOMES

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

- Explain the difference between sex characteristics and gender
- Understand the challenges that trans and gender diverse people may face
- Outline the stages and process of gender affirmation in the workplace
- Bust myths about trans and gender diverse people
- Take action as allies for trans and gender diverse people

LGBTQ for HR & Recruitment

AIM

The aim of the session is to provide participants with:

- Knowledge of the role of HR in LGBTQ inclusion
- The importance of LGBTQ inclusion in HR policies
- Issues with LGBTQ bullying and harassment
- The importance of a gender affirmation policy and process
- Challenges LGBTQ people face in recruitment

LEARNING OUTCOMES

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

- Understand the issues that LGBTI people face in recruitment and selection for roles
- Outline some of the issues faced by transgender people face when transitioning in the workplace
- Update HR policies to make them LGBTQ inclusive
- Understand the best practice elements of a gender affirmation policy
- Know the different ways LGBTQ people may face domestic and family violence
- Understand the barriers and solutions for LGBTQ people making a bullying and harassment complaints

From: s22
Sent: Thursday, 30 July 2020 11:10 AM
To: s47F
Subject: FW: PMC AWEI Results - Possible Presentation [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Further to the below, I have sent out a meeting invite. If you are planning on presenting slides to the group, feel free to shoot a powerpoint presentation through to me and I can ensure it is presented at this meeting.

Happy to chat further ☺

s
2

From: s22
Sent: Thursday, 30 July 2020 10:28 AM
To: s47F
Cc: s22
Subject: RE: PMC AWEI Results - Possible Presentation [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thank you for sending through these times, much appreciated!

I've locked in Thursday 6 August 11-12 with our Pride Network Champion, and I'll send out an invite shortly.

Thanks ☺

s
2

From: s47F
Sent: Wednesday, 29 July 2020 5:33 PM
To: s22
Cc: s22
Subject: RE: PMC AWEI Results - Possible Presentation [SEC=OFFICIAL]

Hi s22

I am free all Thursday 6th August and up until 11.30 on Friday 7th August.

Wednesday 12th August is free all day too.

Monday 17th and Friday 21st August is also free at present.

Would any of these times work for you?

Thanks s47F

From: s22
Sent: Wednesday, 29 July 2020 12:07 PM
To: s47F
Cc: s22
Subject: PMC AWEI Results - Possible Presentation [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Hope you're well!

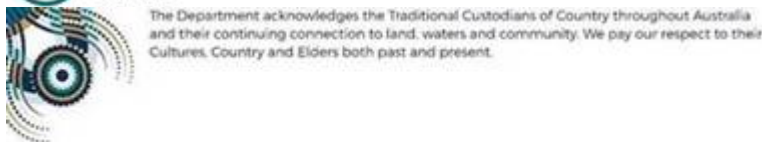
I was wondering if you would mind meeting with us again to present the findings from the latest AWEI to our Pride Network Champion, and our Pride Network Co-Chairs?

If so could you please send through some times that you would have available, and I will work out a time that suits our Pride Network representatives.

Cheers ☺

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s22 | Adviser
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Tuesday, 4 August 2020 9:49 AM
To: s47F
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thank you for speaking with me on the phone before. As discussed, we would like to book the following training sessions:

Training Name: Empowering Allies
Date: 18 August
Time: 11am-12pm
Duration: 60min
Platform: Skype for Business

Training Name: Empowering Allies
Date: 14 October
Time: 1pm-2pm
Duration: 60min
Platform: Skype for Business

I will arrange a time on the morning of 18 August to trial run the technology.

I look forward to speaking with you Thursday.

Many thanks,

s22

From: s47F
Sent: Friday, 31 July 2020 5:02 PM
To: s22
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

Hi s22,

I am free on 18, 19 and 20 August between 11.30 and 1.30.

And free all day on 14th October.

Thanks s47F

From: s22
Sent: Friday, 31 July 2020 3:58 PM
To: s47F
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Apologies for the delayed response. Do you have availability for 18, 19 or 20 August? Unfortunately, we are unable to do the week 24-28 August.

For the second training session, would Wednesday 14 October work?

Happy to call and discuss.

Kind regards,

s22

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From: s47F
Sent: Tuesday, 28 July 2020 2:02 PM
To: s22
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

Hi s22

How would Tuesday 25th August any time after 10.30 be?

And for November, at this stage you can have any date prior to 30th November.

Let me know what suits.

Thanks s47F

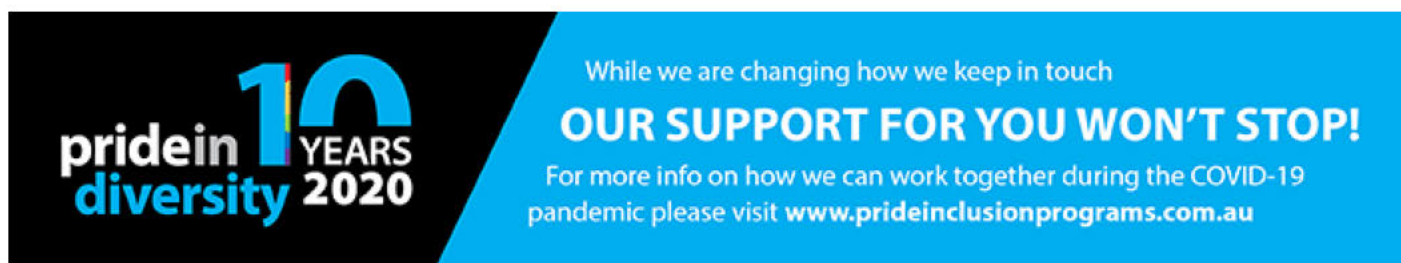
Pride in Diversity

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



From: s22

Sent: Tuesday, 28 July 2020 11:48 AM

To: s47F

Cc: s22

Subject: FW: Ally Training Query [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Hope you're well!

Further to the below, moving forward my colleague s22 will be taking lead in terms of organising the Ally training, with my involvement when required.

Please feel free to continue liaising with her, and ccing myself along with s22.

Cheers,

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From: s22
Sent: Wednesday, 22 July 2020 11:08 AM
To: s47F
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

OFFICIAL

Hi s47F

That sounds perfect, although we can't access Zoom on our work laptops. We do have Skype for Business however, is that something that could work for you? We can always do a test run of the technology before we commence any training.

Are there any dates in particular that work for you in August & November?

Cheers,

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From: s47F
Sent: Wednesday, 22 July 2020 10:13 AM
To: s22
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

Hi s22 ,

They usually take 90 minutes if we are able to do the team activities via Zoom.

I we can't use Zoom and put people in breakout rooms, then we can cover everything in 60 minutes.

Thanks s47F

From: s22
Sent: Wednesday, 22 July 2020 9:43 AM
To: s47F
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

OFFICIAL

H s47F

Thanks for sending this information through, much appreciated!

We would be interested in holding some sessions of 'Empowering Allies'. How long would these sessions normally run for, and are you able to deliver them remotely?

Cheers,

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From: s47F
Sent: Monday, 6 July 2020 1:51 PM
To: s22
Cc: s22
Subject: RE: Ally Training Query [SEC=OFFICIAL]

Hi s22 ,

I think my predecessor s47F has facilitated some learning with the department.

Attached is a menu of education sessions that we provide free as part of your membership. We generally start with LGBTQ Awareness and then move to Empowering Allies session.

Once you have had time to look over the menu, perhaps we could speak and pencil in some dates.

Regards s47F

Pride in Diversity

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awe.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

Personal pronouns: he/him



From: s22

Sent: Monday, 6 July 2020 1:36 PM

To: s47F

Cc: s22

Subject: Ally Training Query [SEC=OFFICIAL]

OFFICIAL

Good Afternoon s47F

It is my understanding that you have previously provided Ally (LGBTQI+) training to the Department of the Prime Minister & Cabinet, and liaised with Janet in my team.

We are hoping to lock in some further dates for training, specifically in the coming months.

Moving forward I have taken over liaison of the training and would be grateful if you could please get back to me as to whether you are able to virtually deliver this training/workshop, and if so some dates/times in August & November that suit, as well as a cost breakdown. I would really appreciate your response and the opportunity to discuss further with you.

Warm Regards,

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s22

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From: Hall, Clancie
Sent: Tuesday, 4 August 2020 12:44 PM
To: Womens Safety Secretariat
Cc: s22
Subject: Preventing Financial Abuse – Consultation on Fourth Action Plan initiative
 [SEC=OFFICIAL]

OFFICIAL

Good afternoon

The Office for Women has engaged KPMG to conduct a stocktake of existing initiatives related to preventing and addressing financial abuse. The [preventing financial abuse initiative](#) is part of the Fourth Action Plan of the *National Plan to Reduce Violence against Women and their Children 2010-2022*. KPMG's stocktake activity will inform the development of products including education and awareness materials and training modules.

Your organisation has been identified as having relevant expertise to inform this project and as such, we would like to invite you to participate in project consultations.

We understand that your time is important, and that many organisations have experienced disruptions due to COVID-19. With this in mind, KPMG are looking to hold consultations consisting of a 1-1.5 hour individual or group discussion.

Most consultations will be held via teleconferencing / videoconferencing. In person consultations will be considered in some cases where this can occur in compliance with COVID safe practices and restrictions, including social distancing and hygiene measures.

We would highly value the contribution of your organisation to inform the findings of this project and would be grateful if you can make the time to participate.

If you have any questions, please feel free to contact s22

KPMG will be in touch with you shortly with further details on consultation logistics and timing.

Many thanks

Clancie Hall | A/g Assistant Secretary
 Women's Safety and International Engagement | Office for Women
 Department of the Prime Minister and Cabinet

s22

e. clancie.hall@pmc.gov.au | w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



CEDAW 2021-2024
NATASHA STOTT DESPOJA
Australia's candidate
pmc.gov.au/CEDAW-candidate

From: s22
Sent: Wednesday, 5 August 2020 3:24 PM
To: s22; s47F
Cc: s22
Subject: Empowering Allies Training and Domestic Violence Awareness Training
[SEC=OFFICIAL]
Attachments: Infinity_Connect_Webapp_Userguide_v24.a.pdf

OFFICIAL

Hi s22 s47F

I am contacting you as requested by s22, to assist you with the virtual training sessions you are facilitating.

s47F is facilitating a virtual training on the 18th of August
s22

s22 has advised me that she has told you to deliver the training sessions via skype, however this is not possible – because you are external staff members.

You will be able to attend the meeting via Pexip, via a browser on your personal laptop. s22 will send the applicable Pexip meeting invite to your email, and it will have a “Join Pexip Meeting via Browser” link, all you need to do is click that link, and it will join the meeting automatically on your browser.

Join PexIP Meeting via Browser

For participants outside of the PM&C Protected Network.

You will be allowed to join the meeting 30 minutes prior to the actual start time of the training, and s22 and I have discussed that you should join 30 minutes earlier with s22 and myself, so that we are able to confirm you are all dialled in successfully.

There is also a 1 hour grace period after the end time of the training, in case you go over the time.

Pexip does not have any Host or Guest privileges, so although you are “joining” the meeting, that s22 has created – you will have the ability to present your screen, talk and share your camera with no issues.

I have attached the Infinity Connect Web App - User Guide, which is written by Pexip themselves, and it is very well written with included screenshots. This is just for using the Browser version of Pexip, not for PMC staff – who have the desktop app.

Please let me know if you have any further questions.

Kind regards,

s22 | Desktop and Voice
ICT Service Delivery Section | Information Services Branch
s22

For IT Support, [log a job](#) in Service Portal or
email itservicedesk@pmc.gov.au
For urgent support, call the IT Service Desk on (02) 6271 6000



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





Infinity Connect Web App

User Guide

Software Version 24

Document Version 24.a

July 2020

]pexip[

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Configuring your client	4
Making a call	6
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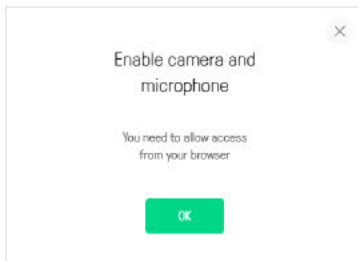
Introduction

This guide describes how to use the web app, although not all features are available to all browsers.

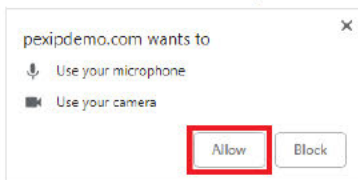
Getting started

The first time you use your Infinity Connect client, you will be asked to allow access to your camera and microphone, and to provide your name. That's all you need to do before you [make a call](#), but there are also some [additional settings](#) you can configure.

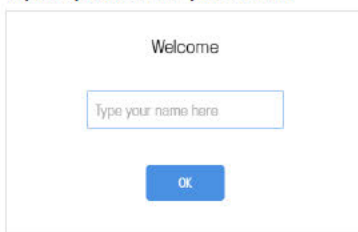
1. If prompted, allow access to your camera and microphone:



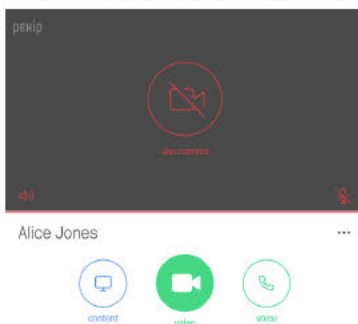
Allow the browser to use your camera and microphone:




2. If prompted, enter your name:



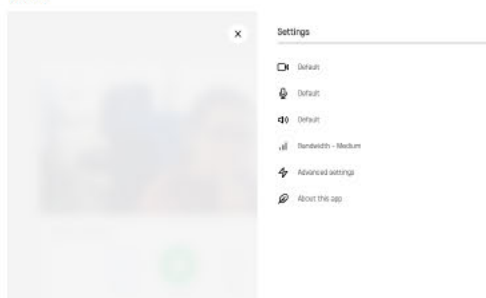
3. If required, turn on your camera and microphone by clicking on the icons in the middle and bottom right of the video window:








-  If you are joining a meeting where you might not be speaking often, or where there will be many other participants, it is good practice to turn off your microphone before placing the call, and turn it on only when you are in the meeting and wish to speak.



4. If required, select the **Settings** icon ●●● underneath the video window to select which camera, microphone and speakers to

USE:







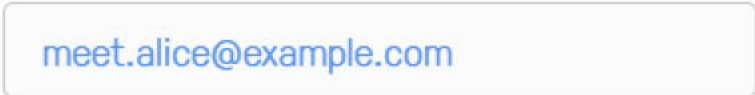

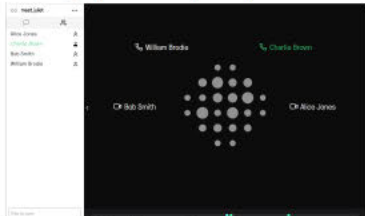








Configuring your client


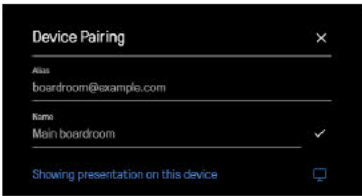

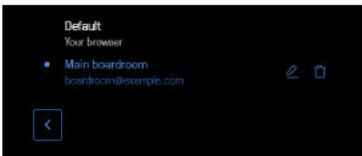

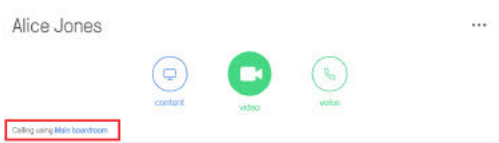
Setting	Description
Home page	
Name	<p>The name that will appear to other conference participants.</p> <p>You'll be asked to enter your name the first time you use the client, but you can change your name from the home page by clicking on it.</p>
Settings	
 (Camera)	<p>Shows the currently selected camera. Select this option to change the camera to use.</p> <p>When the selected camera is working properly, your self view will be shown in the main video window.</p> <p>i If you select <i>None</i>, you will join the meeting without a camera, but you will still be able to see everyone else's video.</p>
 (Microphone)	<p>Shows the currently selected microphone. Select this option to change the microphone to use.</p> <p>When the selected microphone is working properly, a green bar will appear under the main video window when audio is detected. The length of the bar represents the level of audio volume being picked up by the microphone.</p> <p>i If you select <i>None</i>, you will join the meeting without a microphone, but you will still be able to hear everyone else's audio.</p>
 (Speakers)	<p>Shows the currently selected speakers or headset. Select this option to change the speakers to use.</p> <p>To check that the selected speakers are working properly, select the speaker icon from the bottom left of the main video window and then select the speaker to use. A tone will be played from that speaker.</p>
 Bandwidth *	<p>The maximum bandwidth for the call, and the bandwidth at which the initial call attempt will be made. Note that calls may be temporarily downspeeded due to network conditions.</p> <p>The default is <i>Medium (up to 576kbps)</i>, but if you are on a cellular connection or slow Wi-Fi connection you may wish to reduce this to <i>Low (up to 256kbps)</i>.</p> <p>You should also reconnect using a lower bandwidth if you experience slow or low-quality video.</p>
 Languages *	<p>(Only applies if additional languages have been enabled by your administrator.)</p> <p>Allows you to select from a drop-down menu the language to use in your Infinity Connect client.</p> <p>i If your browser or device's default language is supported by the Infinity Connect client, that language will be used automatically. Alternatively, your administrator may have specified a default language to use.</p>
Advanced settings	

Setting	Description
Confirm when disconnecting *	When this option is selected, you must confirm each time you wish to disconnect from a meeting. This prevents you from accidentally disconnecting yourself. This is on by default.
View incoming presentation in full motion *	<p>This setting determines how presentations from other participants are initially received by you.</p> <p>Presentations can be received in two formats:</p> <ul style="list-style-type: none"> • A lower-bandwidth series of still images (suitable for documents and screens being shared). With this option, Pexip Infinity periodically takes a snapshot of the presentation and converts it to JPG format, and sends that to the Infinity Connect client at between 0.5 to 1 fps. For this reason, presentations that contain a lot of movement may appear jerky to clients using this option. • A higher-bandwidth full motion stream (suitable for presentations with a lot of movement). With this option, Pexip Infinity sends the presentation to the Infinity Connect client as a video stream at up to 30 fps, so movement will appear smooth. <p> The actual frame rate used will depend on the capabilities of the endpoint that is sending the presentation. Infinity Connect clients can send presentations at up to 30 fps; other clients may send at a higher or lower frame rate.</p> <p>This setting is off by default: presentations are initially received as still images, and you can subsequently elect to view them in full motion by selecting the HD button at any time during the call. However, when View incoming presentation in full motion is selected, presentations received by you will always be shown in full motion by default, and you can then elect to view them as still images.</p>
Send anonymous statistics *	When this option is selected, anonymous information about how the client is being used is sent to Pexip. This is on by default.
High contrast *	When this option is enabled, there is a higher contrast between foreground and background elements of the user interface, making them more legible. This is off by default.
Device pairing	<p>This setting toggles the availability of the option to pair with an alternative device when placing a call.</p> <p>This is on by default.</p>
Screen sharing quality	<p>This setting determines the maximum frame rate used when you share your screen with other participants. A lower frame rate will result in images with more <i>Sharpness</i> and is best for static presentations; a higher frame rate will be less sharp and is best for content where there is more <i>Motion</i>. The default is 2 frames per second; the maximum is 30fps for the web app.</p> <p>Note that the actual frame rate at which a presentation is sent will depend on the browser, computer, network quality, and nature of the presentation.</p>
 About this app	
Reset app	The Reset option clears the app storage and any registration settings.
Logs	If you are having issues with your Infinity Connect client, your administrator may ask you to Download logs to obtain logging information about the last call.
* The administrator can provide a first-time default for this option.	





Making a call


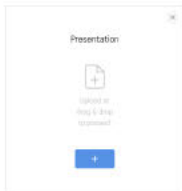
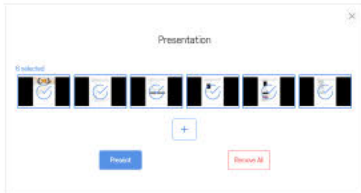


What	How
Joining a call with audio and video	<ol style="list-style-type: none"> Ensure that your camera and microphone are enabled and working correctly: <ul style="list-style-type: none"> You should see your own image in the video window. The microphone icon should be green  and you should see a green bar under the video image indicating the volume of audio being detected. Select . In the box at the top right of the window, enter the address of the person or meeting you wish to join: <div data-bbox="394 581 1144 674">  </div> Either click on the icon to the right of the box, or press enter. <div data-bbox="1172 581 1269 674">  </div>
Joining a call with audio only	<ol style="list-style-type: none"> Ensure that your microphone icon is green  and you see a green bar under the video image indicating the volume of audio being detected. Select . In the box at the top right of the window, enter the address of the person or meeting you wish to join: <div data-bbox="394 959 1144 1052">  </div> Either click on the icon to the right of the box, or press enter. <div data-bbox="1172 959 1269 1052">  </div> <p>When you have joined the call, you will be able to hear other participants and they will be able to hear you, and you will be able to send and receive content, but you will not send or receive any video. Instead, in the main video window you will see an infographic of the participants in the call:</p> <div data-bbox="344 1207 706 1428">  </div>

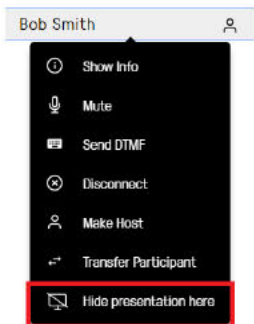

What	How
Joining a meeting as a presentation and control-only participant	<ol style="list-style-type: none"> 1. Select . 2. In the box at the top right of the window, enter the address of the meeting you wish to join: <div data-bbox="397 346 1144 441"> <input type="text" value="meet.alice@example.com"/>  </div> 3. Either click on the icon to the right of the box, or press enter. <p>You will join the meeting as a presentation and control-only participant - you will not be sending any audio or video, and you will not receive any audio or video from other participants. However, you will be able to view content that others are sharing, and share content with others. You will also have access to the participant list and events, and be able to control the conference (if you are a Host).</p>
Entering the PIN	<p>For some meetings, you will be offered the ability to enter a PIN. If this is your VMR, enter your Host PIN. If not, the meeting organizer should have told you the PIN to use. If you haven't been given a PIN, select Join to join as a Guest:</p> <div data-bbox="365 714 690 976"> <div>×</div> <p>Welcome to the meeting</p> <input type="text" value="Enter your PIN here"/> <p>or just</p> <input type="button" value="Join"/> </div> <p>The PIN determines whether you join the meeting as a Host or Guest. Hosts can control the meeting and the other participants; Guests can't control the meeting but can still see and hear the other participants, and share content.</p>
Other ways to select the person or meeting to call	
Favorites	<p>You can add the addresses of people or meetings you call frequently to your Favorites list.</p> <p>To do this:</p> <ol style="list-style-type: none"> 1. Select the add icon  to the right of the Favorites section. 2. Enter the address of the person or meeting room, and the name you want to remember it by: <div data-bbox="389 1312 730 1459"> <div>Favourites ×</div> <div> <div>Alias</div> <input type="text" value="meet.sales@example.com"/> </div> <div> <div>Name</div> <input type="text" value="Sales team VMR"/> </div> <div>✓</div> </div> 3. Select the  icon or press enter. <p>You can also add a favorite from the Recents list (see below).</p>
Recents	<p>The addresses of any people or meetings you have previously called, or received calls from, will appear in the Recents list.</p> <ul style="list-style-type: none"> • To call anyone in this list again, simply click on the address. • To use an address in the list as a basis for a new address to call (for example if you have mis-typed an address), select the edit icon  to the right of the address. The existing address will appear in the box at the top of the list; from here you can edit it before placing the call. • To add an address in the list to your Favorites (see above), select the star icon  to the right of the address.


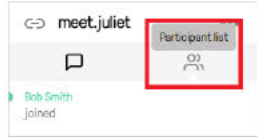



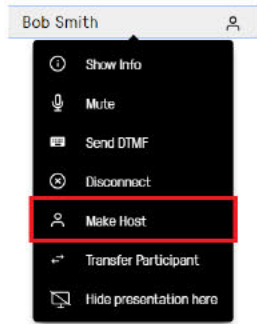
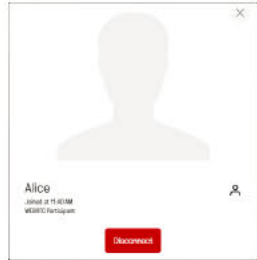
What	How
Advanced options	
Pairing with an alternative video/audio device	<p>You can use your Infinity Connect client to pair with another video (or audio) device. When paired, your Infinity Connect client will join the meeting as a presentation and control-only participant, and the paired device will join with video (or audio). Paired devices are added automatically to any Virtual Meeting Room or Virtual Auditorium you join as a Host from your Infinity Connect client. The paired device will be disconnected automatically from the meeting when you disconnect your client.</p> <p>Pairing is useful if, for example, you often make calls from a dedicated meeting room with a videoconferencing endpoint that you use for the main video, but you also want to use your Infinity Connect client to control the meeting and view content.</p> <p>To pair with an alternative device:</p> <ol style="list-style-type: none"> From the bottom of the call panel, select Pair with a device. From the Device Pairing panel, select the + icon in the top right corner. Enter the address of the device, and the name that you want to remember it by. <ul style="list-style-type: none"> By default, the paired device will be set to Showing presentation on this device, meaning that any content being shared, as well as the main video, will be shown. If you don't want content to be sent to the device (for example, if you intend to view content on your Infinity Connect client), click on the option; it will change to Presentation hidden on this device, meaning that the device will only show the main video stream. Click the option again to toggle back to showing content. Select the  icon or press Enter. The new device will appear in the list. To use it for your next call, click on it - the selected device will appear in blue:  <ol style="list-style-type: none"> Select the  icon or press Enter. The new device will appear in the list. To use it for your next call, click on it - the selected device will appear in blue:  <ol style="list-style-type: none"> To return to the main call page, select the  icon at the bottom left of the panel. <p>Now, at the bottom left of the home screen you'll see Calling using followed by the name of the selected paired device:</p>  <p>When a paired device is selected, whenever you place a video (or audio-only) call to a VMR, the selected device will be added to that VMR as a video (or audio-only) participant, and your connect client will join the VMR as a presentation and control-only participant.</p> <p>To stop using the additional device:</p> <ol style="list-style-type: none"> Click on the Calling using ... link at the bottom left of the home screen. From the list of devices, select Default. <p>The button at the bottom of the call panel will change to Pair with a device — this means that only your connect client will be used the next time you place a call.</p>


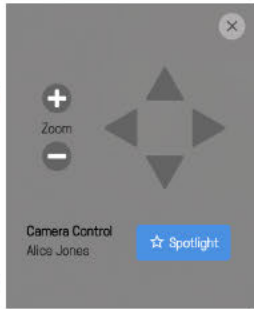

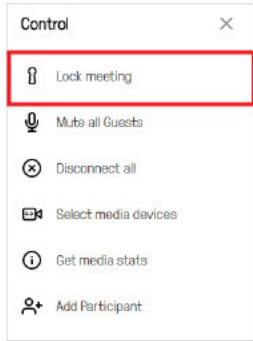

During the call

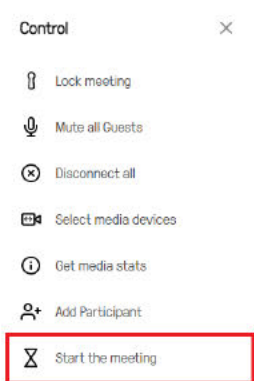

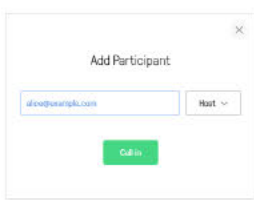
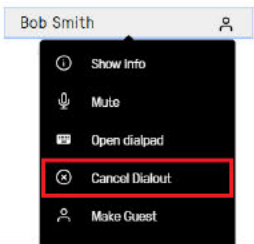
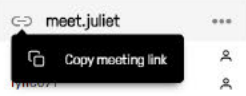


What	How	Keyboard shortcut
Enter Host PIN (if joined as Guest) 	From the toolbar at the bottom of the screen, select Enter Host PIN .	
Change your camera, microphone or speakers during a call 	<ol style="list-style-type: none"> 1. From the top of the side panel, select Control ● ● ●. 2. Select Select media devices. 3. Select the camera, microphone or speakers/headset, and then choose a new one from the list of available options. 	
Pin a minimized version of the video window to your screen 	<p>From the toolbar at the bottom of the screen, select Float video window.</p> <p>The main video window (including thumbnails) will shrink and be pinned on top of all your other application windows. You can drag it to a suitable location.</p> <p>To return to the Chrome tab with the video window resized within it, from the pinned window select Back to tab.</p> <p>To close the pinned video window, from the toolbar select Reset video window.</p>	
Share your screen with all other participants 	<ol style="list-style-type: none"> 1. From the toolbar at the bottom of the window, select Share my screen. 2. Select the window, screen or tab you want to share. <p>When you are sharing, the icon changes to blue. To stop sharing, select the Stop presenting button.</p> <p>i The best way to share a PowerPoint presentation is to start the Slide Show from within PowerPoint first, and then tab to Infinity Connect, share your screen, and select the Slide Show window.</p> <p>Note that the ability to present into a conference may have been restricted to Hosts only.</p>	

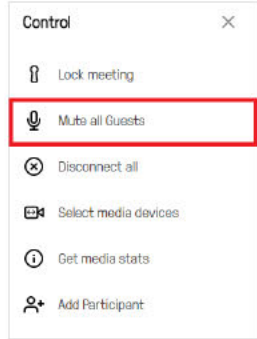
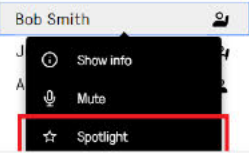

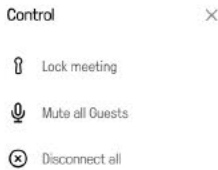
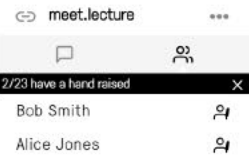
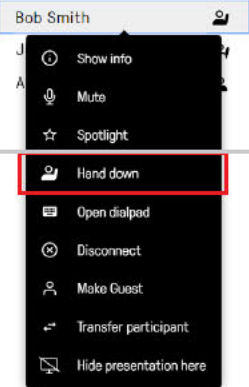
What	How	Keyboard shortcut
<p>Share images or PDFs with all other participants</p> 	<ol style="list-style-type: none"> From the toolbar at the bottom of the screen, select Present files. <p>The Presentation screen appears:</p>  <ol style="list-style-type: none"> Select +, or drag and drop the file(s) you want to share into the Presentation window. You can add multiple files, and they can be a combination of images (JPEG, BMP, PNG or GIF) and PDFs (if supported by your device). Each image and PDF page is converted into an individual slide. By default, every slide is selected for presenting, but you can click on individual slides to select and deselect them:  <ol style="list-style-type: none"> When you have selected all the slides you want to share, select Present. Use the left < and right > on-screen controls, or the arrow keys on your keyboard, to scroll through the slides. You also have the option to View presentation in a separate window. To stop sharing the slides, from the toolbar select Stop presenting. <p>Note that the ability to present into a conference may have been restricted to Hosts only.</p>	
<p>View a presentation being shown by another participant</p>	<p>When a participant starts a presentation, you will automatically see the content they are sharing as your main image, and the image of the participants will reduce to a small thumbnail at the top left corner.</p> <p>You can toggle between viewing the presentation and viewing the participants by clicking on the thumbnail.</p> <p>You can also click and drag this window to move it.</p>	p
<p>View a presentation in a separate window</p> 	<p>Whether you are the presenter or a participant, you can view the current presentation in a separate pop-out window.</p> <p>To do this, from the bottom right of the screen select View presentation in new window. To close the window, from the bottom right of the screen select Close separate presentation window.</p>	Shift + P
<p>View a presentation at a higher (or lower) refresh rate</p> 	<p>When a participant is showing a presentation, by default you receive it as a series of still images. This is suitable for documents and screens being shared, but if the presentation contains a lot of movement it may appear jerky. If this is the case, you can elect to receive the presentation in full motion as HD video.</p> <p>To do this, from the bottom right of the screen select View full motion presentation. To return to the default view, select View normal presentation.</p>	

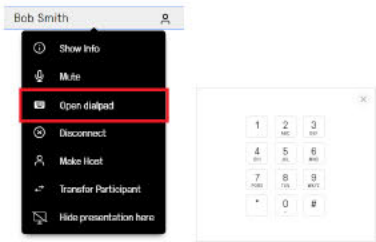

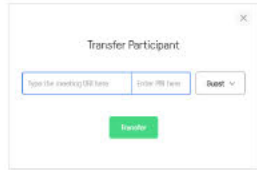
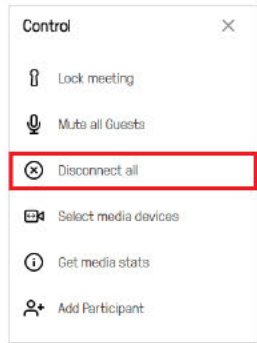

What	How	Keyboard shortcut
Stop/start sending presentation to a participant	<p>(Requires Host privileges)</p> <p>When a participant is sharing a presentation, other participants receive both the presentation and the main video. However, you may want to receive just the main video on a particular endpoint (for example, if you are using a meeting room system for audio and video, but you are already viewing the presentation on your Infinity Connect client, you could stop sending presentation to the meeting room system). To do this, from the Participant list, select the participant and then select Hide presentation here.</p>	
Start sending and receiving video	<p>(For users who have initially joined without audio and video)</p> <p>From the toolbar at the bottom of the window, select Start Video.</p>	
Start sending and receiving audio	<p>(For users who have initially joined without audio and video)</p> <p>From the toolbar at the bottom of the window, select Start audio.</p>	
Stop/start sending your video to other participants	<p>From the toolbar at the bottom of the window, select Turn my camera off or Turn my camera on.</p> <p>Other participants will no longer be able to see you, but you will be able to see them.</p>	
Stop/start sending your audio to other participants	<p>From the toolbar at the bottom of the window, select Turn my microphone off or Turn my microphone on.</p> <p>Other participants will no longer be able to hear you, but you will be able to hear them.</p>	
Stop/start viewing the video of yourself	<p>The video of yourself that is being sent to other participants is shown in a thumbnail at the top right of the screen. To hide this, click on the image. It will be replaced by a small Show self view icon; select this to view your image again.</p>	
Show or hide the side panel	<p>To hide or show the side panel (containing the Participant list tab and the Events tab, and the Control menu), select the Hide side panel < and Show side panel > icons. These will be at the middle left or bottom of the screen, depending on your device and screen width.</p>	
View details of events	<p>To see a list of conference events that have occurred during the course of the call (participants joining, leaving, presenting etc.), from the top of the side panel select the Events tab:</p>	

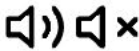


What	How	Keyboard shortcut
View a list of other conference participants	<p>When using Infinity Connect, a list of all other conference participants will be shown in the  Participant list tab of the control panel (which is to the left of or at the bottom of the screen, depending on the screen width). You can scroll through this list to view the names of other participants. You can also search for a particular participant using the Filter by name box at the bottom of the list.</p> <p> The /filter command lets you filter the participant list based on certain criteria such as the participants' role.</p> <p>You can show and hide the side panel by clicking on the Hide side panel < and Show side panel > icons.</p>	
View an individual participant's role	<p>Each person in the Participant list has an icon next to their name, representing their role:</p> <ul style="list-style-type: none">  Hosts, who can control the meeting and other participants  Guests  External Guests, who connected directly to an externally-hosted conference, such as a Microsoft Teams or Skype for Business meeting, or Google Meet. 	
Change a participant's role	<p>(Requires Host privileges; you cannot change your own role to Guest.)</p> <p>From the Participant list, select the participant and then select Make Host or Make Guest.</p> <p>You cannot change the role of External Guest participants (those who are connected directly to an externally-hosted conference, such as a Microsoft Teams or Skype for Business meeting, or Google Meet).</p>	
View individual participant's details	<p>From the Participant list, select the participant and then select Show Info. This brings up an overlay dialog containing details of the participant, including their avatar or image if available (otherwise a placeholder image is shown).</p>	

What	How	Keyboard shortcut
<p>Control another participant's camera</p> 	<p>(Requires Host privileges. This feature must be enabled by an Administrator; not all endpoints can be controlled remotely.)</p> <p>From the participant list, select the participant whose camera you want to control, and then select Camera control (for person-to-person calls, this option is also available via the Camera control button on the toolbar).</p> <p>The Camera Control overlay will appear. Use the buttons to pan, tilt and zoom the camera at the far end. For calls in a Virtual Meeting Room or Virtual Auditorium you can also select Spotlight to bring the participant into the main video window for as long as the Camera Control overlay is open.</p>	
<p>Send and receive chat messages, and share online videos and images</p>	<p>(Available when chat has been enabled by the administrator)</p> <p>All events, including chat messages, are shown in the  Events tab of the side panel (which is to the left of or at the bottom of the screen, depending on the screen width).</p> <p>To send a message, type it in the text box at the bottom of the panel:</p> <div data-bbox="480 774 1034 854" style="border: 1px solid #ccc; padding: 10px; margin: 10px 0;"> <p>Write a message</p> </div> <p>Messages are visible to everyone else in the conference with a chat-capable client (such as Skype for Business / Lync or Infinity Connect).</p> <p>You can also share videos and images by pasting their URL into the text box.</p>	
<p>Prevent/allow others from joining the meeting</p>	<p>(Requires Host privileges)</p> <p>From the top of the side panel, select Control ● ● ● and then select Lock meeting or Unlock meeting:</p> <p>The impact of locking depends on whether or not the meeting has a Host PIN.</p>	
<p>Allow a participant to join a locked conference</p>	<p>(Requires Host privileges)</p> <p>Participants who are waiting to join a locked conference are shown in the Participant list with a tick and cross next to their names. To allow these participants to join the conference, select the green tick. If you do not want them to join, select the red cross.</p>	

What	How	Keyboard shortcut
Allow waiting Guests to join a new meeting without a Host	<p>(Requires Host privileges)</p> <p>If a Guest joins a meeting without a Host, they will be kept waiting to join until the first Host joins, at which point all waiting Guests will automatically be allowed in to the meeting. However, this only applies if the Host has joined with audio or video; presentation and control-only Hosts will not automatically trigger Guests to join.</p> <p>If you have joined a meeting as a presentation and control-only Host and want Guests to join, from the top of the side panel, select Control ● ● ● and then select Start the meeting.</p>	
Add a participant to the conference 	<p>(Requires Host privileges)</p> <ol style="list-style-type: none"> From the toolbar at the bottom of the screen, select Add participant. At the prompt, enter the address of the person you want to dial. Select whether you want the participant to have Host or Guest privileges. Select Call in. <p>The call is placed from the VMR to the participant and they will appear in the participant list with a green line under their name while their endpoint is ringing. If and when the participant answers the call they will join the conference; if they do not answer, or do not accept the call, they will disappear from the participant list.</p> <p>i If the address starts with a prefix such as sip: or mssip: or h323: or rtmp:, you should enter the prefix as well as the address. If you adding a streaming or recording service to the meeting, the address that you are dialing must start with rtmp: or rtmps: followed by the address of the service.</p>	
Cancel a call to a participant	<p>(Requires Host privileges)</p> <p>Outbound calls are placed from a Virtual Meeting Room to a participant when a Host uses the Add participant option, or if the Virtual Meeting Room has an automatically dialed participant configured.</p> <p>To cancel an outbound call, from the Participant list, select the participant and then select Cancel Dialout.</p>	
Share a link to the meeting	<p>If you want to send a link to the meeting to someone so that they can join you, select the Share icon at the top left of the screen and then select Copy meeting link.</p> <p>You can then send this link to other participants who can paste it into their browser to join the meeting.</p>	
Mute/unmute another participant 	<p>(Requires Host privileges)</p> <p>From the Participant list, select the participant and then select Mute or Unmute.</p> <p>When muted, a  icon is shown next to the participant's name.</p>	

What	How	Keyboard shortcut
Mute all Guest participants	<p>(Requires Host privileges)</p> <p>From the top of the side panel, select Control ● ● ● and then select Mute all Guests.</p>	
Keep a participant in the main video	<p>(Requires Host privileges)</p> <p>From the Participant list, select the participant and then select Spotlight.</p> <p>For more information, see Spotlighting a participant.</p>	
Indicate that you wish to speak	<p>(Virtual Auditoriums only)</p> <p>From the toolbar at the bottom of the screen, select Raise my hand. The meeting Host will be alerted that your hand is raised. If you no longer wish to speak, you can select the button again to Lower my hand.</p> <p>The meeting Host can also lower your hand.</p>	
View all participants with raised hands	<p>(Virtual Auditoriums only; requires Host privileges)</p> <p>From the top of the side panel, select Control ● ● ● and then select Show hands raised.</p> <p>Participants will be listed in the order that they raised their hand.</p>	 
Lower a participant's raised hand	<p>(Virtual Auditoriums only; requires Host privileges)</p> <p>From the Participant list, select the participant and then select Hand down.</p> <p>A participant can also lower their own hand.</p>	

What	How	Keyboard shortcut
Send DTMF tones to another participant (when in a VMR)	<p>(Requires Host privileges; you must be joined over audio, or video and audio)</p> <p>From the Participant list, select the participant and then select Open dialpad. This will open a keypad:</p>  <p>This feature is generally used to communicate with external systems (such as audio bridges, automated switchboards, and recording devices) after they have been added to the conference.</p>	
Send DTMF tones to the other participant (when in a person-to-person call)	<p>From the toolbar at the bottom of the window, select Open dialpad. This will open a keypad.</p> 	
Transfer a participant to another VMR	<p>(Requires Host privileges)</p> <p>From the Participant list, select the participant and then select Transfer Participant.</p> <p>Enter the alias of the conference you wish to transfer the participant to, the PIN (if applicable) and whether they should join as a Guest or Host, and then select Transfer.</p> <p>You can transfer any participant, including yourself.</p> 	
Disconnect another participant	<p>(Requires Host privileges)</p> <p>From the participant list, select the participant's name and then select Disconnect.</p>	
Disconnect all participants (including yourself)	<p>(Requires Host privileges)</p> <p>From the top of the side panel, select Control ● ● ● and then select Disconnect all.</p> 	
Disconnect yourself from the conference	<p>From the toolbar at the bottom of the screen, select Disconnect.</p> 	

What	How	Keyboard shortcut
<p>Mute/unmute the audio coming from the conference</p> 	<p>From the toolbar at the bottom of the screen, select Mute/Unmute incoming audio.</p>	
<p>Change the volume of the audio coming from the conference</p>	<p>From the toolbar at the bottom of the screen, use the slider to adjust the volume level (which is indicated by the green bar under the toolbar).</p> 	
<p>View diagnostic information about your call and client</p>	<p>(Available when connected with audio or video)</p> <p>From the top of the side panel, select Control ● ● ● and then select Get media stats.</p> <p>This brings up an overlay dialog that displays statistics such as the codec being used, incoming and outgoing audio and video bitrates, and how many data packets have been lost and received.</p> <p>It also shows the software version of the client and the Pexip Infinity deployment it is connected to.</p> 	
<p>Use a text-based interface to filter participants and control the conference</p>	<p>Some tasks can be performed using a command-line-style text input from within the Filter by name box at the bottom of the Participant list.</p> <p>Hosts and Guests can filter the list of participants based on criteria such as their role or who is currently speaking. Hosts can also perform other conference control functions such as muting and unmuting participants, spotlighting a participant, and turning the text overlay on and off.</p> <p>To view a full list of available commands, type <code>/</code> into the Filter by name box.</p>	

From: s22
Sent: Wednesday, 12 August 2020 9:09 AM
To: s47F
Cc: s22
Subject: RE: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

OFFICIAL

Good morning s47F

I have sent through a calendar invite for a PexIP trial run on Monday 17 August from 9-10am.

Let me know if you have any issues.

Many thanks,

s22

From: s47F
Sent: Tuesday, 11 August 2020 3:52 PM
To: s22
Cc: s22
Subject: RE: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

Hi s22,

I am having a test with the APSC tomorrow afternoon PexIP. But would love to make sure that everything works with you too.

Anytime on Monday would be ideal.

Thanks s47F

From: s22
Sent: Tuesday, 11 August 2020 3:14 PM
To: s47F
Cc: s22
Subject: RE: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

OFFICIAL

Hi s47F

We have had some great interest from the Department and are at full capacity for the Emerpowered Allies training on 18 August.

Please let me know as soon as possible if you would like me to arrange a full systems trial prior to the training session. The trial usually takes an hour and offers you the opportunity to familiarise yourself with PexIP and trial presenting with the system. We would be looking to run this trial either this week or Monday 17 Aug.

Otherwise, our IT colleague Aimee will be available from 10:30am 18 Aug to confirm you have logged in successfully prior to training starting at 11am.

I look forward to hearing from you.

s22

From: s22
Sent: Wednesday, 5 August 2020 3:24 PM
To: s22; s47F
Cc: s22
Subject: Empowering Allies Training and Domestic Violence Awareness Training [SEC=OFFICIAL]

OFFICIAL

Hi s22 s47F

I am contacting you as requested by s22, to assist you with the virtual training sessions you are facilitating.

s47F is facilitating a virtual training on the 18th of August

s22

s22 has advised me that she has told you to deliver the training sessions via skype, however this is not possible – because you are external staff members.

You will be able to attend the meeting via Pexip, via a browser on your personal laptop. s22 will send the applicable Pexip meeting invite to your email, and it will have a “Join Pexip Meeting via Browser” link, all you need to do is click that link, and it will join the meeting automatically on your browser.

[Join PexIP Meeting via Browser](#)

For participants outside of the PM&C Protected Network.

You will be allowed to join the meeting 30 minutes prior to the actual start time of the training, and s22 and I have discussed that you should join 30 minutes earlier with s22 and myself, so that we are able to confirm you are all dialled in successfully.

There is also a 1 hour grace period after the end time of the training, in case you go over the time.

Pexip does not have any Host or Guest privileges, so although you are “joining” the meeting, that s22 has created – you will have the ability to present your screen, talk and share your camera with no issues.

I have attached the Infinity Connect Web App - User Guide, which is written by Pexip themselves, and it is very well written with included screenshots. This is just for using the Browser version of Pexip, not for PMC staff – who have the desktop app.

Please let me know if you have any further questions.

Kind regards,

s22 | Desktop and Voice

ICT Service Delivery Section | Information Services Branch

s22

For IT Support, log a job in Service Portal or
email itservicedesk@pmc.gov.au
For urgent support, call the IT Service Desk on (02) 6271 6000



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From: s22
Sent: Friday, 9 October 2020 10:16 AM
To: s47F
Cc: Inclusion and Diversity; s22
Subject: RE: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Happy Friday! I hope you have some great weekend activities planned ☺

As mentioned below, I will be on leave from 14 Oct and will not be able to assist with the Empowering Allies Training. My colleague s22 (cc'd) will log into the PexIP meeting from 12:30pm to assist with any issues prior to the training at 1pm.

Please do not hesitate to contact myself or s22 should you have any questions.

Many thanks,

s22

s22 | **Adviser**
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
| w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Tuesday, 29 September 2020 3:39 PM
To: s47F
Cc: Equality and Diversity
Subject: RE: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks for passing on the publication and confirming the training dates.

For your awareness, I will be on leave on 14 October, but one of my colleagues will be available on the day to assist with the training. I will send through the PexIP invite now.

Many thanks,

s22

From: s47F
Sent: Tuesday, 29 September 2020 3:34 PM
To: s22
Cc: Equality and Diversity s47E(d)
Subject: RE: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

Hi s22

It is in the diary and I can join early to check the technology.

There is no need to prepare for the session, however, people could have a look through the PiD Allies publication attached.

Thanks s47F

From: s22
Sent: Tuesday, 29 September 2020 3:14 PM
To: s47F
Cc: Equality and Diversity s47E(d)
Subject: PM&C Empowering Allies Training - 14 Oct 1-2pm [SEC=OFFICIAL]

OFFICIAL

H s47F

I hope you have been well ☺

I am emailing to confirm our Empowering Allies training session for **14 October from 1-2pm**? As last time, the training will be delivered via PexIP and you will be able to log into the session from 12:30pm to test the technology. Once you have confirmed the training, I will forward you the PexIP meeting invite.

Additionally, is there any course resources you would like me to share with participants prior to the training session?

Thanks kindly s47F and I look forward to hearing from you.

s22

| **Adviser**
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22



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From: s22
Sent: Wednesday, 20 January 2021 8:28 AM
To: s47F s22
Subject: RE: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

OFFICIAL

H s47F

s47F

Are you available at 2:30pm tomorrow to meet? s22 and I keen to hear about the policy review options and schedule in some training dates.

Many thanks,

s22 | **Adviser**
Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
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From: s47F
Sent: Wednesday, 20 January 2021 8:21 AM
To: s22
Cc: s22
Subject: RE: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

H s22 ,

Lovely to hear from you! I hope you had a great Christmas break.

s47F

PMC has 5 hours of facilitated time remaining till renewal on 22 June 2121. We can do a mix of training and policy review.

I am free all tomorrow till 3.00pm. Would there be time tomorrow?

Thanks s47F

From: s22
Sent: Tuesday, 19 January 2021 2:13 PM
To: s47F
Cc: s22
Subject: FW: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Well, isn't this a small world! I hope you are well ☺ I'm working in the Inclusion and Diversity Team at PM&C at present and I left a voicemail with you to follow up on how to best utilise the agency's remaining member hours.

Happy to arrange a time to chat and/or if you could send through some non-training options for us to consider as well? Basically, we would be looking at running x2 one hour virtual sessions like previously, which will leave 3 member hours unused. I remember you once suggested to me at Austrade that one option could be a review of HR policy from an LGBTI+ perspective(?). Grateful if you have any ideas to throw around with the Pride Network here.

Thanks

s22

s22 | Assistant Director of Inclusion, Diversity and Workforce Strategy
Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
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From: s47F
Sent: Monday, 11 January 2021 1:36 PM
To: s22
Subject: RE: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

Hi s22,

Happy new year to you as well.

Your PiD membership is up for renewal on 22 June 2021 and you have 5 hours of facilitated engagement (training, consulting etc) left to use.

You have the standard membership package which continues to be at \$6,000.00 plus GST.

I have attached our rates and benefits schedule for you to look at and a copy of our training menu.

Let me know if you would like to catch up on the phone to discuss further.

s47F

s47F

Pride in Diversity

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

s47F



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From: s22

Sent: Monday, 11 January 2021 12:37 PM

To: s47F

Subject: PM&C Pride in Diversity membership update [SEC=OFFICIAL]

OFFICIAL

Hi s47F

I hope you had a great Christmas break and New Year's ☺

I am emailing to confirm the current status of PM&C's Pride in Diversity Membership. Can you please provide information on the below queries:

- Can you please provide a copy of PM&C's current membership plan, including information of what our membership entitles us to? We are eager to look at arranging some training and other opportunities for 2021.
- Can you confirm when our membership is due to finish in 2021 and breakdown of costs for different membership packages available for 2021-2022?

Looking forward to hearing from you.

Kind regards,

s22

s22 | **Adviser**

Inclusion, Diversity and Cultural Change | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

| w. www.pmc.gov.au
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From: s22
Sent: Friday, 22 January 2021 11:25 AM
To: s47F s22
Subject: RE: December E-News: Farewell 2020, Hello 2021! [SEC=OFFICIAL]

OFFICIAL

Excellent news, I look forward to see what you come up with the wins 😊

Have a good weekend

s
2

s22 Assistant Director of Inclusion, Diversity and Workforce Strategy
Inclusion, Diversity and Cultural Change Team | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Friday, 22 January 2021 10:58 AM
To: s22
Subject: FW: December E-News: Farewell 2020, Hello 2021!

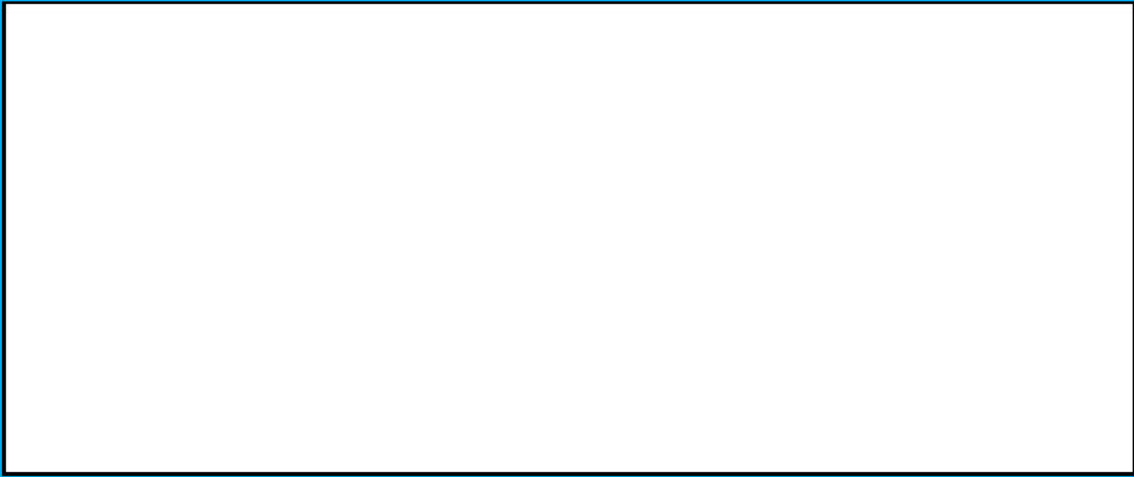
Hi s22,

Lovely speaking with you yesterday.

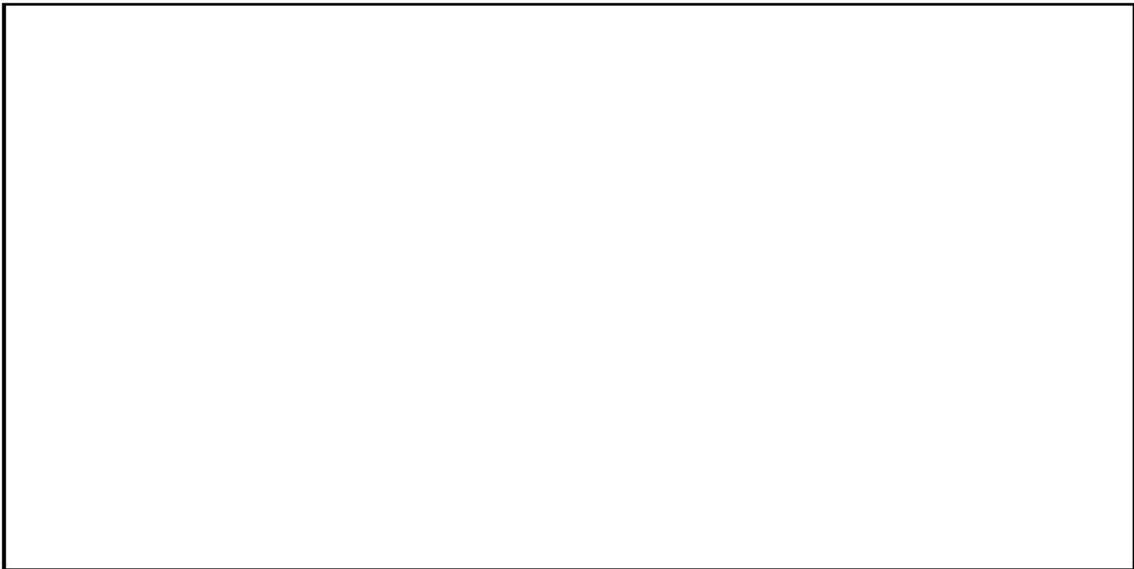
Here is the newsletters with the links to the roundtables in February.

I have also looked at your score on the policy front and I think there are some very quick wins.

Thanks s47F



Member E-News



Dear s47F

As the year draws to a close it's natural to look back over the highlights and challenges, and this year in particular has certainly had its share of the latter, but we also have much to celebrate. For the team at Pride in Diversity, you, our members, have been central to making this year a huge success in the face of adversity. Thank you for your continued

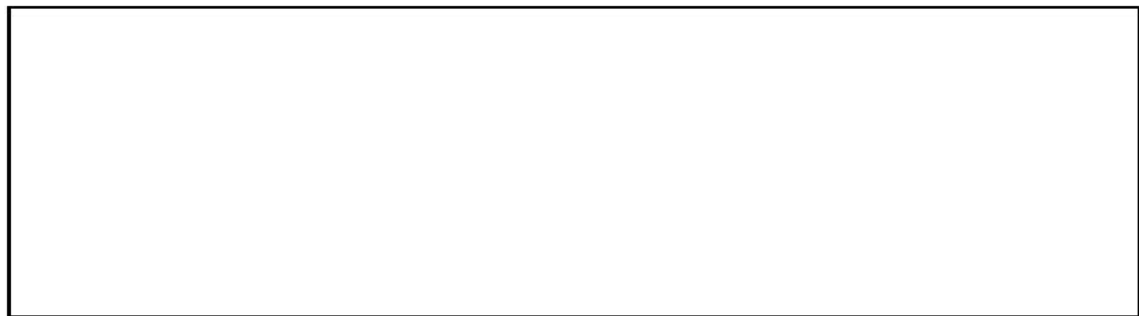
dedication, innovation, and passion for LGBTQ inclusion in Australian workplaces throughout this challenging year. We have thoroughly enjoyed working with and alongside all of you, from the smallest zoom meeting or training sessions, to celebrating your achievements at the Australian LGBTQ Inclusion Awards and showcasing your amazing work at the Pride in Practice Conference.

We're all looking forward to having a little break, and our office will be closed from Monday 21st December 2020 to Wednesday 6th January 2021 so that we can recharge our batteries and come back ready to launch into everything we have planned for you in 2021!

We hope you have some time to unwind over the holiday season, and that your festive celebrations are joyful and filled with all your favourite people and activities!

Stay safe and be well.

Warm regards,
The Pride in Diversity Team



ACON's Pride Inclusion Programs delivered their annual Pride in Practice Conference from 29 November - 1st December, with wonderful and heartwarming feedback across the board. As was appropriate for the unique year that was 2020, the three day conference was delivered virtually, with speakers and delegates attending from right across Australia and overseas, using a state-of-the-art conference technology platform that allowed not only dynamic Q&As but also recordings of each session to allow conference delegates to review all sessions at their leisure over the subsequent two weeks.

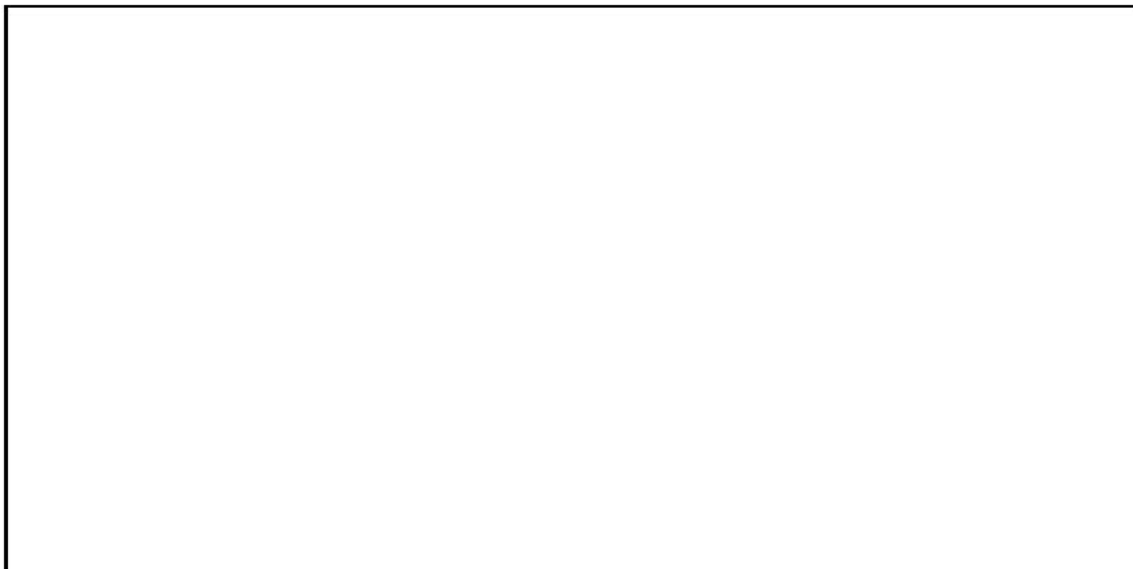
With nearly 800 delegates participating and/or speaking and a further 200 executives joining related activities, the Conference extended its reach like never before. The content

covered all three programs including Pride in Diversity, Pride in Health and Wellbeing, and Pride in Sports and covered a very broad range of topics.

The event was a celebration of the value of inclusion, a recognition of how far we have come and also a tribute to the resilience of the workforce, including employee networks and allies, during what has been a challenging and unparalleled year. Topics ranged from workforce mental health to best practices in developing allies; inclusive initiatives in regional, remote and international worksites; CEO panel, rainbow families; Aboriginal and Torres Strait Islander intersectionality, employee network sustainability and many many more. Specific discussions doubled down on the LGBTQ diversity, including LGBTQ Woman, Culturally and Linguistically Diverse LGBTQ teams as well as the Trans and Gender Diverse community.

A specific Pride in Sports stream ran through one day while Pride in Health and Wellbeing was the subject of multiple sessions. The Pride in Diversity patrons, Jennifer Westacott AO and Alan Joyce AC participated in an opening “Fireside Chat” and also chaired a well-attended CEO summit with scores of our member organisations.

Although we did not have the joy of gathering with all the speakers and delegates in person, the comradery and content ensured the 2020 Pride in Practice conference was better than ever. Plan head to attend in 2021.



As the Covid restrictions continue to ease across Australia, we are looking forward to returning to in-person member roundtables in February 2021! Registrations are now open

but numbers are strictly limited, so book early to avoid disappointment!

Our Member Roundtables provide the opportunity to discuss LGBTQ inclusion from a local perspective. Includes Q&A with Pride in Diversity. Numbers are limited for these events, and we restrict registration to one person from each member organization to enable the maximum representation of diverse member organisations. We encourage our members to rotate attendance opportunities throughout the year for members of their HR / Diversity & Inclusion / LGBTQ Network teams.

Sydney Roundtable - Tues Feb 9th, 3:30pm - 5pm - [Click here to register](#)

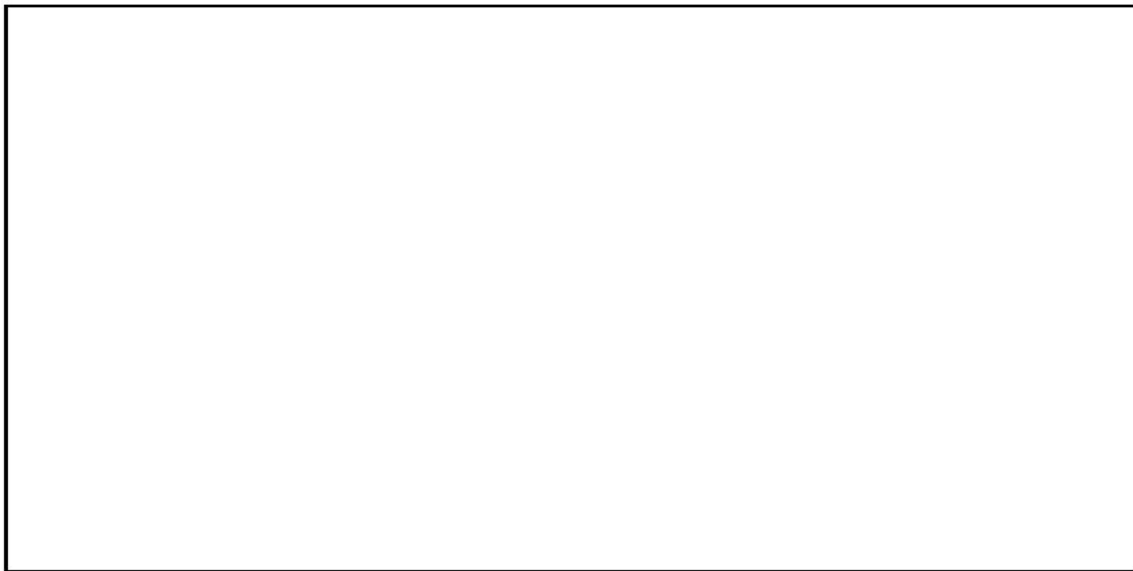
Brisbane Roundtable - Tues Feb 9th, 3:30pm - 5pm - [Click here to register](#)

Canberra Roundtable - Tues Feb 9th, 3:30pm - 5pm - [Click here to register](#)

Perth Roundtable - Thurs Feb 11th, 3:30pm - 5pm - [Click here to register](#)

Adelaide Roundtable - Thurs Feb 18th, 3:30pm - 5pm - [Click here to register](#)

Melbourne Roundtable - Wed Feb 24th, 3:30pm - 5pm - [Click here to register](#)



Did you miss our Networking events in 2020? We certainly did, so we're thrilled to be starting again in February 2021 in most states. Networking events follow on after our Roundtables, and have been designed to facilitate professional networking amongst employees of member organisations, to extend your professional networks, learn more about what others are doing in this space and of course, meet new people. These events

are open to ALL employees of member organisations, and while they are primarily a member event, guests from non-member organisations are welcome to attend with members. Once again, numbers are strictly limited so book early!

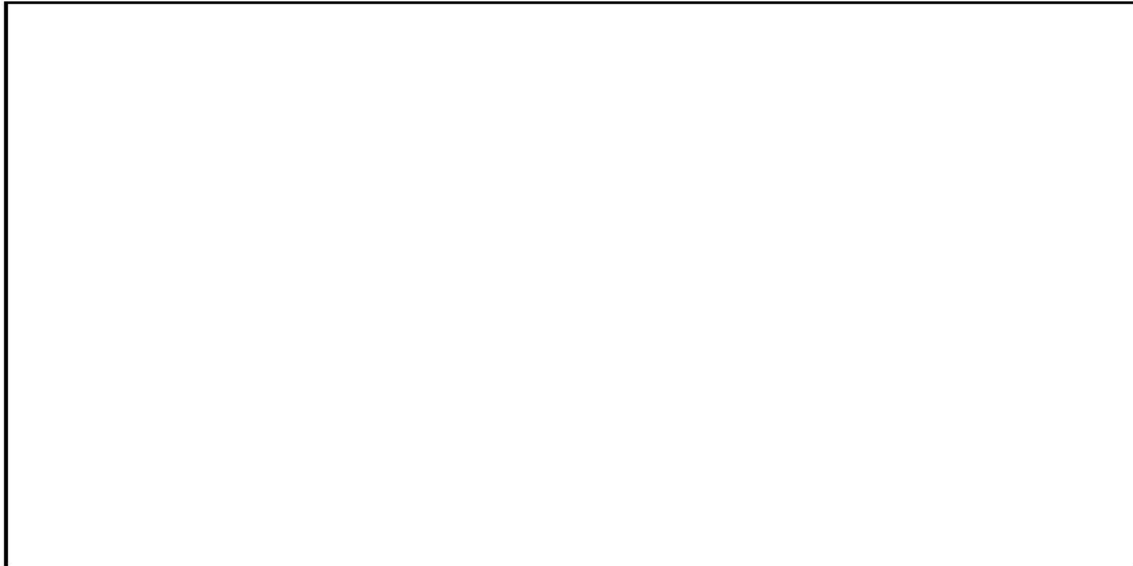
Sydney Networking - Tues Feb 9th, 5:30pm - 7pm - [Click here to register](#)

Canberra Networking - Tues Feb 9th, 5:30pm - 7pm - [Click here to register](#)

Perth Networking - Thurs Feb 11th, 5pm - 7pm - [Click here to register](#)

Adelaide Networking - Thurs Feb 18th, 5:30pm - 7pm - [Click here to register](#)

Melbourne Networking - Wed Feb 24th, 5:30pm - 7pm - [Click here to register](#)



We are excited to announce that our next program dates for the Endorsed LGBTQ Trainer Program have been confirmed and we'd love to see you there.

The course will run online from 8th - 19th February, and sessions are from 1pm - 4pm (AEDT) unless otherwise stated:

1. Module 1 - Monday 8 February
2. Module 2 - Wednesday 10 February (1pm - 4:30pm AEDT)
3. Module 3 - Friday 12 February
4. Module 4 - Monday 15 February
5. Module 5 - Wednesday 17 February

6. Module 6 - Friday 19 February

All sessions will be hosted on Zoom, so please ensure you can access this platform through either your personal or organisational device.

[Register Now](#)

Our monthly online learning sessions will be back in 2021, and the full year's program is now available in the members section of our website, but here are some dates to get you started! Click on the headings to go directly to the registration page for that session.

February 2021

[LGBTQ Awareness – Tuesday 9th, 12:30pm – 2pm](#)

Pride in Diversity will provide participants with an overall understanding of why LGBTQ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

[LGBTQ HR & Recruitment – Wednesday 10th, 12:30pm – 2pm](#)

Pride in Diversity will provide an interactive session on LGBTQ inclusion tailored to HR professionals, recruitment teams and hiring managers to understand the specific issues

faced by LGBTQ employees and prospective employees. NB: attendees for this session MUST have completed an LGBTQ Awareness session within the past 12 months.

March 2021


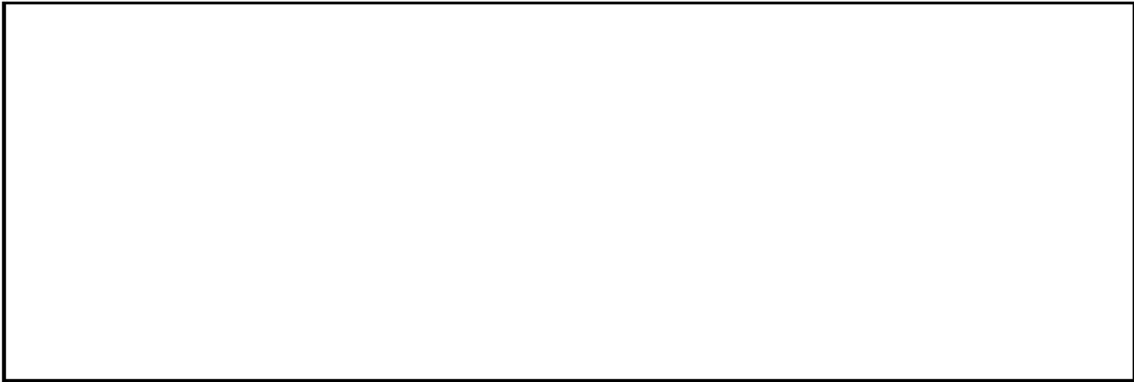
[LGBTQ Awareness – Tuesday 9th, 12:30pm – 2pm](#)

Pride in Diversity will provide participants with an overall understanding of why LGBTQ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

April 2021

[LGBTQ Awareness – Tuesday 6th, 12:30pm – 2pm](#)

Pride in Diversity will provide participants with an overall understanding of why LGBTQ workplace inclusion is important to an organisation, explore challenges often faced by LGBTQ employees and provide awareness on the impact that a culture has on the lived experience of its employees.

Many health, human and wellbeing organisations claim they “welcome everyone” or “treat everyone the same” regardless of who they are, how they identify, their culture, religion, gender and sexuality. But the reality is they haven’t actively checked that their services are inclusive, safe or even welcoming to many communities, including LGBT people.

Pride in Health + Wellbeing’s *Health + Wellbeing Equality Index (HWEI)* not only lets you measure your organisation’s inclusion, but it also helps you to ask your staff and service users about their experiences, behaviours and comfort levels at your organisation.

Free National LGBT-Inclusion Benchmarking Index


ACON's Pride in Health + Wellbeing program will help you do a FREE annual health check on your organisation's inclusivity of sexuality and gender diverse people. The Health + Wellbeing Equality Index (HWEI) is a free national benchmarking tool that any clinician, service provider, government agency or peak body can participate in. This benchmark reviews your work in the previous calendar year; providing you with your organisational results, and provides you with a comparison across the sector.

[Find Out More](#)

WELCOME TO NEW MEMBERS

Pride in Diversity was thrilled to welcome four new member organisations in November:

- Thiess
- Challenger
- EIS Health
- Dentsu Aegis Network

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S47F



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From: s22
Sent: Monday, 8 February 2021 8:33 AM
To: s47G
Subject: Canberra Round Table - 9 February [SEC=UNOFFICIAL]
Attachments: 132194377943-1590007079-ticket.pdf

UNOFFICIAL

Hi Pride in Diversity team

Thank you for arranging the Canberra Roundtable tomorrow. Unfortunately I am no longer able to attend and the website will not allow me to withdraw.

My colleague s22 has registered to attend in my place.

Many thanks,

s22
Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet
s22
1 National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Tuesday, 9 February 2021 3:46 PM
To: s47F
Subject: RE: Canberra Roundtable 9th Feb - draft agenda [SEC=OFFICIAL]

OFFICIAL

Thanks

From: s47F
Sent: Tuesday, 9 February 2021 3:35 PM
To: s22
Subject: RE: Canberra Roundtable 9th Feb - draft agenda [SEC=OFFICIAL]

Hi s22

s47G

Thanks

s47F

From: s22
Sent: Tuesday, 9 February 2021 3:29 PM
To: s47F
Subject: RE: Canberra Roundtable 9th Feb - draft agenda [SEC=OFFICIAL]

OFFICIAL

Hi s47F – I'm registered for the WebEx but have not received a link.

Are you able to provide it to me?

Thanks,

s22

s22 | Adviser
Parliamentary and Government Branch
Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600





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My organisation supports me to work remotely and under a flexible working arrangement from approximately 4:00pm AEDT daily.

From: s47F
Sent: Tuesday, 9 February 2021 12:27 PM
To: s47F
Subject: RE: Canberra Roundtable 9th Feb - draft agenda

Hi all,

Updated agenda for this afternoon's roundtable attached. Looking forward to speaking with you all.

Best regards,

s47F

From: s47F
Sent: Monday, 8 February 2021 3:35 PM
Subject: Canberra Roundtable 9th Feb - draft agenda

Hello all,

Thank you for registering for the Canberra roundtable which will be held tomorrow 9th Feb via WebEx.

Attached is a draft agenda, however I would like to include any issues that you would like to raise. If you could email the items you want to discuss to me by the end of today and I'll add them to the agenda.

Please do not hesitate to contact me if you have any questions.

Thanks,

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awe.com.au | www.acontraining.org.au
Facebook: facebook.com/prideindiversity



Make your
**LGBTQ INCLUSION
INITIATIVES**
count

**SUBMISSIONS CLOSE
5PM – 12 MARCH 2021**

For more information and submission documents please **click here**

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From: s22
Sent: Wednesday, 17 February 2021 9:09 AM
To: s47F
Cc: Inclusion and Diversity
Subject: RE: Pride in Diversity [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Yes 4pm works. Please note, we have still not filled s22's position. I am optimistic we will have someone in the role by this meeting that you will be able to meet.

Assuming the meeting will be at our building, will you be needing parking?

s22

From: s47F
Sent: Wednesday, 17 February 2021 9:05 AM
To: s22
Cc: Inclusion and Diversity
Subject: RE: Pride in Diversity [SEC=OFFICIAL]

Hi s22

Could we make it for 4.00pm? I am out at Belconnen till 3.30.

Thank you for the APSC email address.

From: s22
Sent: Wednesday, 17 February 2021 8:26 AM
To: s47F
Cc: Inclusion and Diversity s47E(d)
Subject: RE: Pride in Diversity [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Lovely to hear from you. Can we please schedule to meet up at 3pm on Thursday 4 March? Please let me know if you would like to come into our offices or meet somewhere else. I can arrange parking should you need it at our offices.

I am unsure who is leading the LGBTIQ+ portfolio at the APSC. I would recommend reaching out to their group mailbox s47E(d) and they will be able to direct you to the best point of contact.

Kind regards,

s22
Inclusion, Diversity and Workforce Strategy | People Branch



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From: s47F

Sent: Tuesday, 16 February 2021 1:01 PM

To: s22

Inclusion and Diversity

s47E(d)

Subject: Pride in Diversity

Hi s22,

I hope you are keeping well and enjoying the new year.

I will be in Canberra in March and would love to be able to catch up with you and your team if you were free.

I have availability in the afternoon of 4th March and all day Friday 5th March.

Also, I wonder if you could help me. Both my contacts at APSC seem to have left as I am getting email bounce backs. Would you be able to point me in the right direction around who to contact?

Thanks s47F

s47F

Pride in Diversity

s47E(d)

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: s22
Sent: Friday, 5 March 2021 7:14 AM
To: s47F
Cc: s22
Subject: RE: Leading Not Lagging - A Trans Day of Visibility Event [SEC=OFFICIAL]

OFFICIAL

Thanks for sharing s47F and it was fantastic meeting with you yesterday.

As mentioned, s22 and s22 (cc'd) will be your points of contact in the Department. I will continue to work closely alongside s22 and s22 to coordinate delivery of our Ally training. Looking forward to seeing you in Canberra on 17 May from 10-11am and 18 May from 2-3pm for the Empowered Allies workshops.

Travel safe and enjoy your weekend.

s22

From: s47F
Sent: Thursday, 4 March 2021 5:27 PM
To: s47F
Subject: FW: Leading Not Lagging - A Trans Day of Visibility Event

Hello Canberra Contacts,

I thought I would forward on a Sapphire online event that you and your colleagues might like to attend of TGD Recruitment and Career Advancement.

If you can capture who attended, it could count for points in the AWEL.

Thanks s47F

The logo for 'sapphire' is displayed on a black rectangular background. The word 'sapphire' is written in a lowercase, sans-serif font. The letters 's', 'a', 'p', 'p', 'h', 'i', 'r', and 'e' are white, while the letter 'f' is a vibrant blue. The blue 'f' is stylized with two small, four-pointed starburst or sparkle graphics at its base, one positioned below the first 'p' and the other below the 'f' itself.

Sapphire Online Event



Dear s47F,

Pride in Diversity's Sapphire Initiative is pleased to be handing the stage over to trans and gender diverse leaders and allies on Trans Day of Visibility with this free online event on **Wednesday 31st March, 5:30pm – 7pm:**

Leading Not Lagging

Recruitment and Career Advancement for Trans and Gender Diverse People

Research shows that diversity provides for more successful organisations, greater creativity and innovation, and higher profitability. Organisations that lead the way with diversity will reap the rewards, those that lag will not.

Very little research has been conducted into the experiences of Trans and Gender Diverse (TGD) people with respect to recruiting and career advancement, but what research there is shows the following

- TGD applicants are one fifth as likely to be hired for the same position as cisgender applicants even when they are more qualified and better experienced*.
- TGD applicants and people of diverse sexuality and gender, are more often highly qualified than their cisgender peers, despite significant challenges around supporting themselves through education, often without family or other support*.
- 30 percent of respondents in one survey reported being fired, denied a promotion or experiencing some form of mistreatment at work due to their gender identity or expression*. In another survey, an overwhelming 90% of respondents reported experiencing harassment or mistreatment in the workplace*.

This panel discussion will provide you with the opportunity to learn about the experiences of trans and gender diverse job seekers, hear from recruitment experts on why the current system is broken and how it disadvantages TGD folks.


Learn what you can do to make a real difference.

**References can be supplied on request*

Register Here Now

s47E(c), 47E(d), 47F

Don't miss out - Register now!

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s47F



Make sure you stay up to date with all the Sapphire news by [registering for our newsletter](#)

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s47F

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From: s22
Sent: Wednesday, 5 May 2021 11:10 AM
To: s47F
Subject: RE: PMC Training week commencing 17 May [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Following on from the below, I'm currently updating our online registration portal and wanted to confirm if the below details for the Empowered Ally Training is the same as the October training we ran. Noting that October was face-to-screen, grateful if you can please let me know if there is a maximum for the attendance of each session (room capacity below).

IDAHOBIT Empowered Ally Training

Session Type	Face to Face
Facilitators	s47F
Session Dates	17 May 2021 10am-11am 18 May 2pm-3pm
Capacity	Is there a limit on how many can attend? 17 May Room Capacity – 44 18 May Room Capacity - 32
Details	<p>This training will provide you with an opportunity to expand your understanding of LGBTQ+ issues in the workplace and build inclusive leadership skills.</p> <p>By the end of the session, participants will be able to:</p> <ul style="list-style-type: none"> • Explain the role that allies play • Outline key characteristics of an ally • Respond to some of the common views questioning the need for LGBTQ+ inclusion <p>Take action in calling out problematic behaviours</p>

Kind regards

s22

s22 | Adviser
 Inclusion, Diversity and Workforce Strategy | People Branch

From: s22
Sent: Tuesday, 4 May 2021 3:35 PM
To: s47F
Subject: RE: PMC Training week commencing 17 May [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Great, we're hoping for the Ally training for both days please. We're also hoping we can catch up with you in person and our Pride Network whilst you're in town. Would you be free on the 17 May at 11am (following the first training session)?

Many thanks

s22

s22 | Adviser

Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Tuesday, 4 May 2021 10:37 AM
To: s22
Subject: RE: PMC Training week commencing 17 May [SEC=OFFICIAL]

Hi s22

There is nothing I need prior really, other than what I was that I was training, LGBTQ Awareness or Empowering Allies or both.

Thanks s47F

From: s22
Sent: Monday, 3 May 2021 5:10 PM
To: s47F
Subject: FW: PMC Training week commencing 17 May [SEC=OFFICIAL]

OFFICIAL

Hi s47F

s22 has forwarded the below – confirming we do still want to two allocated time slots. Actually great timing as I was going to touch base with you in regards to the training, if you need anything from us or we can help you in any way.

Happy to chat on the phone s22 is easiest or via email.

Many thanks

s22

s22 | Adviser

Inclusion, Diversity and Workforce Strategy | People Branch

From: s22
Sent: Monday, 3 May 2021 2:59 PM
To: s22
Subject: FW: PMC Training week commencing 17 May [SEC=UNOFFICIAL]

UNOFFICIAL

Hi s22 – see the email from s47F below for you to action.

Cheers, s2

From: s47F
Sent: Monday, 3 May 2021 2:57 PM
To: s22
Subject: PMC Training week commencing 17 May

Hi s22,

I have two placeholders in my calendar for some training at PM&C when I am physically in Canberra.

They are at 10.00am on Monday and 2.00pm on Tuesday both for an hour.

Just checking in that you still want them.

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

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Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: s22
Sent: Wednesday, 5 May 2021 12:54 PM
To: s47F
Cc: s22
Subject: RE: Financial Abuse workshop: potential ACON involvement [SEC=OFFICIAL]

OFFICIAL

H s47F

I just tried to call but got your voicemail suggesting I email. So here I am 😊 I just wanted to touch base with you around the financial abuse workshop.

We are still going ahead with the workshop and would love to have a further chat with you around being on a panel discussing how financial abuse prevention initiatives can be better informed with intersectional perspectives. I'm just trying to secure sign-off on the proposed agenda but things are a little busy around here with the Federal Budget on next Tuesday. So please hang tight, I will get back to you.

Cheers

s
2

s22 Adviser
Safety and Wellbeing Team | Office for Women
Department of the Prime Minister and Cabinet
e s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s47F
Sent: Thursday, 29 April 2021 9:46 AM
To: s22
Cc: s22
Subject: RE: Financial Abuse workshop: potential ACON involvement [SEC=OFFICIAL]

Hi s22,

Apologies for the delay in my reply. I hope that everything is going well with your work around the prevention of financial abuse. If there is anything you need from me just let me know.

Kind regards,

s47F

s47F

s47F

s47F

s47F

| Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

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From: s22

Sent: Friday, 16 April 2021 12:15 PM

To: s47F

Cc: s22

Subject: RE: Financial Abuse workshop: potential ACON involvement [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thank you for getting in contact via s47F. I've worked with s47F over a couple of roles and s47F always been such a supportive relationship manager for ACON. I think I owe s47F a coffee one day!

I am in the process of developing and rolling out a suite of initiatives around the prevention of financial abuse. One of these initiatives is the workshop, which is tracking at the moment for mid-May in Melbourne. I'm just working with management here to confirm the agenda and would like to have a chat with you once I have the details confirmed.

I'll check in with you by the end of next week.

Thanks

s22

s22 | Adviser

Safety and Wellbeing Team | Office for Women

Department of the Prime Minister and Cabinet

e s22

s22

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From: s47F
Sent: Tuesday, 13 April 2021 4:57 PM
To: s22
Subject: Financial Abuse workshop: potential ACON involvement

Hi s22,

I hope you're well. I'm getting in touch as s47F (Pride in Diversity) has gotten in touch with me about a workshop you're planning in May about financial abuse. s47F let me know that you are looking at planning a panel focusing on how to inform financial abuse prevention initiatives from an intersectional perspective. s47F thought that this panel might be something that it would be helpful for me to be involved with.

I work at ACON as the program coordinator, sexual domestic and family violence. My role involves working with community, researchers, and other domestic and family violence organisations to increase community knowledge and awareness of sexual, domestic and family violence. I work closely with the ACON counsellors and care coordinators who provide direct support to clients. I deliver training, programs and campaigns in the space and also co-convene the NSW LGBTIQ DFV Interagency.

I have recently also completed some specific work around financial abuse in the LGBTQ community, so am thinking I may be able to assist with your current work. If it would be helpful, I'd be really happy to have a further chat about the workshop you're working on, and any way that I may be able to assist.

Thank you,
s47F

s47F

s47F | Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

s47F

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From: Inclusion and Diversity
Sent: Friday, 7 May 2021 10:39 AM
To: s47F
Cc: Inclusion and Diversity
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Grateful if you could please add the s47E(d) email to this mailing list ☺

Kind regards

s22

s22 **Adviser**
Inclusion, Diversity and Workforce Strategy | People Branch

From: s22
Sent: Friday, 7 May 2021 10:16 AM
To: s22
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

From: s47F
Sent: Friday, 7 May 2021 10:14 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking

Hello again,

It would help if I used the correct links to register. They are:

<https://www.eventbrite.com.au/e/pride-in-diversity-canberra-roundtable-may-2021-tickets-150871090493>

[Pride in Diversity Networking Event Canberra May 2021 Tickets, Tue 18/05/2021 at 5:00 pm | Eventbrite](#)

Please ignore the spelling mistake in the networking link too.

Thanks s47F

From: s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F

Cc: s47F

Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: Inclusion and Diversity
Sent: Wednesday, 12 May 2021 9:50 AM
To: s47F
Cc: Inclusion and Diversity
Subject: RE: PiD + PM&C catch up [SEC=OFFICIAL]

OFFICIAL

Hi s47F – apologies I had this in my calendar not the group one so missed it.

I'll let the team know about the networking drinks – thanks for that!

s
2

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch



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

From: s47F
Sent: Wednesday, 12 May 2021 9:41 AM
To: Inclusion and Diversity
Subject: New Time Proposed: PiD + PM&C catch up [SEC=OFFICIAL]
When: Tuesday, 18 May 2021 3:00 PM-4:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.
Where: 1 National Circuit, Barton, 2600 - John Starling Room

Hi s22

Could we move this to the Monday at 3.30pm?

Otherwise I could do the hour just prior to the training, 1.00 – 2.00pm on Tuesday.

You are all welcome to come to the networking drinks on the Tuesday. The roundtable is full now.

Thanks s47F

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From: s22
Sent: Monday, 17 May 2021 8:38 AM
To: s47F s22
Cc: s22
Subject: RE: Empowering Allies session at 10.00am [SEC=OFFICIAL]

OFFICIAL

Beauty, thanks s47F 945 at the security desk is great. My mobile number is s22 if you get stuck. See you then, s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

Australian Public Service
Employee Census 2021
10 May–11 June

HAVE YOUR SAY

From: s47F
Sent: Monday, 17 May 2021 8:33 AM
To: s22
Cc: s22
Subject: Empowering Allies session at 10.00am

Hi s22,

Attached is the slide deck for this morning's Empowering Allies.

Will I meet you at reception at about 9.45?

Thanks s47F

s47F

Pride in Diversity

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awe.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: s22
Sent: Monday, 17 May 2021 1:45 PM
To: s47F
Cc: s22
Subject: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]
Attachments: Financial Abuse Workshop - draft agenda.docx

OFFICIAL

Hi s47F

Thanks for your patience. I am happy to report I am now able to move ahead with organising the logistics of the Prevention of Financial Abuse Workshop on June 9 in Melbourne (see proposed agenda attached).

One of the panels will be on how financial abuse prevention initiatives can be better informed with intersectional perspectives. Another session will inform the development of Safety by Design Principles.

Given your work as Program Coordinator Sexual, Domestic and Family Violence at ACON Health, we would welcome you to join the Intersectional Panel as a speaker and to attend the rest of the workshop to contribute your insights.

The Office will provide a speaker's fee of \$500 to compensate for your time and cover transportation costs to the venue upon receipt.

If you would like to confirm your availability or discuss, then please do reach out. I will be looking to finalise the panel by mid next week.

Thanks

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s22
Sent: Thursday, 20 May 2021 4:51 PM
To: s22 s47F s22
Cc: s22
Subject: Hold off on booking travel [SEC=OFFICIAL]

OFFICIAL

Hi all

Apologies for the change in message on this – I've just got to check with our accounts payable team here on the preferred way to book travel. **Please hold off on booking travel at this stage.**

I will get back to you with advice as soon as I receive it.

Thanks

s22

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s22
Sent: Thursday, 20 May 2021 5:29 PM
To: s47F
Cc: s22
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

Thanks so much, s47F. Hopefully you saw my email asking to hold off on booking travel for now, as I just need to double check with our accounts payable the preferred way forward. Some agencies book on behalf of external guests while others reimburse, will see how PM&C does it and let you know shortly.

Thanks for sending the bio and pic through, we'll add that info to the program for the day. We're really excited to be able to hold in-person discussions again and to include a broad cross-section of the community. It's going to be a good day!

Talk soon

s
2

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s47F
Sent: Thursday, 20 May 2021 3:35 PM
To: s22
Cc: s22
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

Hi s22,

As we discussed on the phone, thanks so much for the opportunity to participate in the panel. It sounds like it will be a fantastic day, and it's wonderful to see the needs of LGBTQ communities being actively included. I am available on the 9th so would like to very happily accept this invitation.

I'll organise an ACON tax invoice for the speaker fee, as these funds will go towards our programs, and will separately book flights and send you these receipts ahead of the day.

Over the phone, you also requested a bio and photo. Please see attached for a photo. My bio is:

s47F

s47F

If there's any further information you need from me at this stage, just let me know.

Thank you,

s47F

s47F

s47F

| Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

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From: s22

Sent: Monday, 17 May 2021 1:45 PM

To: s47F

Cc: s22

Subject: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

H s47F

Thanks for your patience. I am happy to report I am now able to move ahead with organising the logistics of the Prevention of Financial Abuse Workshop on June 9 in Melbourne (see proposed agenda attached).

One of the panels will be on how financial abuse prevention initiatives can be better informed with intersectional perspectives. Another session will inform the development of Safety by Design Principles.

Given your work as Program Coordinator Sexual, Domestic and Family Violence at ACON Health, we would welcome you to join the Intersectional Panel as a speaker and to attend the rest of the workshop to contribute your insights.

The Office will provide a speaker's fee of \$500 to compensate for your time and cover transportation costs to the venue upon receipt.

If you would like to confirm your availability or discuss, then please do reach out. I will be looking to finalise the panel by mid next week.

Thanks

s22 | Adviser

Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet

s22
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From: s22
Sent: Monday, 24 May 2021 1:32 PM
To: s47F
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

Thanks for sending this through, s47F Do you have any dietary requirements we should note for the caterers?

Cheers

s
2
2

| Adviser

Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet

s22

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From: s47F
Sent: Thursday, 20 May 2021 3:35 PM
To: s22
Cc: s22
Subject: RE: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

Hi s22 ,

As we discussed on the phone, thanks so much for the opportunity to participate in the panel. It sounds like it will be a fantastic day, and it's wonderful to see the needs of LGBTQ communities being actively included. I am available on the 9th so would like to very happily accept this invitation.

I'll organise an ACON tax invoice for the speaker fee, as these funds will go towards our programs, and will separately book flights and send you these receipts ahead of the day.

Over the phone, you also requested a bio and photo. Please see attached for a photo. My bio is:

s47F



s47F

If there's any further information you need from me at this stage, just let me know.

Thank you,

s47F

s47F

Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

s47F

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From: s22

Sent: Monday, 17 May 2021 1:45 PM

To: s47F

Cc: s22

Subject: Prevention of Financial Abuse Workshop - Panel Invitation [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks for your patience. I am happy to report I am now able to move ahead with organising the logistics of the Prevention of Financial Abuse Workshop on June 9 in Melbourne (see proposed agenda attached).

One of the panels will be on how financial abuse prevention initiatives can be better informed with intersectional perspectives. Another session will inform the development of Safety by Design Principles.

Given your work as s47G, we would welcome you to join the Intersectional Panel as a speaker and to attend the rest of the workshop to contribute your insights.

The Office will provide a speaker's fee of \$500 to compensate for your time and cover transportation costs to the venue upon receipt.

If you would like to confirm your availability or discuss, then please do reach out. I will be looking to finalise the panel by mid next week.

Thanks

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s22
Sent: Monday, 24 May 2021 2:39 PM
Cc: s22
Subject: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021
 [SEC=OFFICIAL]

OFFICIAL

Good afternoon all,

I am emailing about the organisation of travel to Melbourne for the Prevention of Financial Abuse Workshop.

In line with the Department's policies, Office for Women will book flights and accommodation for you through the Governments travel partners, QBT and AOT. We will book you all in at the same accommodation.

To start this process, can you please fill out and return the table below at your earliest convenience.

I would also like to confirm that meals and incidentals will not be reimbursed by the Department, though we can send through Cab Charges for use on Taxi Fares. Please advise if you require these in the table below.

FULL NAME:	
PREFERRED EMAIL ADDRESS:	
CONTACT NUMBER	
FLYING FROM:	
PREFERRED DATE AND TIME TO DEPART HOME STATE:	
PREFERRED DATE AND TIME TO DEPART MELBOURNE:	
DO YOU NEED CAB FARES? If so please provide a mailing address:	

Many thanks and please reach out with any questions,

s22

Adviser | Stakeholder and Strategy Team

Office for Women | Department of the Prime Minister and Cabinet

s22

| w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

From: s22
Sent: Thursday, 27 May 2021 4:07 PM
To: s47F
Cc: s22
Subject: RE: POSTPONEMENT: Prevention of Financial Abuse Workshop [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks so much for the quick reply and your flexibility.

We will be in touch.

Regards,

s22

Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet

s22

| w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

From: s47F
Sent: Thursday, 27 May 2021 4:05 PM
To: s22
Subject: RE: POSTPONEMENT: Prevention of Financial Abuse Workshop [SEC=OFFICIAL]

Hi s22

Thank you for your email, I am still available on the 7th of July so happy to attend then.

Thank you,

s47F

s47F

Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook

s47F

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From: s22
Sent: Thursday, 27 May 2021 3:38 PM
Subject: POSTPONEMENT: Prevention of Financial Abuse Workshop [SEC=OFFICIAL]

OFFICIAL

Good afternoon,

Due to recent emerging COVID-19 cases in Melbourne, the enforcing of various restrictions and a 7 day lockdown, we have decided to **postpone** the Prevention of Financial Abuse Workshop to **Wednesday 7 July 2021**.

We would still value your involvement as a panellist at the workshop, so can you **please confirm your availability** and willingness to attend on **Wednesday 7 July**.

Thank you for your understanding and for those in Melbourne, we are thinking of you.

Thanks,

s22
Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet

s22 | w. www.pmc.gov.au
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From: s22
Sent: Friday, 4 June 2021 1:20 PM
To: s47G
Subject: PM&C Log in details [SEC=OFFICIAL]

OFFICIAL

Hi there team

I'm trying to get into our Pride in Diversity account and it's looking like we don't have the correct details saved. Is there a way to reset?

Thank you kindly for your assistance,

s22

s22

Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22 | e. s47E(d)

1 National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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Australian Public Service

Employee Census 2021

10 May–11 June

HAVE YOUR SAY



From: s22
Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Thank you for the response s47F .

I'm aware you have a APS Pride Champions meeting on Thursday organised by the Department of Social Services.

The Department of the Prime Minister and Cabinet also convenes an APS Pride Community of Practice (CoP) for Chairs of LGBTIQ+ Employee Networks and corporate areas with responsibility for inclusion and diversity matters. It is a wider group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

s22 | Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 | s47E(d) | www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Wednesday, 2 June 2021 12:01 PM
To: Rayward, Patrick
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

The discussion points were as follows:

Discussion topics

- PID Team Update
 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
 - AWEI Awards Luncheon
 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
 - June Pride Month
 - International non-binary people's day – 14th July
- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they're doing

Regarding not being able to attend the roundtable, we won't mind if you send someone in your stead – just let us know!

Thanks

s47F

From: s22
Sent: Tuesday, 1 June 2021 1:22 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Hi s47F

PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s47E(d) | Adviser

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

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s47E(d)

From: s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the contents of this message which arising as a result of email transmission.

From: OFW Invites
Sent: Tuesday, 15 June 2021 9:58 AM
Subject: Invitation from the Office for Women - Financial Abuse Workshop - Wednesday 7 July 2021 [SEC=OFFICIAL]
Attachments: Financial Abuse Workshop Agenda and Panellist Biographies.pdf

OFFICIAL

Good morning

I am pleased to invite you to the Office for Women's **Financial Abuse Workshop** on **Wednesday 7 July 2021, from 9:00am to 3:00pm**. Pending continued easing of Covid-19 restrictions, this face-to face workshop will be held at the **Monash Law Chambers, 555 Lonsdale Street, Melbourne**.

The workshop will be an important opportunity for the Office for Women to hear from key stakeholders and sector-based leaders about best practice on industry responses to **prevent and address financial abuse of women**. In addition, the workshop is aimed at supporting the development of **Safety by Design Principles** to support businesses and industry to better understand the potential risks of financial abuse.

The workshop will feature two panel sessions:

1. *Best practice and challenges in addressing financial abuse in service-centred industries*
2. *How can financial abuse prevention initiatives be better informed with intersectional perspectives.*

Please find attached the **workshop agenda** with more information.

Please RSVP by **Wednesday 30 June** including with any accessibility or dietary requirements, to this email address. If you have any questions or unable to attend in person, please contact s22 or s47E(d). We are aware that restrictions relating to COVID-19 cases in Melbourne may impact on this workshop. We will continue to update you on arrangements as the situation unfolds.

The Office for Women will collect your personal information to enable participation in the workshop and any related communications. We may publish participant details (e.g. your name, title and organisation) on the Department's website or other communications platforms, including reports. Additionally, we may share your email address with other workshop participants who attend this session to facilitate networking and collaboration opportunities.

The Office for Women may also take photos throughout the workshop and may post these photos on the Department's website and social media channels, or use in other publications prepared by the Office for Women.

If you **do not** consent to your details being published or shared with other event participants, please let us know by contacting s47E(d) **no later than 30 June**. Likewise, if you do not wish for a photo/s of you to be taken during the workshop or published as mentioned above, please let us know by contacting s47E(d) **no later than 30 June**.

Kind regards

Catherine Hawkins

First Assistant Secretary
Office for Women
Department of the Prime Minister and Cabinet



Prevention of Financial Abuse Workshop

Agenda

Wednesday 7 July 2021, 9:00am – 3:30pm

Monash Law Chambers, 555 Lonsdale Street, Melbourne

Facilitated by s47E(d), 47F

9:00 – 9:15am	Welcome to Country
9:15 – 9:30am	Opening remarks by Catherine Hawkins, Head of Office for Women
9:30am – 11:00am	<p>Panel Discussion One – Best Practice and Challenges in Addressing Financial Abuse in Service-Centred Industries</p> <p>Panellists s47E(d), 47F</p> <p>Format Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.</p>
11:00am – 11:25am	Morning tea break
11:30am – 1:00pm	<p>Panel Discussion Two – How can financial abuse prevention initiatives be better informed with intersectional perspectives</p> <p>Panellists s47E(d), 47F</p> <p>Format Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.</p>
1:00pm – 1:40pm	Lunch break
1:45pm – 3:00pm	<p>Safety by Design Principles Session</p> <p>This is a ground-floor discussion on the creation of the Safety by Design Principles draft.</p> <ul style="list-style-type: none">· Presentation on the scope of the Safety by Design Principles work (15 minutes)· Facilitated breakout discussions on what should be considered in the Principles (30 minutes)· Regroup with each group reporting back main points via the facilitators (15 minutes)
3:00 – 3:30pm	<p>Facilitator wraps up, summarising main themes identified through panel discussions and the Safety by Design session.</p> <p>Catherine Hawkins, closes the workshop and outlines next steps.</p>

From: s22
Sent: Thursday, 17 June 2021 9:12 AM
To: s47F
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

OFFICIAL

Great thank you!

s22
Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet
s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

From: s47F
Sent: Wednesday, 16 June 2021 5:28 PM
To: s22
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

Hi s22

Yes of course, thank you. I've updated the table below. If there is any further information you need from me, just let me know.

Thank you,

s47F

s47F

s47F
Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: [facebook](https://facebook.com/aconhealth)

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From: s22
Sent: Tuesday, 15 June 2021 9:44 AM
To: s47F
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

OFFICIAL

H s47F

I hope you are well.

Now that we have changed the date to 7 July, can you please update the below.

Thanks,

s22
Adviser | Stakeholder and Strategy Team
Office for Women | Department of the Prime Minister and Cabinet
s22
s22 | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

From: s47F
Sent: Tuesday, 25 May 2021 5:24 PM
To: s22
Subject: RE: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

Hi s22

Thank you for assisting with travel booking. My details are as below. If you require any further information from me, please just let me know.

FULL NAME:	s47F
PREFERRED EMAIL ADDRESS:	s47F
CONTACT NUMBER	s47F
FLYING FROM:	s47F
PREFERRED DATE AND TIME TO DEPART HOME STATE:	s47F
PREFERRED DATE AND TIME TO DEPART MELBOURNE:	s47F
DO YOU NEED CAB FARES? If so please provide a mailing address:	s47F

s47F

Thank you,

s47F

s47F

Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

s47F

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From: s22

Sent: Monday, 24 May 2021 2:39 PM

Cc: s22

Subject: Travel Arrangements: Prevention of Financial Abuse Workshop - 9 June 2021 [SEC=OFFICIAL]

OFFICIAL

Good afternoon all,

I am emailing about the organisation of travel to Melbourne for the Prevention of Financial Abuse Workshop.

In line with the Department's policies, Office for Women will book flights and accommodation for you through the Governments travel partners, QBT and AOT. We will book you all in at the same accommodation.

To start this process, can you please fill out and return the table below at your earliest convenience.

I would also like to confirm that meals and incidentals will not be reimbursed by the Department, though we can send through Cab Charges for use on Taxi Fares. Please advise if you require these in the table below.

FULL NAME:

PREFERRED EMAIL ADDRESS:	
CONTACT NUMBER	
FLYING FROM:	
PREFERRED DATE AND TIME TO DEPART HOME STATE:	
PREFERRED DATE AND TIME TO DEPART MELBOURNE:	
DO YOU NEED CAB FARES? If so please provide a mailing address:	

Many thanks and please reach out with any questions,

s22

Adviser | Stakeholder and Strategy Team

Office for Women | Department of the Prime Minister and Cabinet

s22

| w. www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s22
Sent: Monday, 21 June 2021 1:23 PM
To: s47F
Cc: s47F ; Inclusion and Diversity
Subject: RE: Membership Renewal [SEC=OFFICIAL]

OFFICIAL

Hi s47F

We would definitely like to proceed with our membership for 2021-22.

I do apologise for the delay with getting this through – if you could please renew for the following:

- Standard membership
- Invoice to be made out to the Department of the Prime Minister and Cabinet, s22

Many thanks

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

Australian Public Service
Employee Census 2021
10 May–11 June

HAVE YOUR SAY



From: s47F
Sent: Tuesday, 15 June 2021 5:46 PM
To: s22 ; Inclusion and Diversity
Cc: s47F
Subject: Membership Renewal

Dear s22

This is a courtesy email to let you know that the Department of Prime Minister & Cabinet's Pride in Diversity membership (Standard Level) will expire on **22/06/2021**.

We would love for you to continue your partnership with us. On renewal of your membership, we will once again:

- Set up an annual strategy meeting (if applicable) to look at the year ahead, understand what your key outcomes for the next year will be. During this meeting:
 - We determine key working relationships, training requirements and any consulting work that you would like;
 - We will provide input into best practice deliverables and determine how we can assist you over the next membership year in achieving those outcomes;
 - We use the outcomes of this meeting as a guide, understanding that circumstances may change and that throughout the year, more or less support from us may be needed;

- We also look at promotional opportunities for you in the year ahead, and provide you with a full outline of the member services available to you.

If you will be continuing your membership with us for another year, please let me know which level you would like to renew on, and also who the invoice should be made out to. We will not issue an invoice until we receive confirmation that you wish to renew your membership.

I have attached our current membership levels for your review.

Warm regards,

s47F

s47F

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

s47F

s47F

s47F

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Twitter: twitter.com/pridediversity twitter.com/prideinsportau

Facebook: facebook.com/prideindiversity



let's make a rainbow
of difference together.

SUPPORTING THE PLACES WE WORK, LIVE & PLAY TO BE
MORE INCLUSIVE OF SEXUALITY & GENDER DIVERSE PEOPLE
www.prideinclusionprograms.com.au



PRIDE
INCLUSION
PROGRAMS

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From: s22
Sent: Monday, 28 June 2021 12:48 PM
To: s22, s47F, s22
s22
Cc: s22, s22
Subject: Update - Prevention of Financial Abuse Workshop - Panel Two [SEC=OFFICIAL]

OFFICIAL

Hi

I just wanted to provide an update on the July 7 Prevention of Financial Abuse Workshop, which you are all confirmed as panellists for.

The team here have been closely monitoring the Covid-19 developments across various state and territories. **We have decided to proceed with the workshop but as a virtual-only event.** This decision is based on the rapidly evolving nature of the situation and the need to ensure the safety of our staff, panellists and other attendees.

We are meeting tomorrow with the workshop facilitator, Associate Professor Kate FitzGibbon from Monash University, to confirm the virtual platform and IT Support details for the day. Kate will also be joining the preparation session on Wednesday so she can answer any questions you may have there.

Look forward to talking to you all on Wednesday and stay safe.

Cheers

s22

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
e s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to their Cultures, Country and Elders both past and present.

From: s22
Sent: Tuesday, 29 June 2021 3:31 PM
To: s47F
Cc: s47F
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]
Attachments: s47E(d), 47G

OFFICIAL

Hi s47F

Thanks very much for this, confirming payment of the PiD membership for PM&C has gone through 😊

Kindest

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 25 June 2021 2:23 PM
To: s22
Cc: s47F
Subject: Invoice PID3811

Hi s22

Please see Invoice PID3811 (\$6,600) and terms and conditions attached.

Please send a copy of remittance advice to s47G after making the payment.

Should you have any enquiry please do not hesitate to contact us.

Thank you.



Kind Regards,

s47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

s47F

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From: s22
Sent: Thursday, 1 July 2021 9:39 AM
To: s47F
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]

OFFICIAL

Not a problem s47F – enjoy your day ☺

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Wednesday, 30 June 2021 5:47 PM
To: s22
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]

Hi s22

Thank you for the payment and forwarding the remittance. Much appreciated.



Kind Regards,

s47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

s47F

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From: s22
Sent: Tuesday, 29 June 2021 3:31 PM
To: s47F
Cc: s47F
Subject: RE: Invoice PID3811 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks very much for this, confirming payment of the PiD membership for PM&C has gone through ☺

Kindest

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 25 June 2021 2:23 PM
To: s22
Cc: s47F
Subject: Invoice PID3811

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Thank you.



Kind Regards,

s47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

s47F

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From: s22
Sent: Thursday, 1 July 2021 6:10 PM
To: s47F
Subject: Member job board [SEC=OFFICIAL]

OFFICIAL

Hi PiD,

I'd be grateful if you could please add all these Department of Prime Minister and Cabinet positions to your Member Job Board:

s47E(d)

Kind regards,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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s47E(d)

From: s22
Sent: Thursday, 1 July 2021 9:01 PM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]
Attachments: Federal Govt AWEI Survey Analysis 2021_sent.pdf; 20210318 - Record of Meeting - APS Pride.docx

OFFICIAL: Sensitive

Thank you s47F

We are looking to hold the next meeting on 21 July from 3:30pm AEST. Covid restrictions permitting, you are welcome to attend in person at the Department of the Prime Minister and Cabinet (1 National Circuit, Barton, ACT) or alternatively I can send you login details closer to the date.

I'd also like to circulate any supporting papers next week that would compliment your agenda item. It is a large grouping that might not all have ready access to the screen while you're speaking (sometimes they group together in the one room). Also by sending out some information ahead of time you might get enhanced buy-in.

I note you provided the attached to the Pride Champions discussion. Would you be willing to circulate this to our meeting?

s47C, 47E(c), 47E(d)



s47C, 47E(c), 47E(d)



Thank you again for your willingness to be part of our meeting. Of course please feel free to contact me with any queries.

Kind regards,

s22



From: s47F
Sent: Wednesday, 9 June 2021 8:56 AM
To: s22; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22,

I am happy to attend these meeting.

Let me know when the next one is and perhaps, I can give you some high level results from the AWEI Survey.

Thanks s47F

From: s22
Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Thank you for the response s47F

I'm aware you have a APS Pride Champions meeting on Thursday organised by the Department of Social Services.

The Department of the Prime Minister and Cabinet also convenes an APS Pride Community of Practice (CoP) for Chairs of LGBTIQ+ Employee Networks and corporate areas with responsibility for inclusion and diversity matters. It is a wider group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

s22 | Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 | pride@pmc.gov.au | www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600





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From: s47F
Sent: Wednesday, 2 June 2021 12:01 PM
To: s22
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

The discussion points were as follows:

Discussion topics

- PID Team Update
 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
 - AWEI Awards Luncheon
 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
 - June Pride Month
 - International non-binary people's day – 14th July
- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they're doing

Regarding not being able to attend the roundtable, we won't mind if you send someone in your stead – just let us know!

Thanks

s47F

From: s22
Sent: Tuesday, 1 June 2021 1:22 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Hi s47F

PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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s47E(d)

s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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AWEI 2020 Survey Analysis



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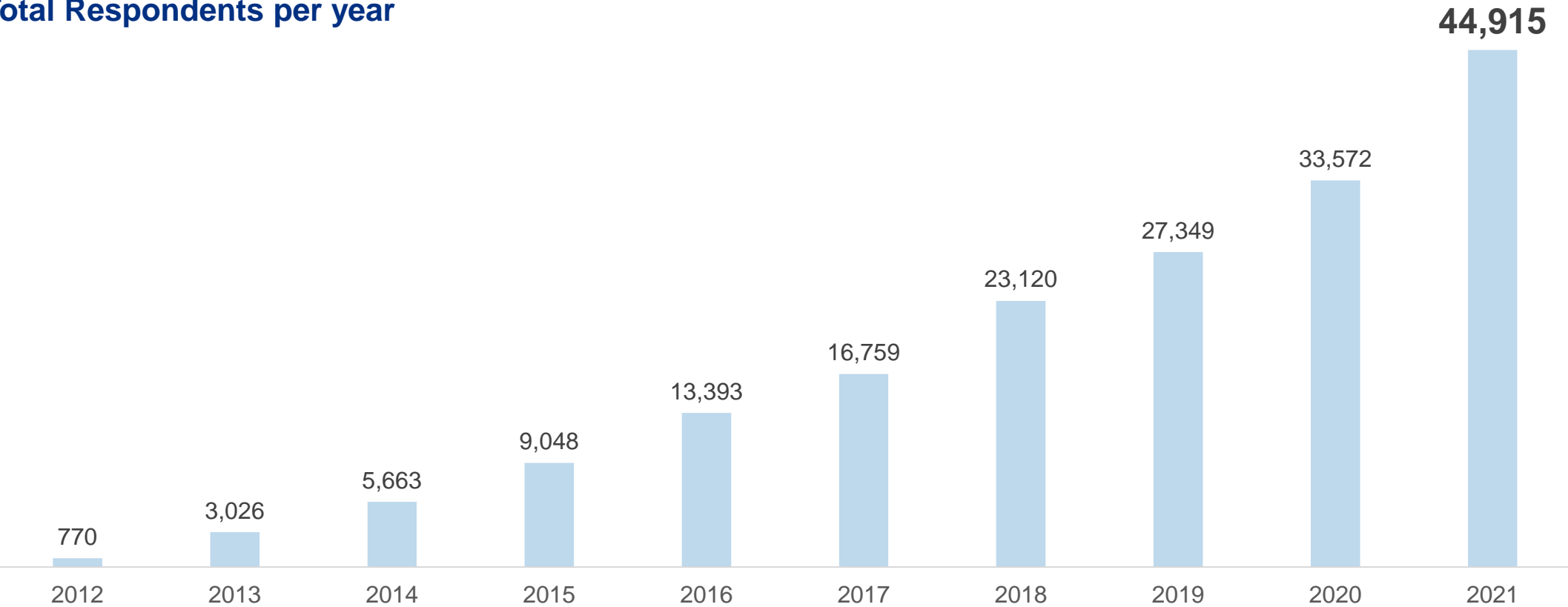
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The number of employees participating in the survey has grown year on year since the survey began in 2012

Total Respondents per year

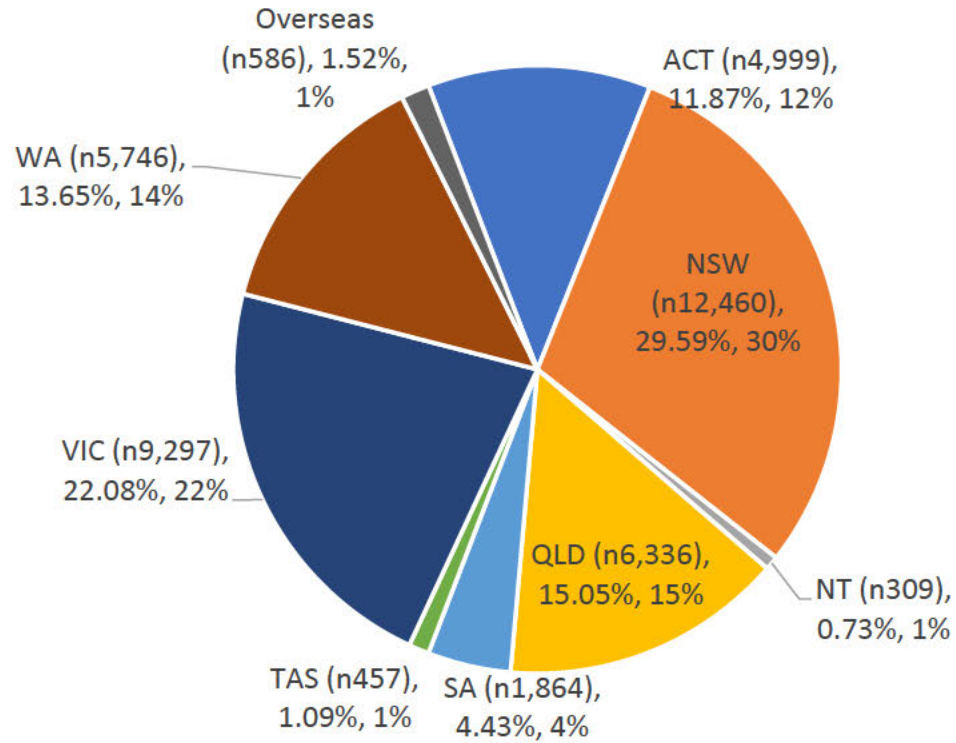


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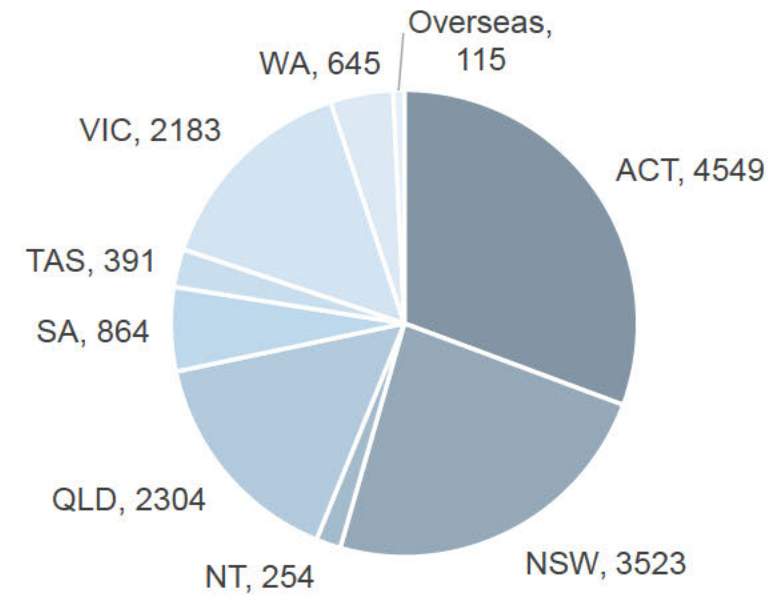


2021 Survey: Location

All respondents



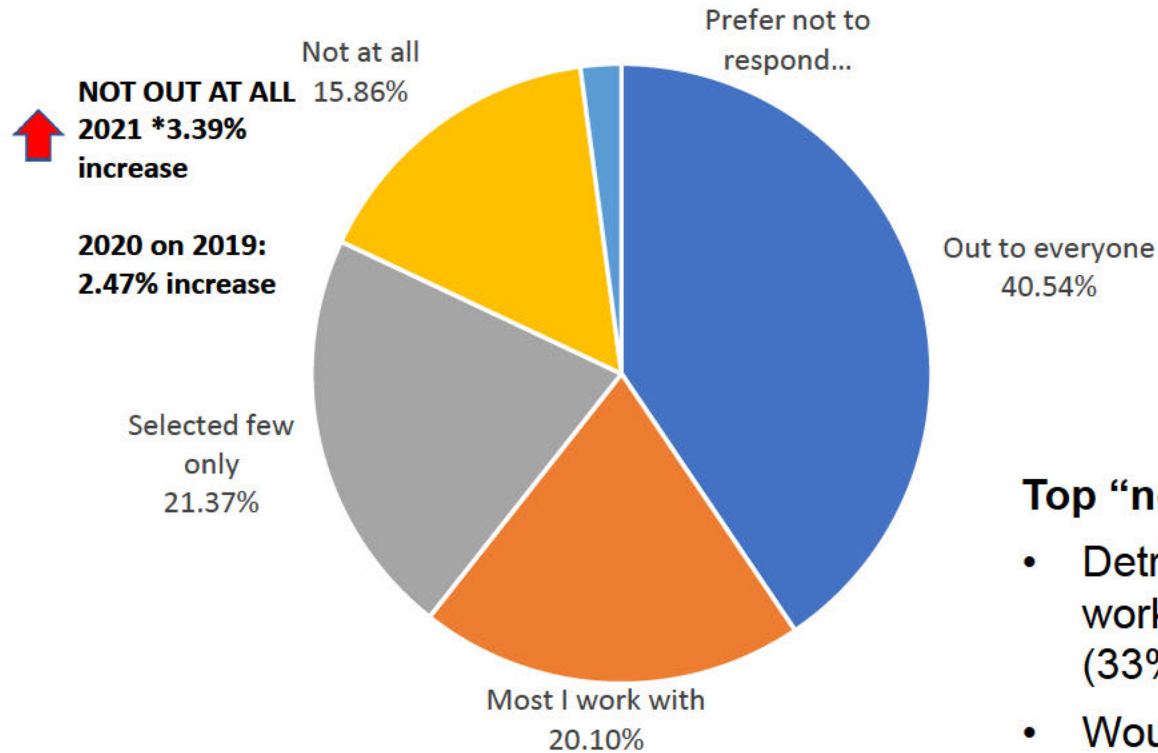
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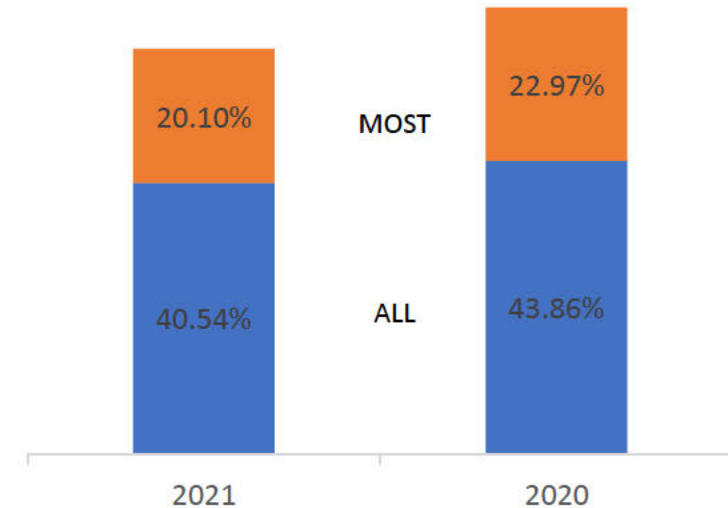
2021 Survey: Diverse Sexuality – Being Out (n6,209)



Top “not out” reasons:

- Detrimental to workplace experience (33%)
- Wouldn't be accepted by some team members (39.23%)

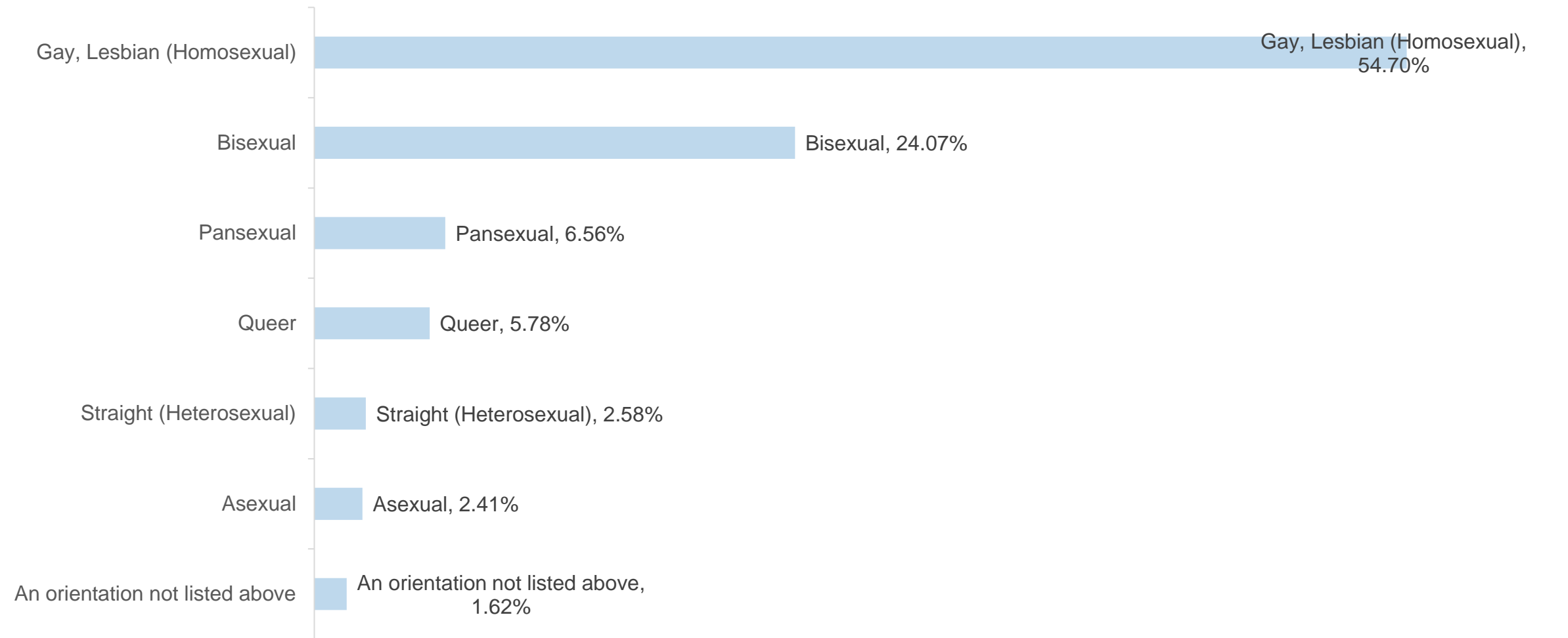
2021: 60.64% out to most or all
2020: 66.83% out to most or all



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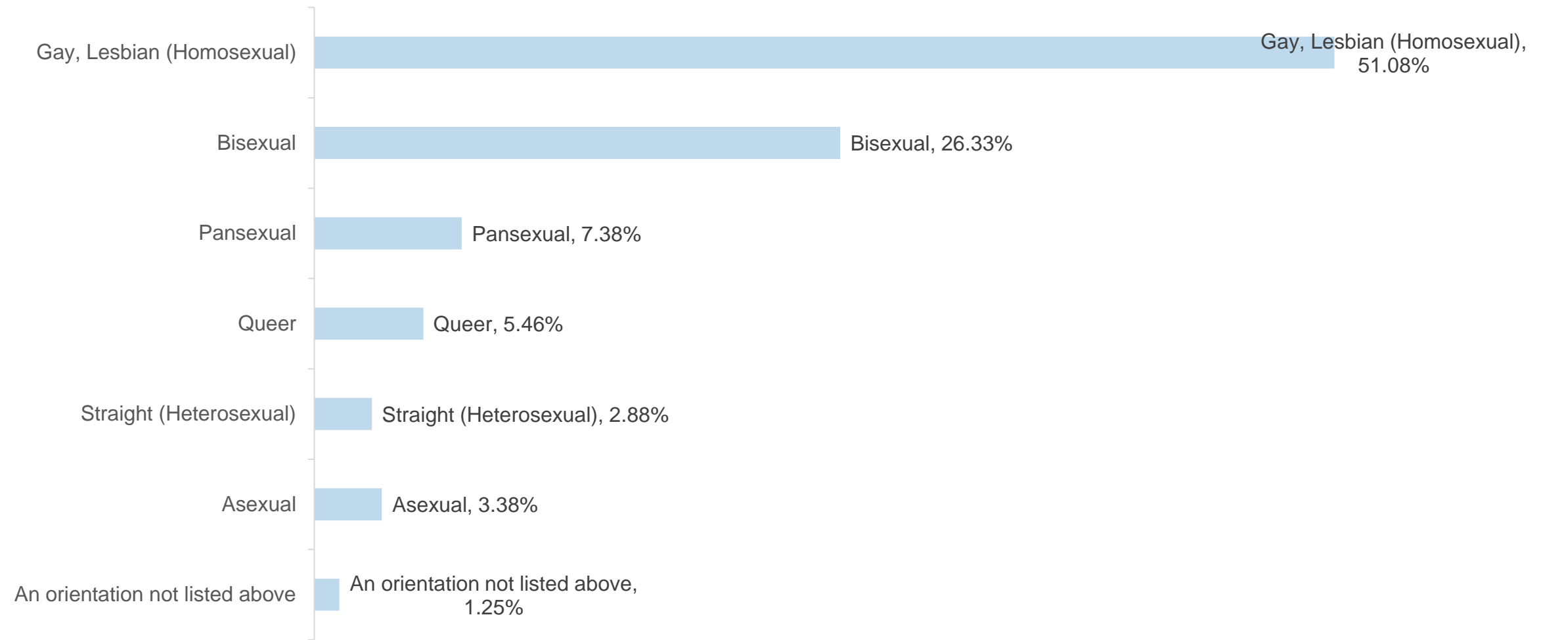
2021 Survey: Sexual Orientation (All Respondents n=6,560)



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2021 Survey: Sexual Orientation (Federal Dept Respondents n=2,400)



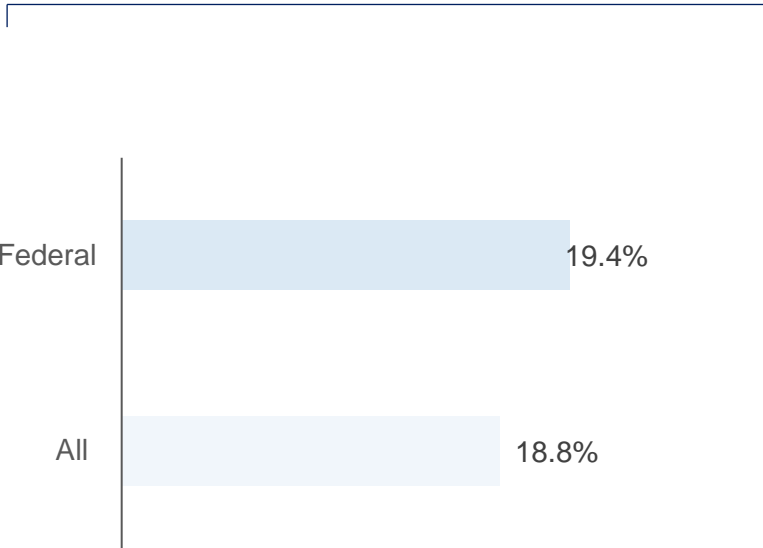
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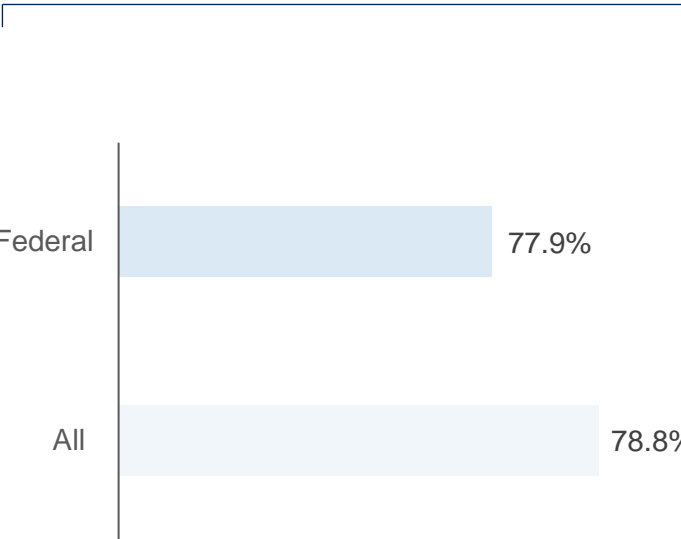
2021 Survey: LGBTQ Identifying

Are you someone of diverse sexuality, trans experience or diverse gender?

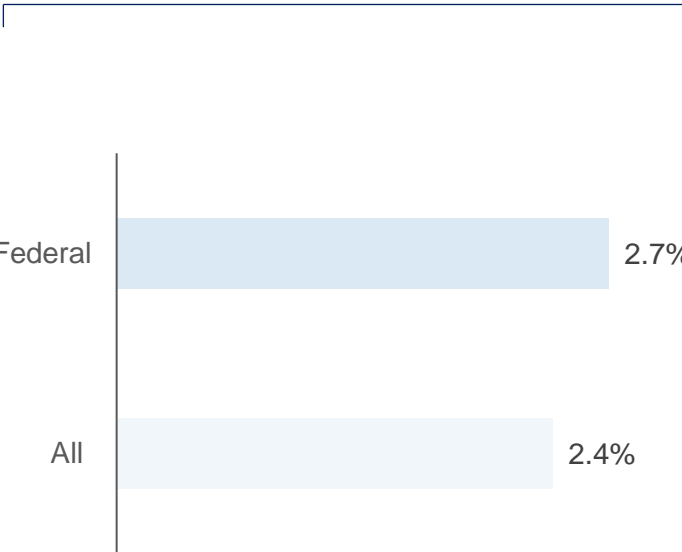
Yes



No



Prefer not to respond

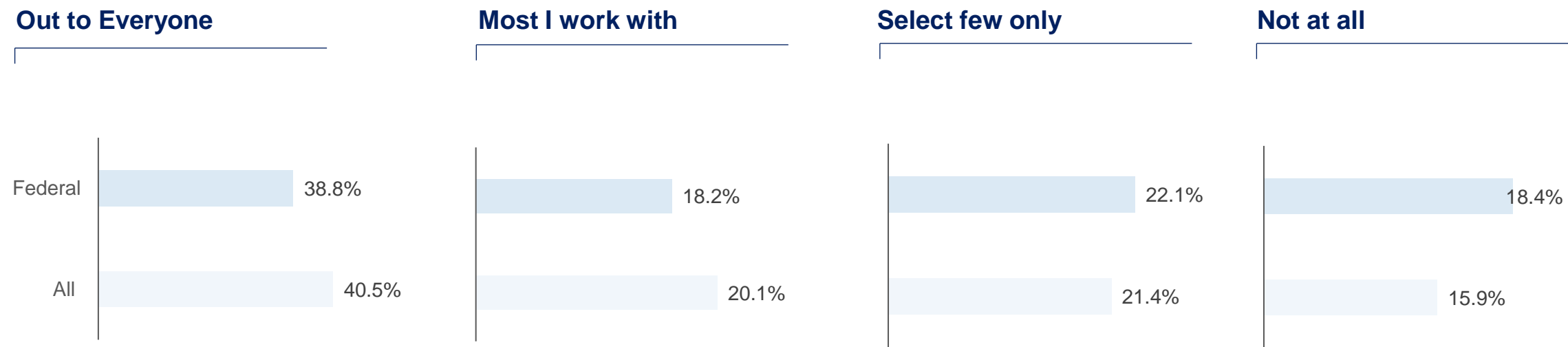


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2021 Survey: Diverse Sexuality Identifying – Being Out at Work

In regard to your sexual orientation, please indicate to what degree you are out at work?⁽¹⁾



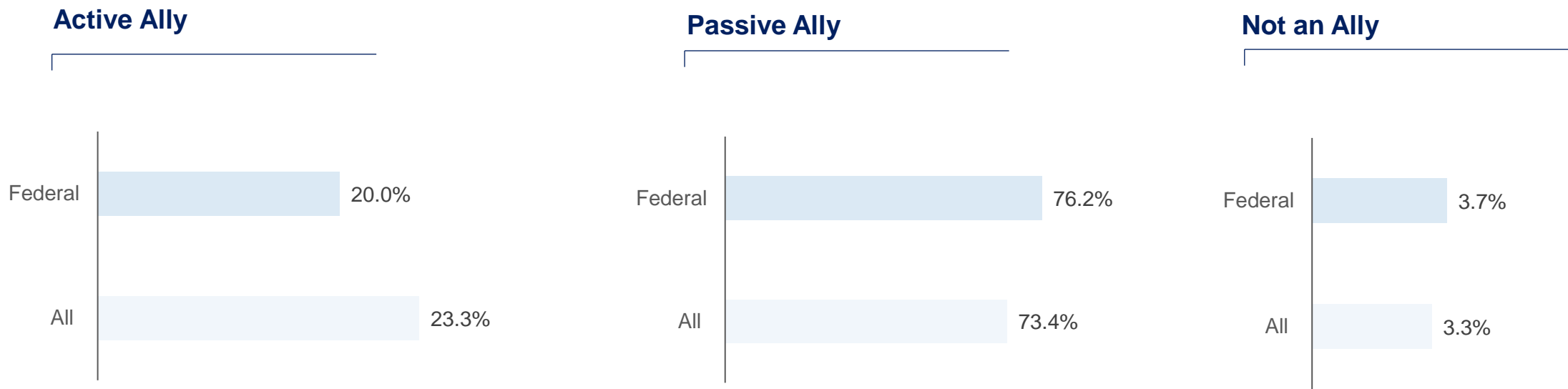
Note:
(1) 'Prefer not to respond' data not presented on this slide

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2021 Survey: Allies

Are you an active ally?



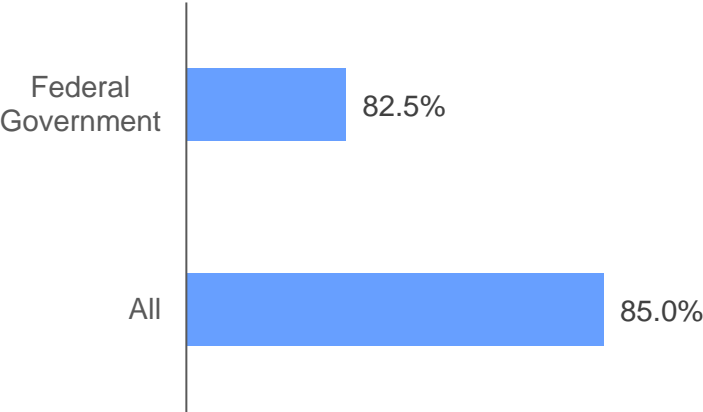
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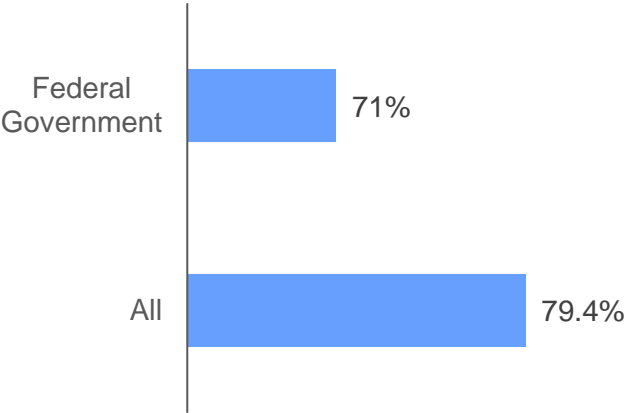
2021 Survey: General Population on LGBTQ inclusion

Respondents saying they strongly agree and agree

I support the work my organisation does in LGBTQ Inclusion



Visible signs of LGBTQ inclusion



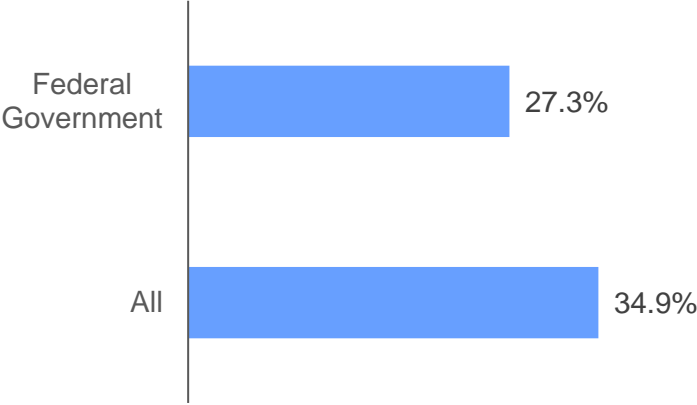
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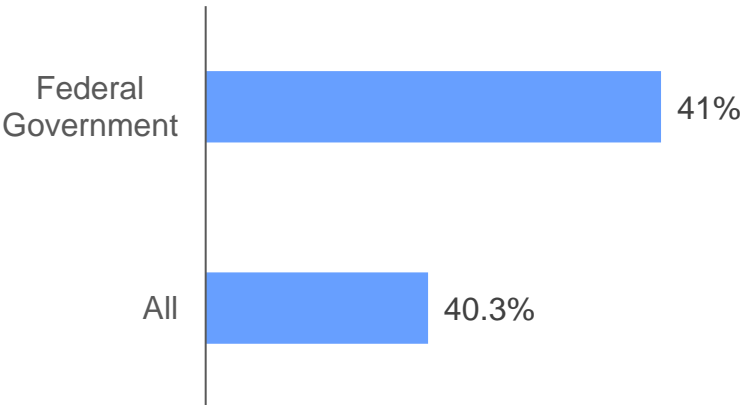
LGBTQ Allies

Respondents saying they strongly agree and agree

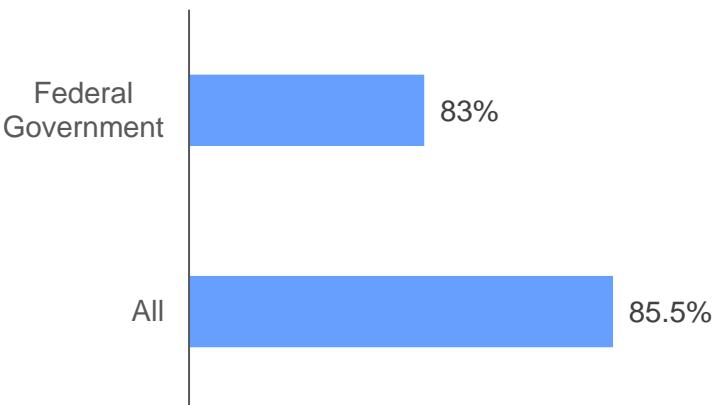
I have attended Awareness or Ally training



Better Understanding of How to be an Active Ally



Know why allies are important



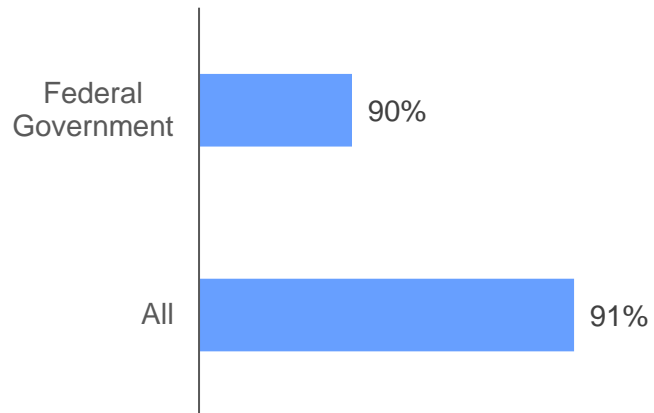
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LGBTQ Identifying Population – Bullying & Harassment

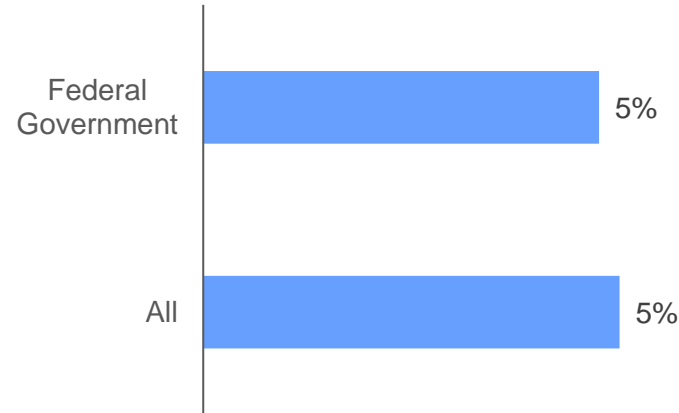
Respondents saying they strongly agree and agree

I feel safe and included within my immediate team



Respondents saying they strongly agree and agree

Witnessed more serious bullying



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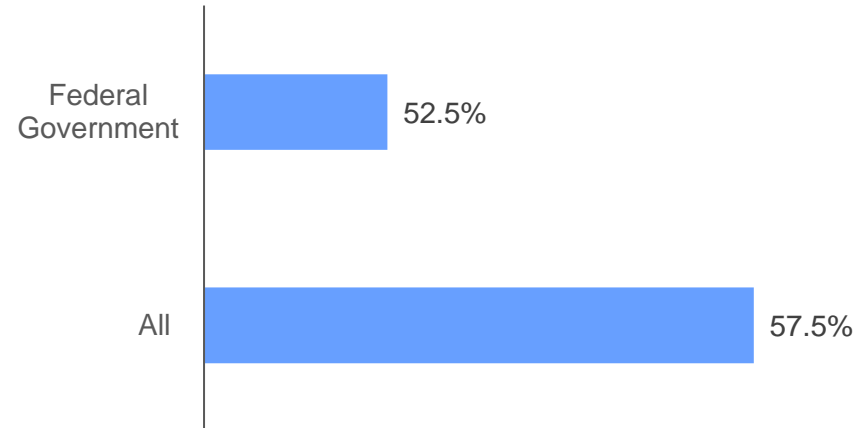
LGBTQ Identifying Population – Jokes, Innuendo, Negative Commentary

Respondents saying they strongly agree and agree

Jokes/Innuendo targeting LGBTQ people are not acceptable



Jokes/Innuendo are called out or addressed in my workplace



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From: OFW Invites
Sent: Friday, 2 July 2021 2:49 PM
Subject: Financial Abuse Workshop - Wednesday 7 July 2021 - Zoom Meeting Details and Updated Agenda [SEC=OFFICIAL]
Attachments: 2021-06-30_FA Workshop_agenda and panellists biographies_FOR CIRCULATING.pdf

OFFICIAL

Good Afternoon All,

Thank you for RSVPing to attend the Prevention of Financial Abuse Workshop, 9.00am – 3.30pm, Wednesday 7 July 2021

For your information please find the updated agenda attached.

As previously advised, this workshop is now being held virtually, the video conference details are as follows:

To join via Zoom

Please click this URL to start or join.

s47E(d)

Or, go to s47E(d) and enter meeting ID: s47E(d) and passcode: s47E(d)

Ensure your device has a dedicated microphone and webcam.

****Please do not share these details with those not on the participant list****

To join via phone:

Dial: s47E(d)

Meeting ID: s47E(d)

International numbers available s47E(d)

For IT/ technical support on the day, please contact s47E(d)

s22 | Adviser

Stakeholder & Strategy Team | Office for Women

Department of the Prime Minister and Cabinet

s22 | w: www.dpmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500, Canberra ACT 2600



Prevention of Financial Abuse Workshop

Agenda

Wednesday 7 July 2021, 9:00am – 3:30pm

Held virtually via Zoom

Facilitated by s47E(d), 47F

9:00 – 9:15am	Welcome to Country
9:15 – 9:30am	Opening remarks by Catherine Hawkins, Head of Office for Women
9:30am – 11:00am	<p>Panel Discussion One – <i>Best Practice and Challenges in Addressing Financial Abuse in Service-Centred Industries</i></p> <p>Panellists</p> <ul style="list-style-type: none">• s47E(d), 47F• • • <p>Format</p> <p>Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.</p>
11:00am – 11:25am	Morning tea break
11:30am – 1:00pm	<p>Panel Discussion Two – <i>How can financial abuse prevention initiatives be better informed with intersectional perspectives</i></p> <p>Panellists</p> <ul style="list-style-type: none">• s47E(d), 47F <p>Format</p> <p>Panellists will each speak for 10 minutes, followed by Q&A and a facilitated conversation.</p>
1:00pm – 1:40pm	Lunch break
1:45pm – 3:00pm	<p>Safety by Design Principles Session</p> <p>This is a ground-floor discussion on the creation of the Safety by Design Principles draft.</p> <ul style="list-style-type: none">• Presentation on the scope of the Safety by Design Principles work (15 minutes)• Breakout discussions on what should be considered in Principles (30 minutes)• Regroup with each group reporting back main points via the facilitators (15 minutes)
3:00 – 3:30pm	<p>Facilitator wraps up, summarising main themes identified through panel discussions and the Safety by Design session.</p> <p>Catherine Hawkins, closes the workshop and outlines next steps.</p>

From: s22
Sent: Friday, 9 July 2021 1:43 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]
Attachments: Federal Govt AWEI Survey Analysis 2021_sent.pdf

OFFICIAL: Sensitive

Thanks for the response s47F.

Are you ok with me circulating the attached analysis to the wider group as a paper to support your item?

Cheers,

s22

From: s47F
Sent: Friday, 2 July 2021 10:15 AM
To: s22; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

Hi s22,

I will certainly make a point of attending, most likely virtually.

I can speak to the Federal Government survey report and call out the key take aways. We will be publishing a 'blog' on this as well, so I will try to schedule that in line with this meeting.

I agree that we need to look at APS policies and we can certainly help here as well. I have done similar work with APRA, ASIC, Reserve Bank, ACCC, who combined form the Rainbow Regulators. They are not strictly speaking APS apparently.

Thank you for setting this up. I think it will be very useful going forward and something you can use in the AWEI submission for additional points.

Thanks s47F

From: s22
Sent: Thursday, 1 July 2021 9:01 PM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thank you s47F.

We are looking to hold the next meeting on 21 July from 3:30pm AEST. Covid restrictions permitting, you are welcome to attend in person at the Department of the Prime Minister and Cabinet (1 National Circuit, Barton, ACT) or alternatively I can send you login details closer to the date.

I'd also like to circulate any supporting papers next week that would compliment your agenda item. It is a large grouping that might not all have ready access to the screen while you're speaking (sometimes they group together in the one room). Also by sending out some information ahead of time you might get enhanced buy-in.

I note you provided the attached to the Pride Champions discussion. Would you be willing to circulate this to our meeting?

s47C, 47E(c), 47E(d)

s47C, 47E(c), 47E(d)

Thank you again for your willingness to be part of our meeting. Of course please feel free to contact me with any queries.

Kind regards,

s22

From: s47F
Sent: Wednesday, 9 June 2021 8:56 AM
To: s22 s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

H s22

I am happy to attend these meeting.

Let me know when the next one is and perhaps, I can give you some high level results from the AWEI Survey.

Thanks s47F

From: s22
Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Thank you for the response s47F

I'm aware you have a APS Pride Champions meeting on Thursday organised by the Department of Social Services.

The Department of the Prime Minister and Cabinet also convenes an APS Pride Community of Practice (CoP) for Chairs of LGBTIQ+ Employee Networks and corporate areas with responsibility for inclusion and diversity matters. It is a wider

group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

s22 | Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 | s47E(d) | www.pmc.gov.au

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The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.



From: s47F
Sent: Wednesday, 2 June 2021 12:01 PM
To: s22
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

The discussion points were as follows:

Discussion topics

- PID Team Update
 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
 - AWEI Awards Luncheon
 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
 - June Pride Month
 - International non-binary people's day – 14th July
- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they're doing

Regarding not being able to attend the roundtable, we won't mind if you send someone in your stead – just let us know!

Thanks

s47F

From: s22
Sent: Tuesday, 1 June 2021 1:22 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

H s47F

PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

s22 | www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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s47E(d)

From: s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

s47F

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s47G

s47F

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Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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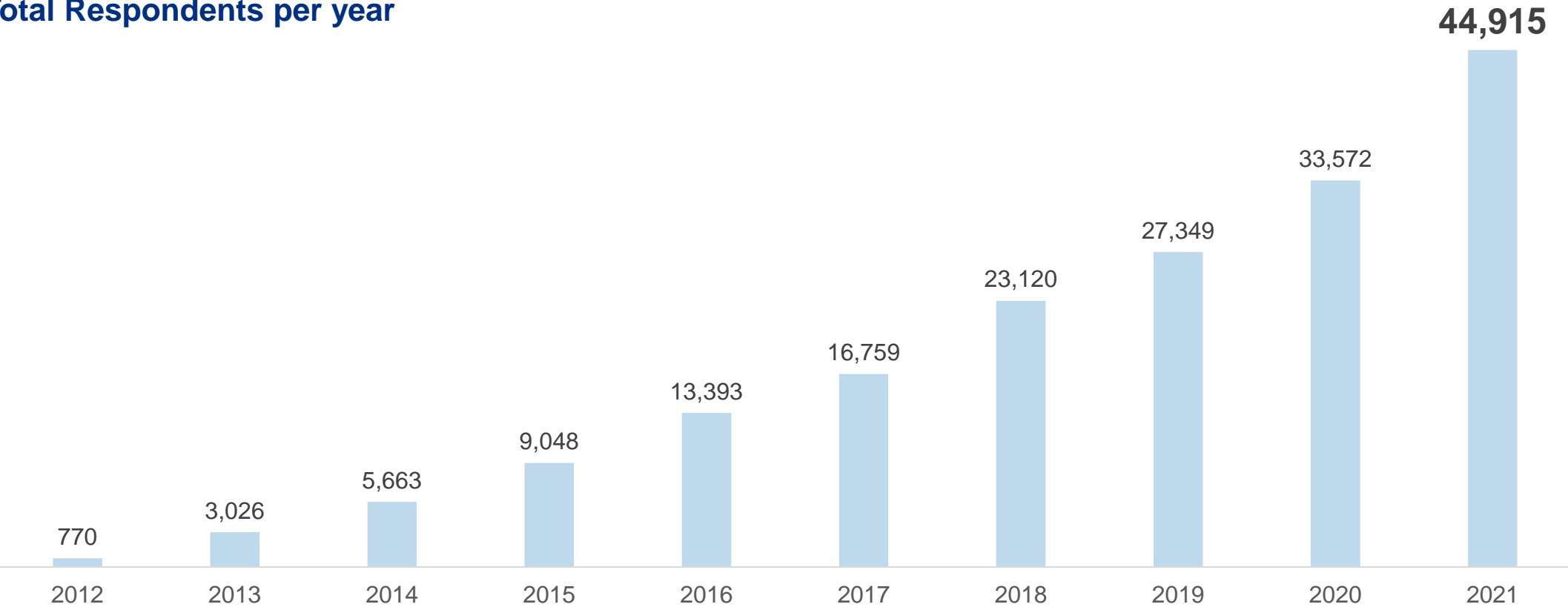
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The number of employees participating in the survey has grown year on year since the survey began in 2012

Total Respondents per year

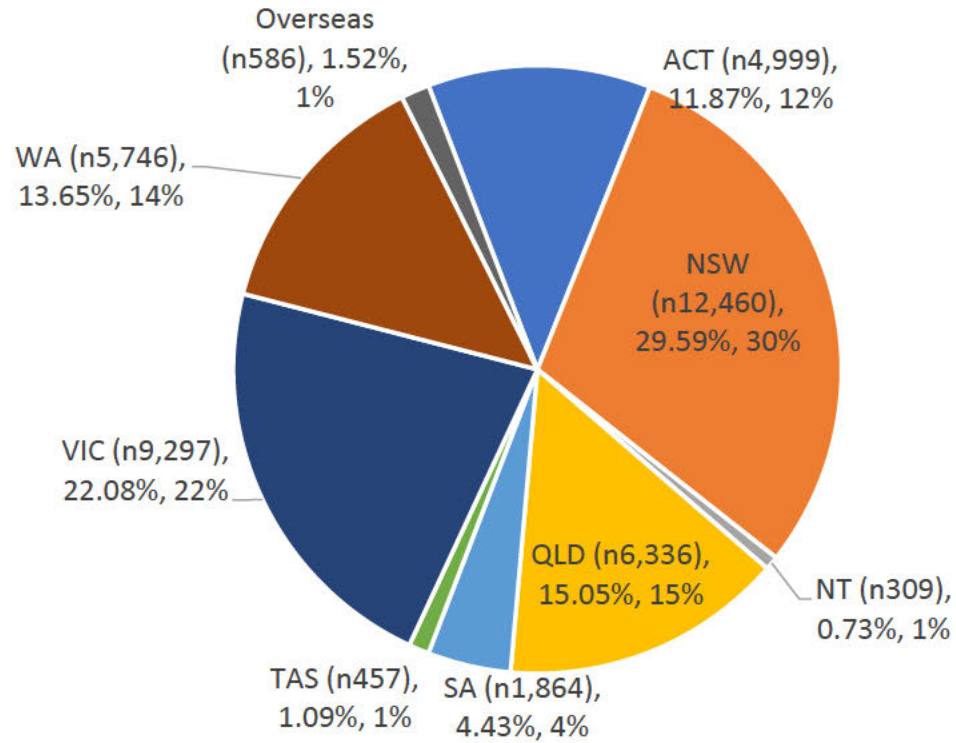


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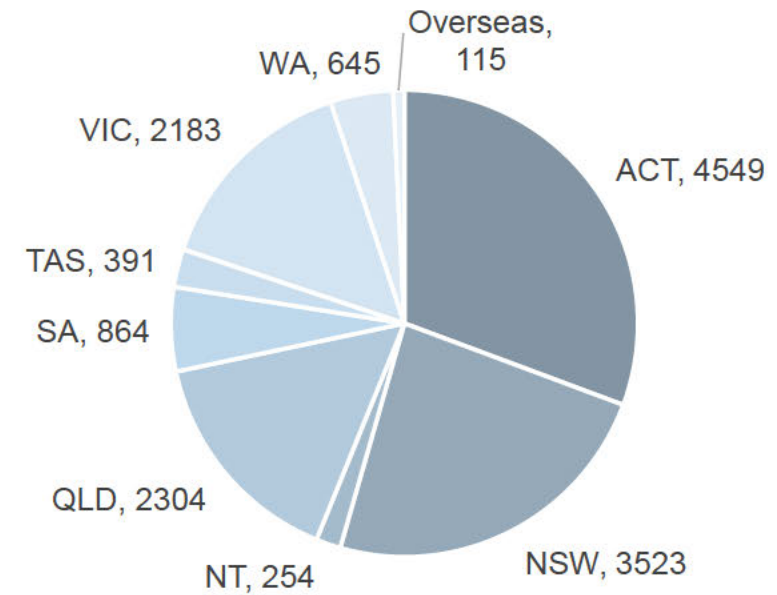


2021 Survey: Location

All respondents



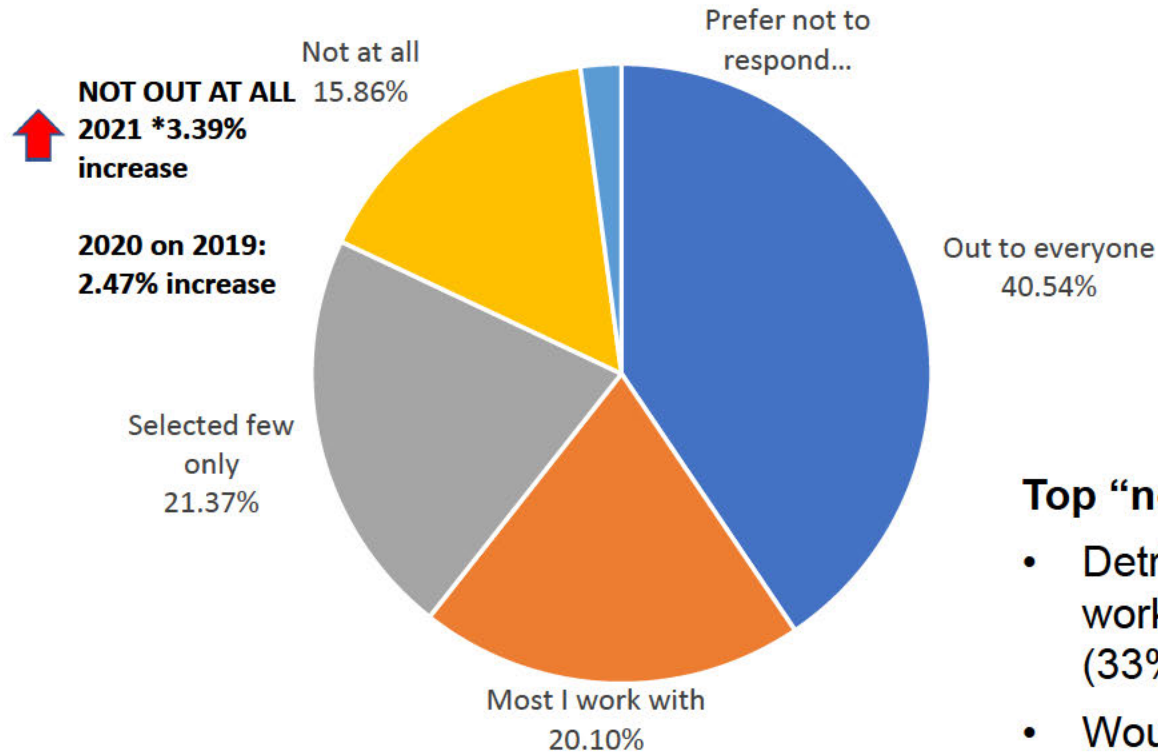
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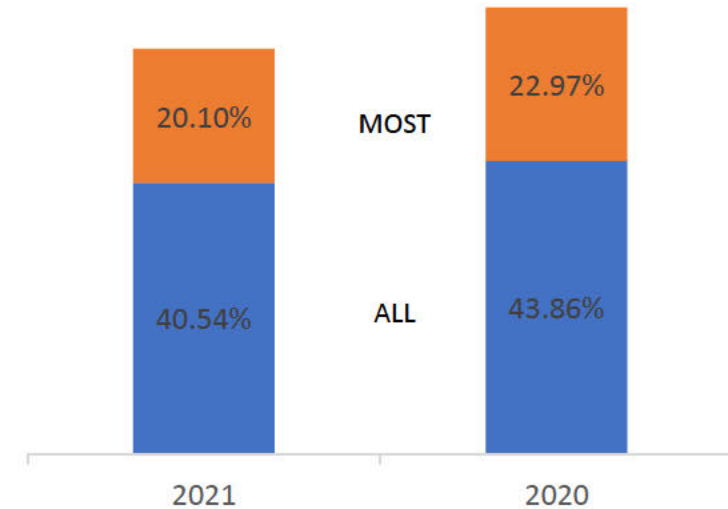
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Top “not out” reasons:

- Detrimental to workplace experience (33%)
- Wouldn't be accepted by some team members (39.23%)

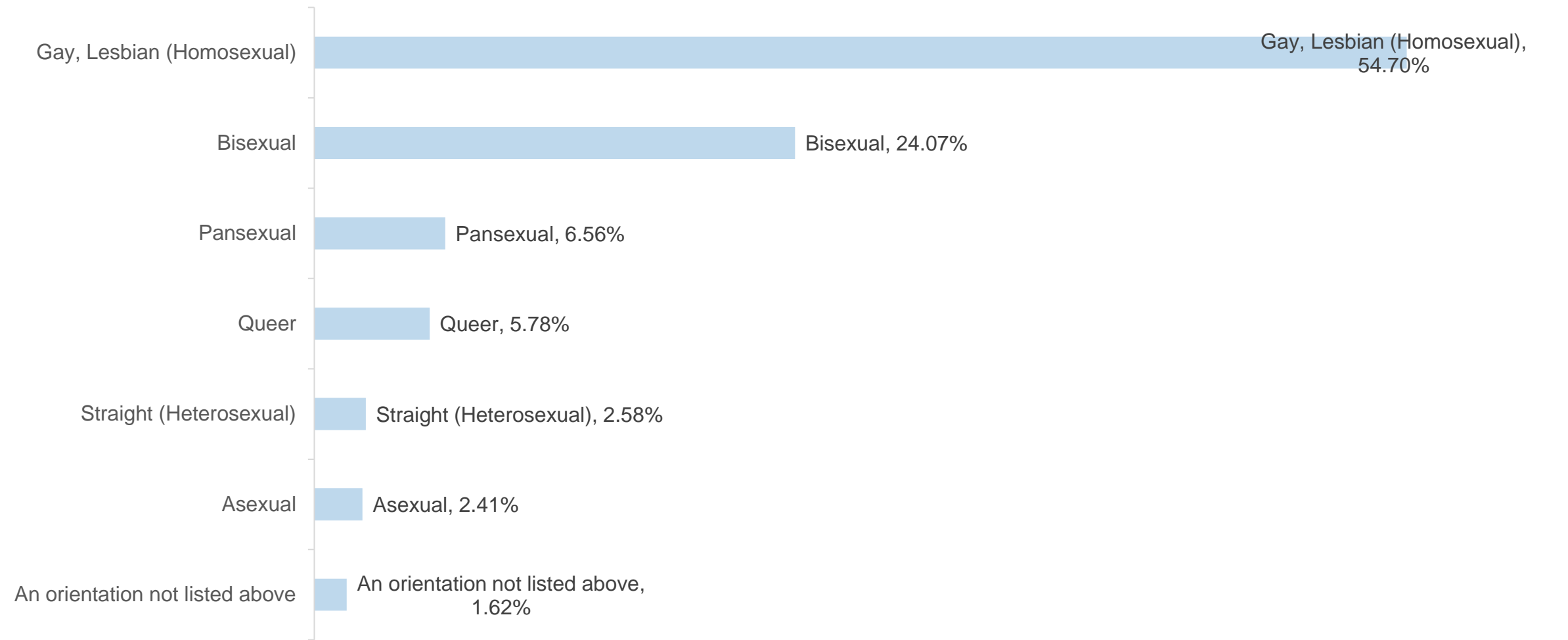
2021: 60.64% out to most or all
2020: 66.83% out to most or all



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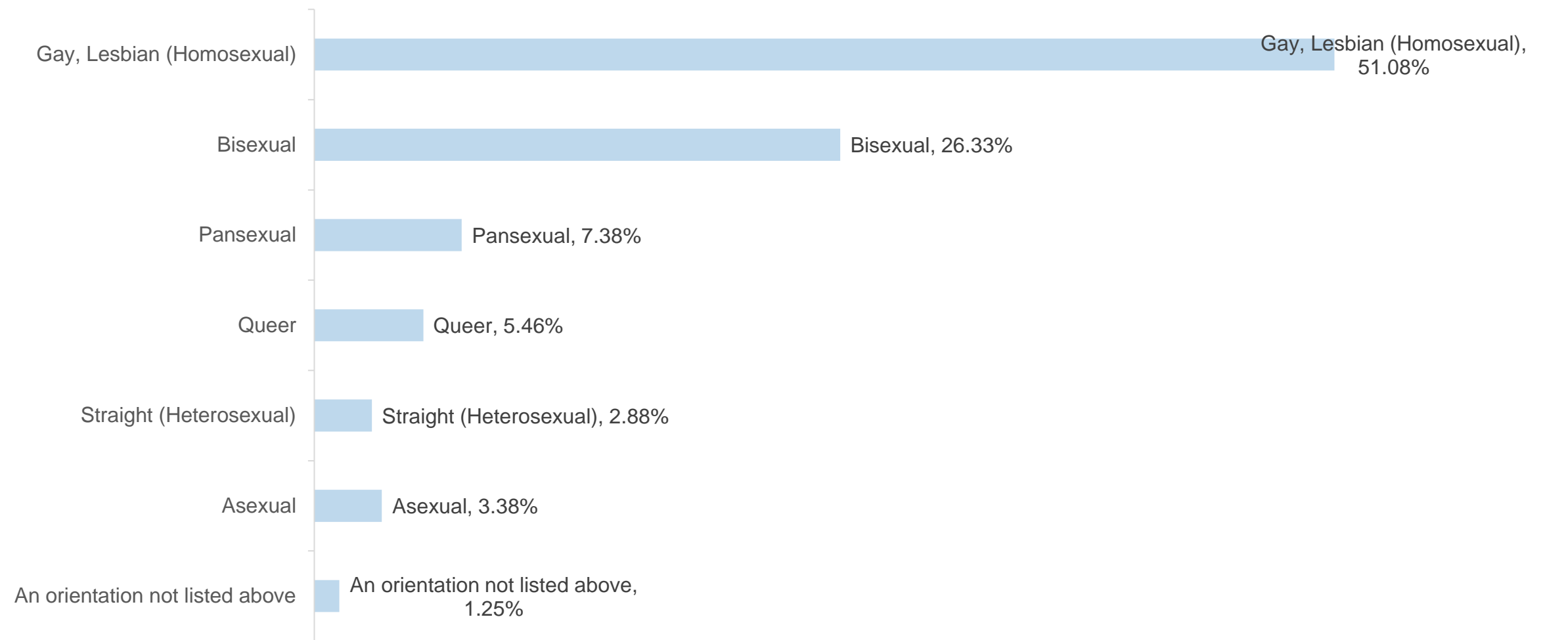
2021 Survey: Sexual Orientation (All Respondents n=6,560)



Bring your **whole self** to work



2021 Survey: Sexual Orientation (Federal Dept Respondents n=2,400)



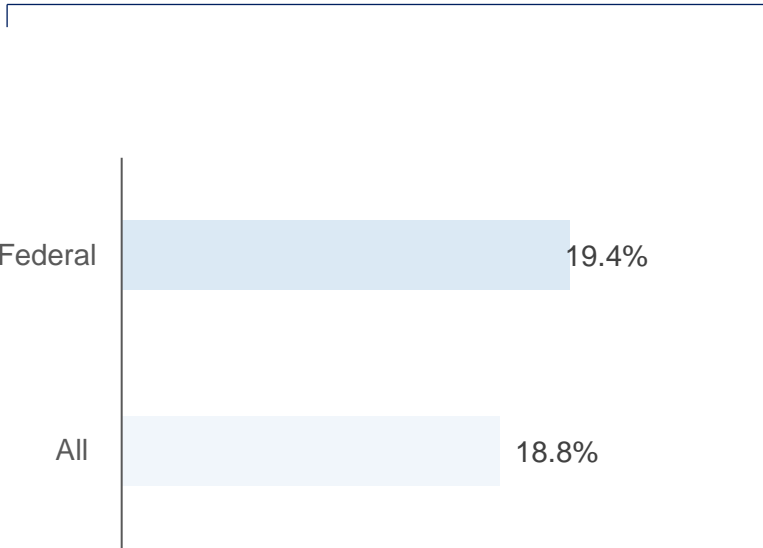
Bring your **whole self** to work



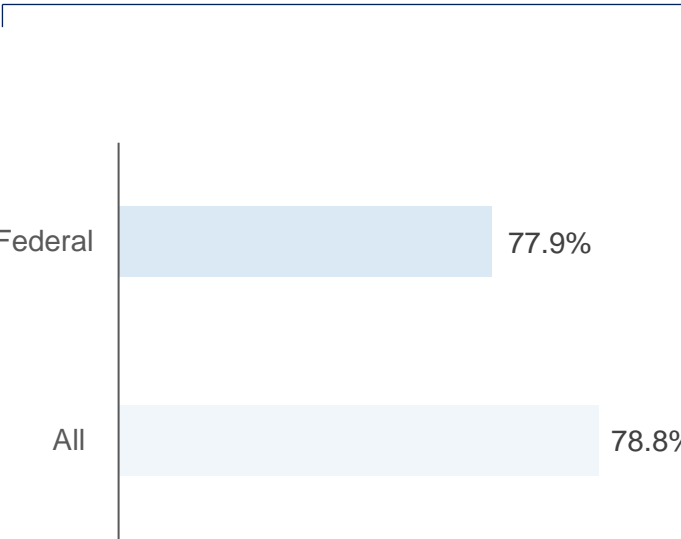
2021 Survey: LGBTQ Identifying

Are you someone of diverse sexuality, trans experience or diverse gender?

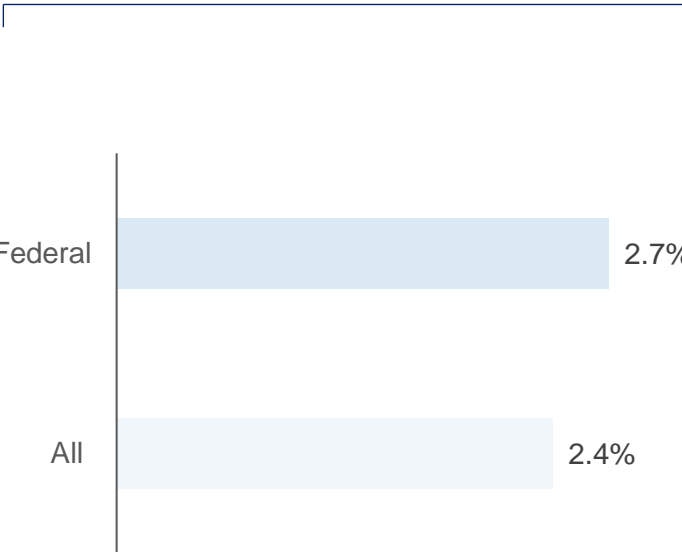
Yes



No



Prefer not to respond

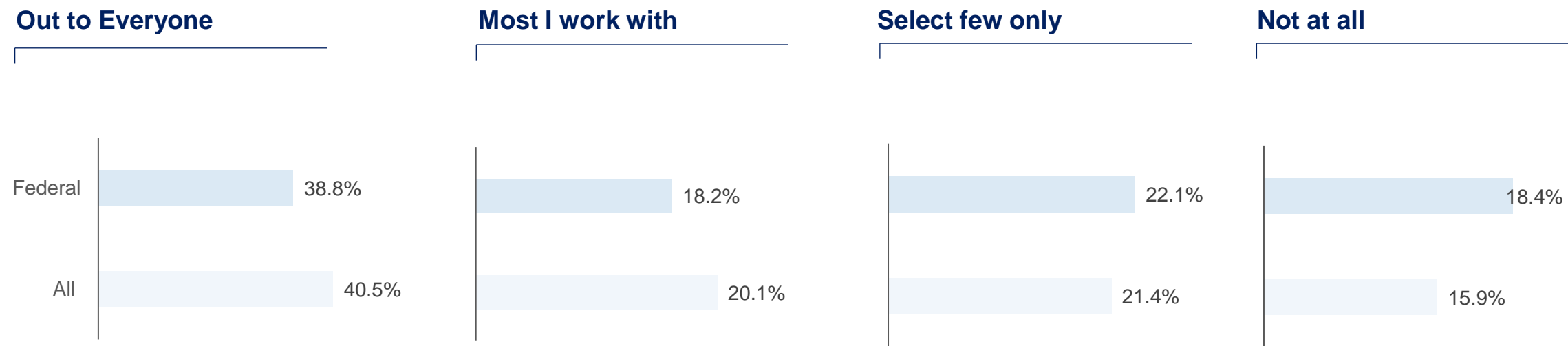


Bring your **whole self** to work



2021 Survey: Diverse Sexuality Identifying – Being Out at Work

In regard to your sexual orientation, please indicate to what degree you are out at work?⁽¹⁾



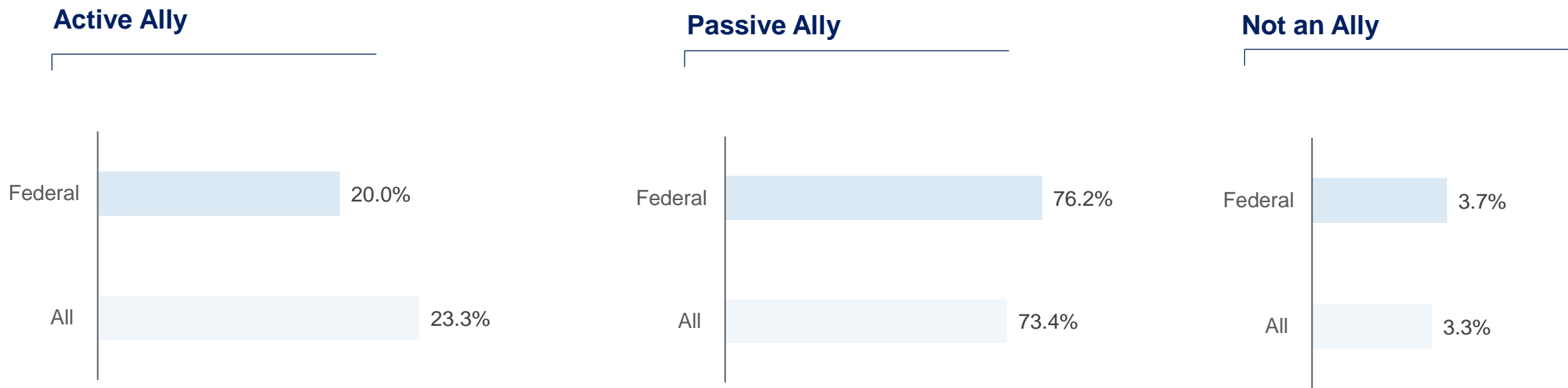
Note:
(1) 'Prefer not to respond' data not presented on this slide

Bring your **whole self** to work



2021 Survey: Allies

Are you an active ally?



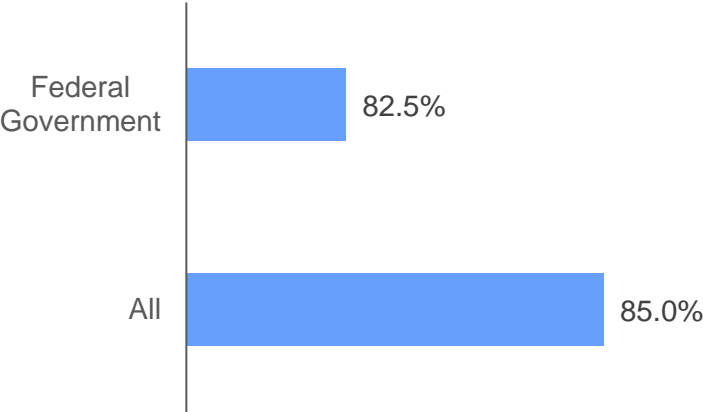
Bring your **whole self** to work



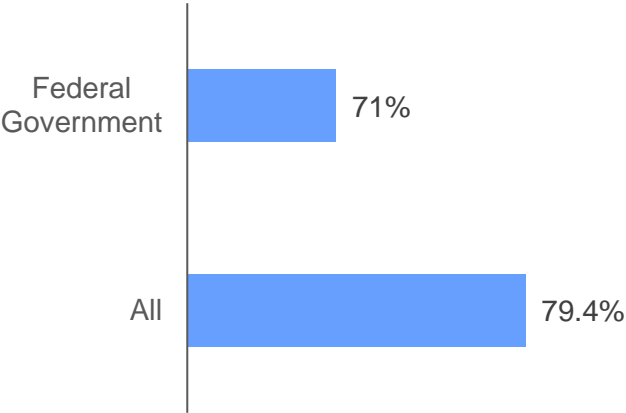
2021 Survey: General Population on LGBTQ inclusion

Respondents saying they strongly agree and agree

I support the work my organisation does in LGBTQ Inclusion



Visible signs of LGBTQ inclusion



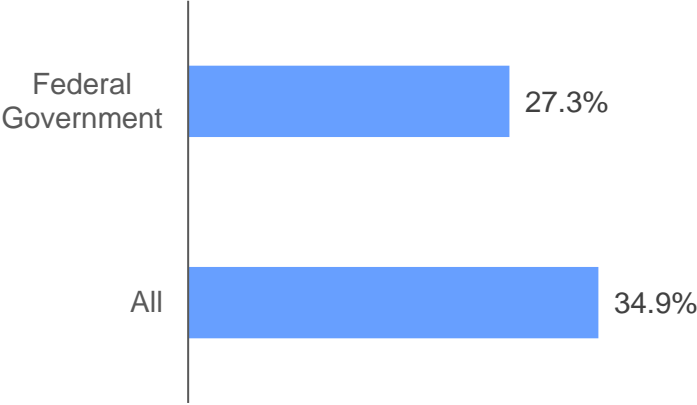
Bring your **whole self** to work



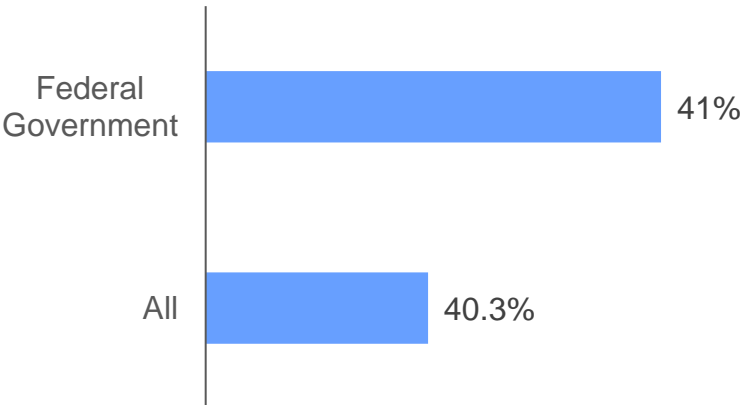
LGBTQ Allies

Respondents saying they strongly agree and agree

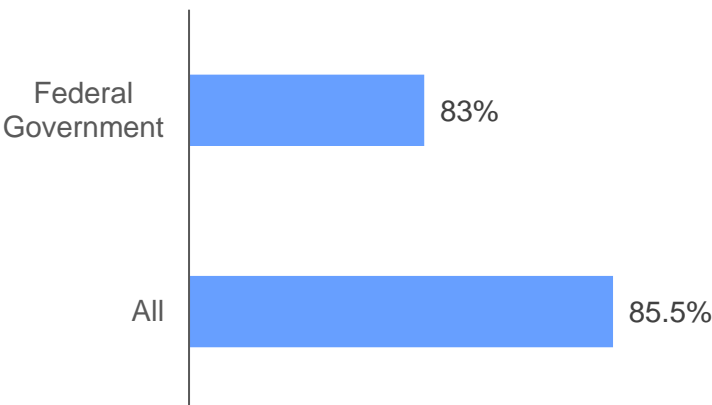
I have attended Awareness or Ally training



Better Understanding of How to be an Active Ally



Know why allies are important



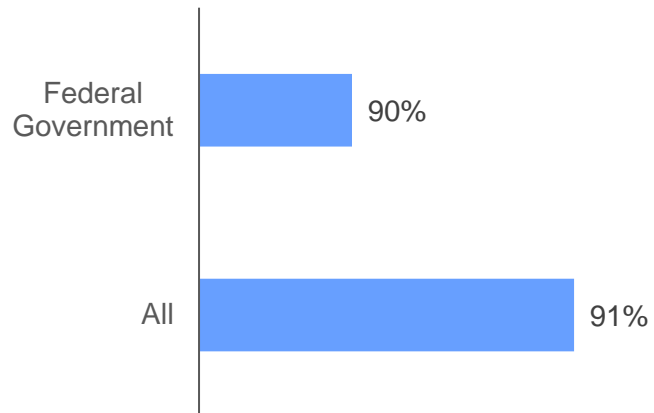
Bring your **whole self** to work



LGBTQ Identifying Population – Bullying & Harassment

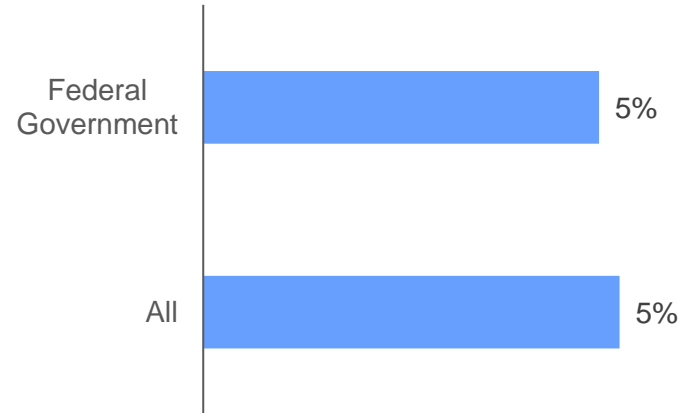
Respondents saying they strongly agree and agree

I feel safe and included within my immediate team



Respondents saying they strongly agree and agree

Witnessed more serious bullying



Bring your **whole self** to work

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diversity

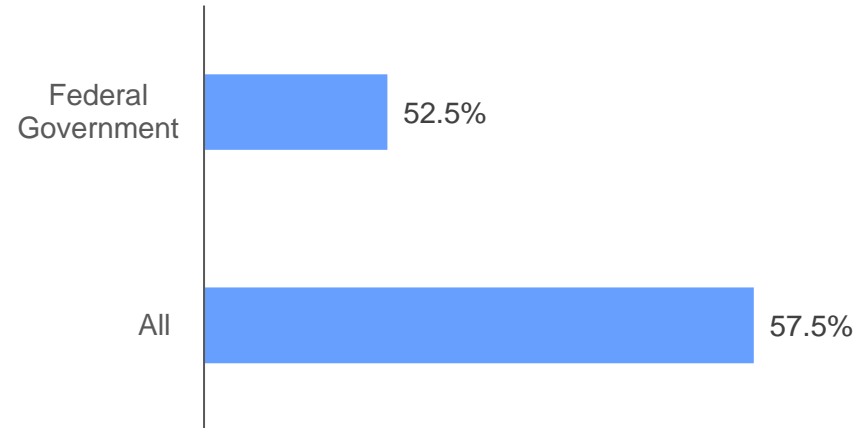
LGBTQ Identifying Population – Jokes, Innuendo, Negative Commentary

Respondents saying they strongly agree and agree

Jokes/Innuendo targeting LGBTQ people are not acceptable



Jokes/Innuendo are called out or addressed in my workplace



Bring your **whole self** to work

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diversity

From: s22
Sent: Wednesday, 14 July 2021 1:27 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thanks s47F

We'll be holding it over GovTeams. I've sent you an invitation to join so once you're up and ready I'll send you the meeting invitation.

Thanks,

s22

From: s47F
Sent: Friday, 9 July 2021 8:41 AM
To: s22 ; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

Hi s22

That's fine with me.

Thanks s47F

From: s22
Sent: Friday, 9 July 2021 1:43 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thanks for the response s47F

Are you ok with me circulating the attached analysis to the wider group as a paper to support your item?

Cheers,

s22

From: s47F
Sent: Friday, 2 July 2021 10:15 AM
To: s22 ; s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

Hi s22

I will certainly make a point of attending, most likely virtually.

I can speak to the Federal Government survey report and call out the key take aways. We will be publishing a 'blog' on this as well, so I will try to schedule that in line with this meeting.

I agree that we need to look at APS policies and we can certainly help here as well. I have done similar work with APRA, ASIC, Reserve Bank, ACCC, who combined form the Rainbow Regulators. They are not strictly speaking APS apparently.

Thank you for setting this up. I think it will be very useful going forward and something you can use in the AWEI submission for additional points.

Thanks s47F

From: s22
Sent: Thursday, 1 July 2021 9:01 PM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thank you s47F

We are looking to hold the next meeting on 21 July from 3:30pm AEST. Covid restrictions permitting, you are welcome to attend in person at the Department of the Prime Minister and Cabinet (1 National Circuit, Barton, ACT) or alternatively I can send you login details closer to the date.

I'd also like to circulate any supporting papers next week that would compliment your agenda item. It is a large grouping that might not all have ready access to the screen while you're speaking (sometimes they group together in the one room). Also by sending out some information ahead of time you might get enhanced buy-in.

I note you provided the attached to the Pride Champions discussion. Would you be willing to circulate this to our meeting?

s47C, 47E(c), 47E(d)

s47C, 47E(c), 47E(d)

Thank you again for your willingness to be part of our meeting. Of course please feel free to contact me with any queries.

Kind regards,

s22

From: s47F
Sent: Wednesday, 9 June 2021 8:56 AM
To: s22 s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

I am happy to attend these meeting.

Let me know when the next one is and perhaps, I can give you some high level results from the AWEI Survey.

Thanks s47F

From: s22
Sent: Wednesday, 9 June 2021 1:33 AM
To: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Thank you for the response s47F

I'm aware you have a APS Pride Champions meeting on Thursday organised by the Department of Social Services.

The Department of the Prime Minister and Cabinet also convenes an APS Pride Community of Practice (CoP) for Chairs of LGBTIQ+ Employee Networks and corporate areas with responsibility for inclusion and diversity matters. It is a wider group of APS agencies which seeks to enhance the representation, inclusion, wellbeing, and performance of APS employees who identify as LGBTIQ+. At our last meeting we had 29 Australian Government agencies represented, and I already know more will be in attendance for the next one ([refer list of agencies here](#)).

I'm writing to invite a representative of PiD to attend the next APS Pride CoP meeting. While PiD represent a large section of the APS, this will be an opportunity to pitch directly to 'People Branch' representatives from a group of agencies you might not normally get the chance to speak with. Essentially it would be 5 minutes for PiD to outline very quickly what it does (for those who don't know – including a quick pricing structure line about pro-rata per size of organisation) and the current/emerging issues you are monitoring or actioning. We have been holding the meeting virtually because of covid considerations, but you might like to join in Canberra for it or host representatives in Sydney and dial in.

We're still not settled on the date as we seek agenda items from members so the meetings are targeted to what they'd like to discuss, but we're aiming for late-June/early-July.

Please let me know if this is something that would interest you.

Kind regards,

s22

| Co-Chair

Pride Network Executive | Department of the Prime Minister and Cabinet

s22 s47E(d) | www.pmc.gov.au

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s47F
Sent: Wednesday, 2 June 2021 12:01 PM
To: s22
Cc: s47F
Subject: RE: Canberra Roundtable and Networking [SEC=OFFICIAL]

Hi s22

The discussion points were as follows:

Discussion topics

- PID Team Update
 - Organisational changes
 - Post AWEI 2021 – next steps (book debrief etc)
 - AWEI Awards Luncheon
 - AWEI survey
 - Strategic Initiatives Update - Sapphire
 - APS Exec Allies Thursday 10th June
- LGBTQ dates before the next roundtable
 - June Pride Month
 - International non-binary people's day – 14th July
- PID WebEx & Zoom sessions not always accessible for Govt Depts
 - Personal devices not always available
 - To explore using GovTeams
- AWEI benchmarking
 - Discussion on appropriateness of organisations with differing level of resources and employee makeup/profiles benchmarked together
 - What are other organisations doing to achieve higher scores year on year
- Federal Religious Freedom Bill – no one has any updates
- TGD recruitment – organisations sharing what they're doing

Regarding not being able to attend the roundtable, we won't mind if you send someone in your stead – just let us know!

Thanks

s47F

From: s22
Sent: Tuesday, 1 June 2021 1:22 AM
To: s47F
Subject: FW: Canberra Roundtable and Networking [SEC=OFFICIAL]

OFFICIAL

Hi s47F

PM&C were unable to attend this roundtable, however any minutes or discussion points from the meeting would be really helpful.

Thanks,

s22

s22 | Adviser
s47E(d)

Department of the Prime Minister and Cabinet

s22

| www.pmc.gov.au

One National Circuit, BARTON ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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s47E(d)

From: s47F
Sent: Wednesday, 5 May 2021 2:46 PM
To: s47F
Cc: s47F
Subject: Canberra Roundtable and Networking

Hi Canberra PiD Contacts,

Just a quick reminder that the Canberra Roundtable and Networking is coming up Tuesday 18th May and will be kindly hosted by our legal member, Maddocks.

Capacity for the Roundtable will be capped at 20 and for the Networking will be capped at 40.

There are a few places left and we would love to see you or your colleagues there in person. Registration links follow:

[Eventbrite - Pride in Diversity Canberra Roundtable - May 2021](#)

[Eventbrite - Pride in Diversity Networking Event Canberra May 2021](#)

Thanks s47F

s47F

Pride in Diversity

s47G

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport



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From: s22
Sent: Tuesday, 20 July 2021 10:23 AM
To: s47F
Cc: s47F s22
Subject: RE: Invoice INV6462 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks for sending through the invoice for s47F participation as a panellist in our recent workshop on financial abuse. I have just gone through and paid it via the link you provided below. Please let me know if you require anything else from my end.

Cheers

s22

s22

Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet

s22

One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s47F
Sent: Friday, 16 July 2021 5:20 PM
To: s22
Cc: s47F
Subject: Invoice INV6462

Hi s22,

Please see Invoice INV6462 (\$499.99) attached.

Please send a copy of remittance advice to s47G after making the payment.

The payment could alternatively be paid through the link below:

s47G

Should you have any enquiry please do not hesitate to contact us.



Kind Regards,

s47F

Website: acon.org.au

Twitter: twitter.com/ACONhealth | Facebook: facebook.com/ACONhealth

s47F

s47F

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From: s22
Sent: Tuesday, 20 July 2021 10:31 AM
To: s47F
Subject: RE: Prevention of Financial Abuse Workshop - thank you! [SEC=OFFICIAL]

OFFICIAL

Hi s47F

All good, no need to apologise! I just cc'ed you into a reply to s47F to say the invoice has been paid. Thanks again for your contributions in the workshop, it was so constructive to hear from the LGBTI+ community on the matter of financial abuse.

I will keep you in mind as I continue to progress the work around financial abuse prevention. Will give you a call if I need anything (and will also continue to advocate internally for intersectional perspectives to be actively included in policy discussion/development) 😊

Thanks again

s22

s22 | Adviser
Office for Women | Women's Safety and Wellbeing Team
Department of the Prime Minister and Cabinet
e. s22
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600

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From: s47F
Sent: Monday, 19 July 2021 11:33 AM
To: s22
Subject: RE: Prevention of Financial Abuse Workshop - thank you! [SEC=OFFICIAL]

Hi s22

I'm so sorry for my late reply- I'd intended to wait to be able to send off the invoice as requested, but I've just seen that my finance team has sent that to you directly. Thank you so much for the opportunity to be part of the workshop, it was great to work with you and the other panellists.

If there's ever anything else you need from me in terms of LGBTQ inclusion in sexual, domestic and family violence initiatives, please don't hesitate to reach out.

Thank you,

s47F

s47F

| Website: sayitoutloud.org.au | Twitter: twitter.com/aconhealth Facebook: facebook.com/aconhealth

s47F

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From: s22

Sent: Wednesday, 7 July 2021 4:15 PM

To: s22

s47F

s22

s22

Cc: s22

Subject: Prevention of Financial Abuse Workshop - thank you! [SEC=OFFICIAL]

OFFICIAL

Good afternoon

Thank you again for your contributions to the panel better informing financial abuse perspectives with intersectional perspectives. I think the panel and the broader workshop was really well-received and lots of meaningful connections are being made as a result.

As mentioned in the closing remarks, I would like to reiterate that the Office for Women is open to providing a speakers fee. It is a personal mission of mine to ensure speakers are fairly compensated for the time taken to prepare presentations and contribute their expertise to government workshops.

I am mindful that some panellists have previously indicated they would prefer not to accept payment, which is absolutely ok. If you wish though, we would be more than happy to send a small gift as a gesture of thanks from Catherine Hawkins and the rest of the team here.

Grateful if you could let me know either way and, if you wish to receive a speakers' fee, provide a tax invoice for \$500 from your organisation (with ABN).

Thanks again

s22

s22

| Adviser

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From: s22
Sent: Tuesday, 20 July 2021 11:35 PM
To: s47F
Subject: APS+Pride CoP meeting [SEC=OFFICIAL]
Attachments: 20210721 - Attendees - APS Pride CoP.doc

OFFICIAL

Hi s47F

Just checking in to make sure everything's ok for your attendance at the APS+CoP meeting tomorrow at #;#0pm AEST. I've attached the Agenda for your information.

Kind regards,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22

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s47E(d)

MEETING ATTENDANCE LIST

Meeting Purpose	APS Pride Community of Practice Meeting					
Date/Time of Meeting	Date: 21/7/21	Commence: 3:30pm	Finish: 5:00pm	Meeting Room	Training Rooms 1 & 2 (Ground Floor) Enid Lyons Room	
Escort Officer	s22	Ext: s22		Alternate Escort Officer	s22	Ext: s22

		To be completed by guard on duty					
Name of Visitor	Organisation	Visitor Parking Required	Vehicle/ Pass No	Time In	Guard Initials	Time Out	Guard Initials
s22		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					
		N					

Meeting Attendance List

s22	s22	N					
-----	-----	---	--	--	--	--	--

From: s22
Sent: Wednesday, 21 July 2021 2:43 PM
To: s47F
Subject: RE: APS+Pride CoP meeting [SEC=OFFICIAL]
Attachments: APS+Pride CoP - Agenda - 21 July 2021.docx; Item 3 - PiD AWEI Survey Analysis 2021.pdf

OFFICIAL

Sorry s47F

Please see attached as well as the paper I sent to go along with your item today.

Cheers,

s22

From: s47F
Sent: Wednesday, 21 July 2021 2:35 PM
To: s22
Subject: RE: APS+Pride CoP meeting [SEC=OFFICIAL]

H s22 ,

You sent the attendance list rather than the agenda.

Thanks s47F

From: s22
Sent: Tuesday, 20 July 2021 11:35 PM
To: s47F
Subject: APS+Pride CoP meeting [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Just checking in to make sure everything's ok for your attendance at the APS+CoP meeting tomorrow at #;#0pm AEST.
I've attached the Agenda for your information.

Kind regards,

s22

s22 | Adviser

s47E(d)

Department of the Prime Minister and Cabinet

s22



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OFFICIAL

APS+Pride Community of Practice

AGENDA

Wednesday 21 July 2021, 3:30pm-4:30pm AEST

1. GovTeams link (sometimes best to copy and paste into Google Chrome):

s47E(d)



GovTeams (audio only) telephone: s47E(d) - Conference ID: s47E(d)

2. Should GovTeams fail on us, I've organised a Skype back-up link

s47E(d)

or by telephone s47E(d)

Item	Description
1	Acknowledgement of Country and introduction
2	Confirm Terms of Reference, Record of Meeting (18/3/2021) and follow-up on action items
3	Presentation from Pride in Diversity s47F)
4	Discussion about progressing change in your organisation in challenging circumstances
5	Open forum for discussion across attendees a) New policies/initiatives/events that agencies are developing and seeking to share or collaborate.

Please contact s47E(d) if you need additional information.

For technical issues please visit: <https://www.govteams.gov.au/support>

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Federal Government

AWEI 2020 Survey Analysis



PRIDE
INCLUSION
PROGRAMS

pridein
diversity




ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the land on which we meet.

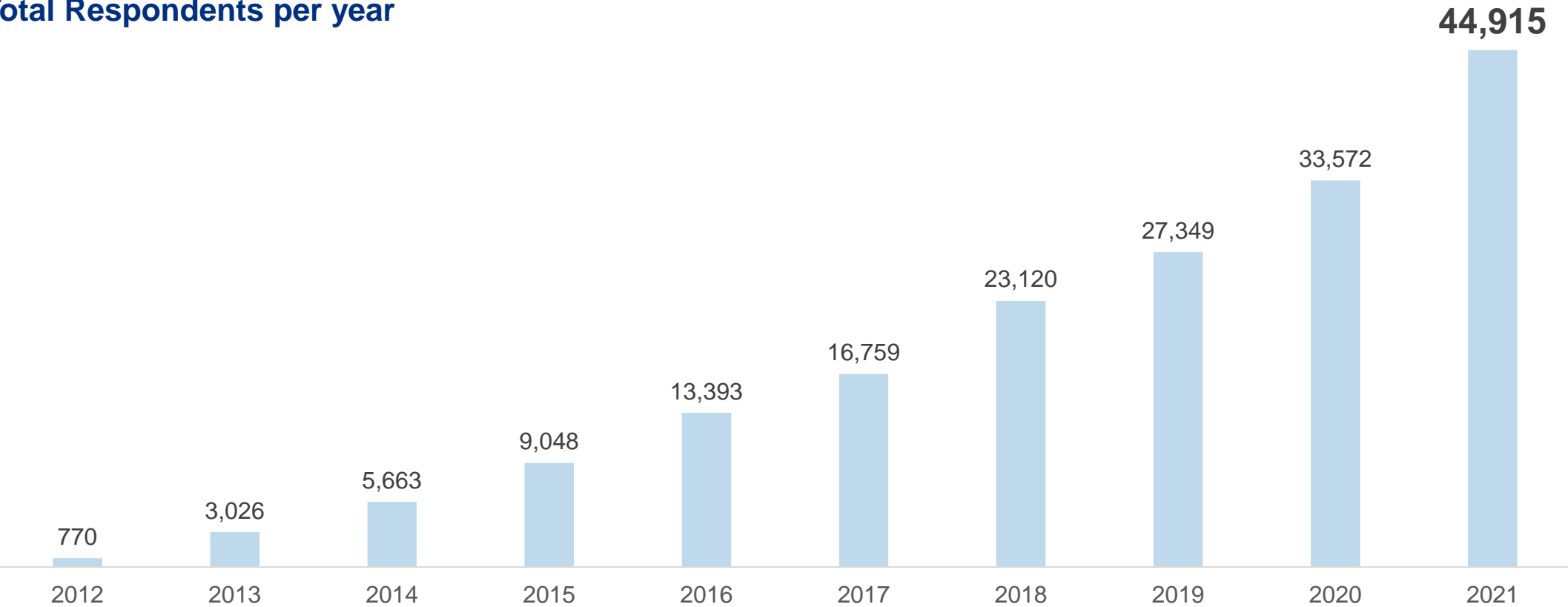
We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending today.



AWEI Employee Survey Growth

The number of employees participating in the survey has grown year on year since the survey began in 2012

Total Respondents per year

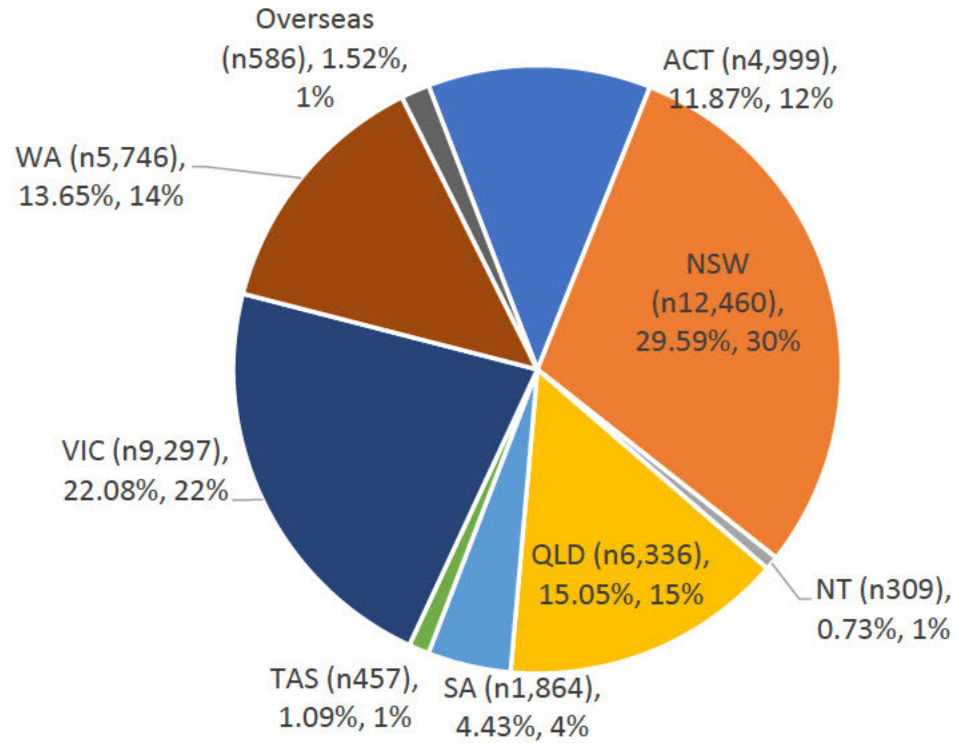


Bring your **whole self** to work

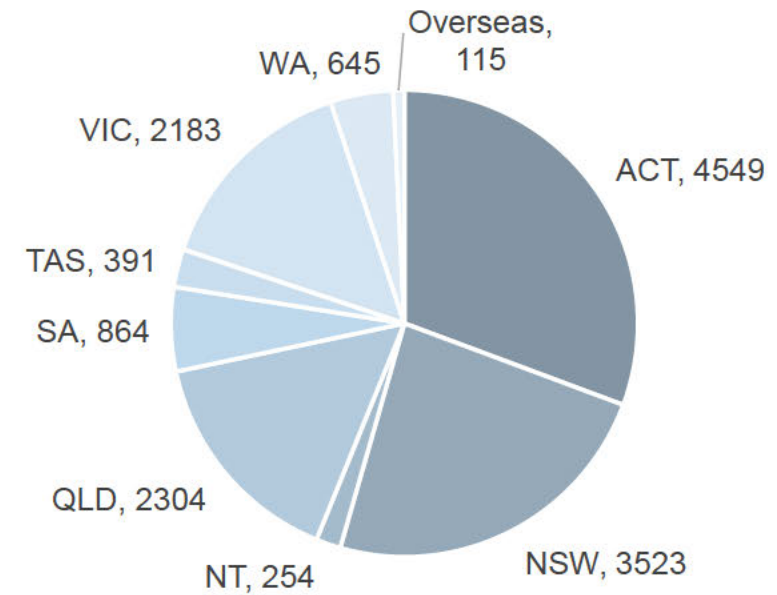


2021 Survey: Location

All respondents



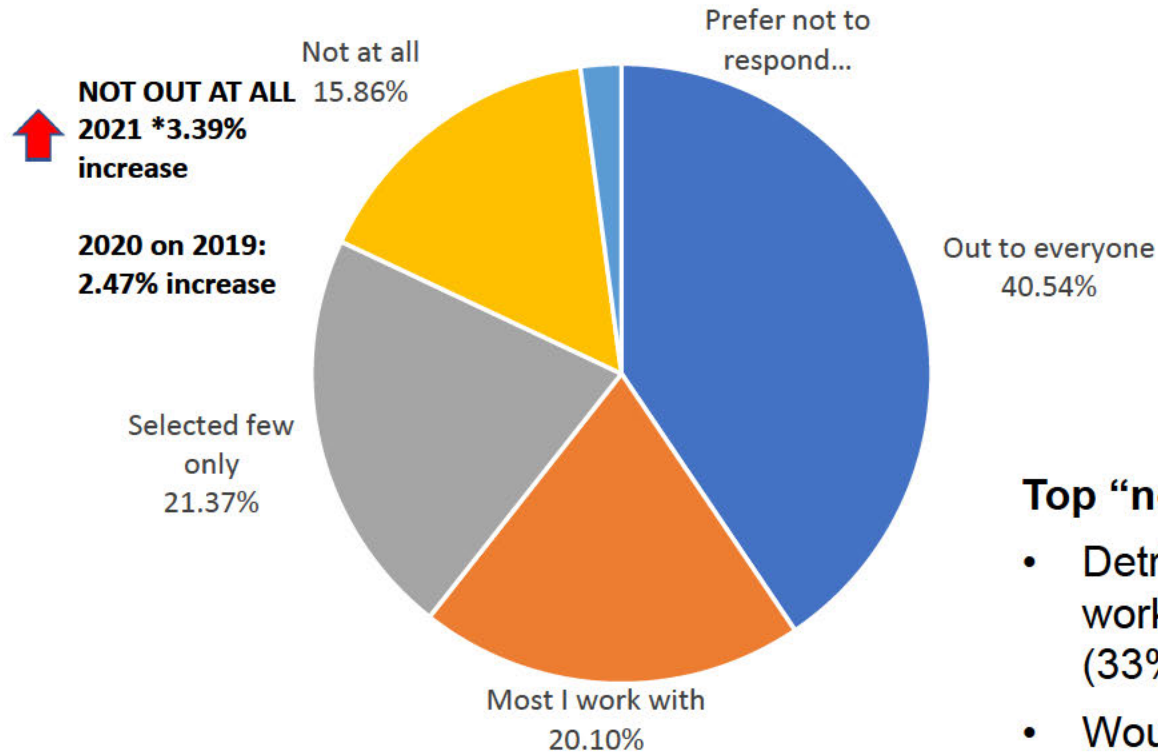
Federal Government Departments



Bring your **whole self** to work

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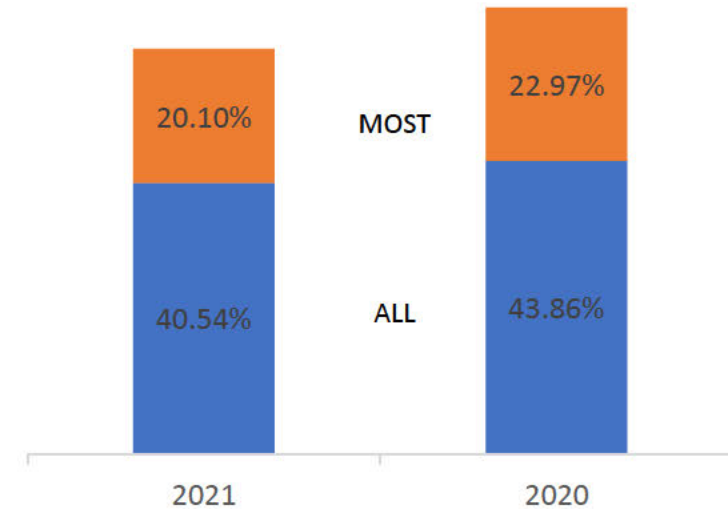
2021 Survey: Diverse Sexuality – Being Out (n6,209)



Top “not out” reasons:

- Detrimental to workplace experience (33%)
- Wouldn't be accepted by some team members (39.23%)

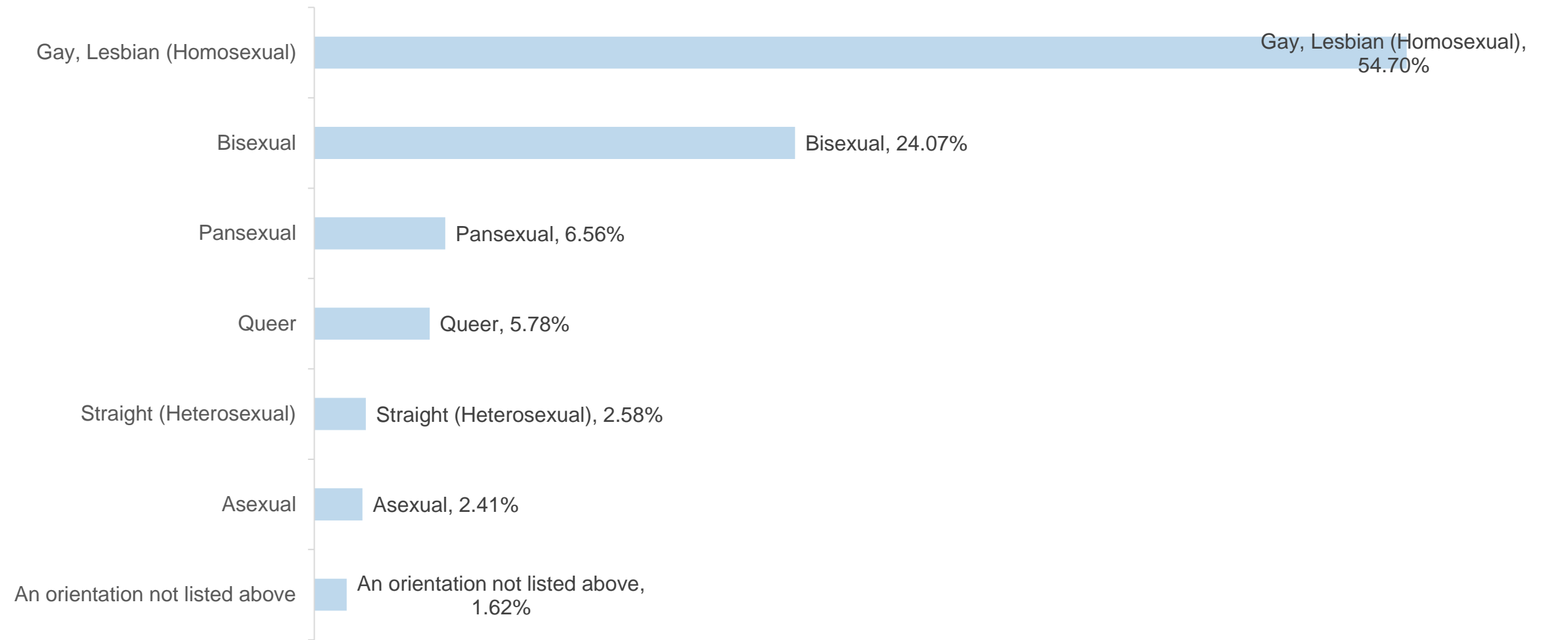
2021: 60.64% out to most or all
2020: 66.83% out to most or all



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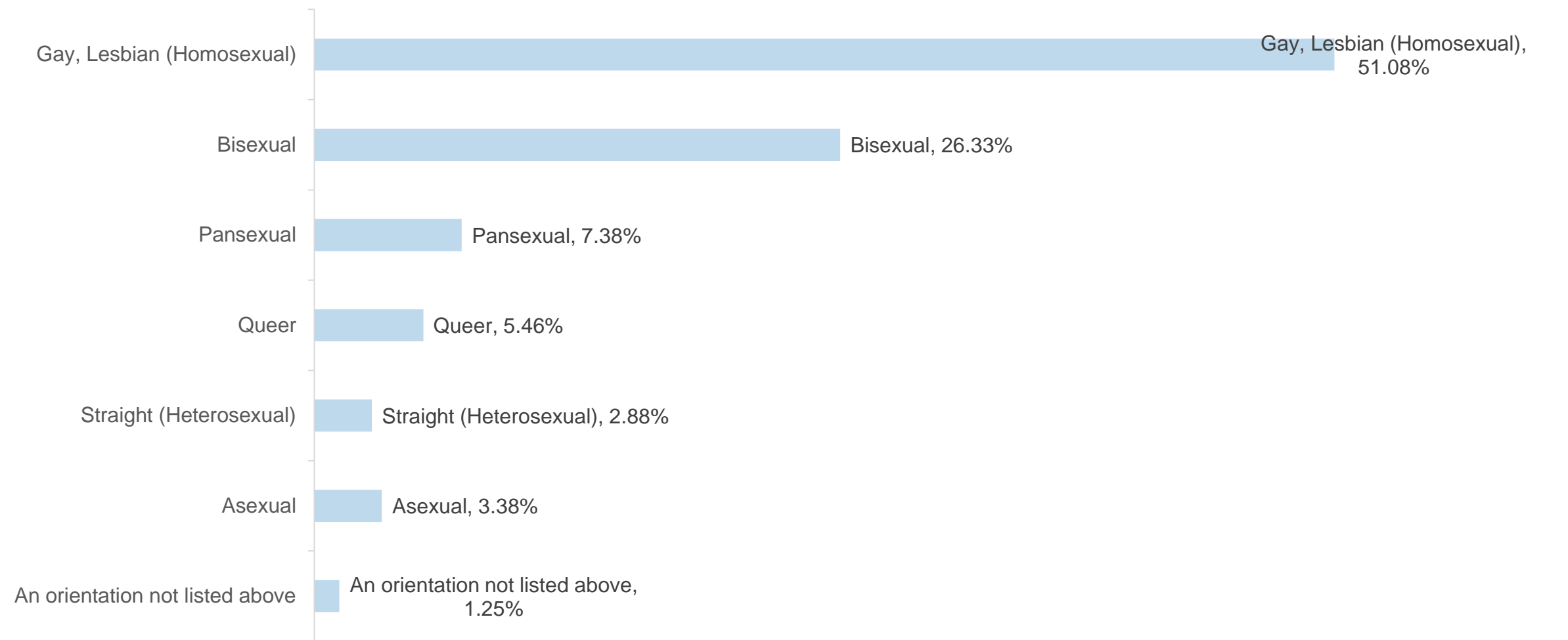
2021 Survey: Sexual Orientation (All Respondents n=6,560)



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2021 Survey: Sexual Orientation (Federal Dept Respondents n=2,400)



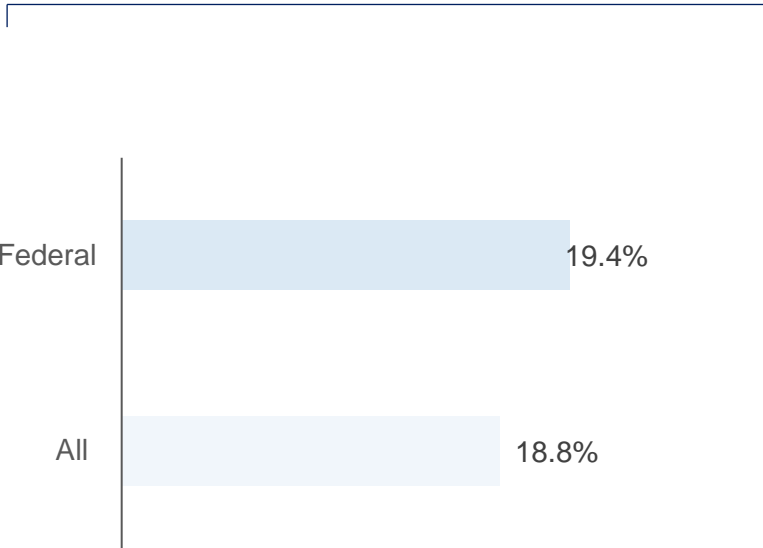
Bring your **whole self** to work



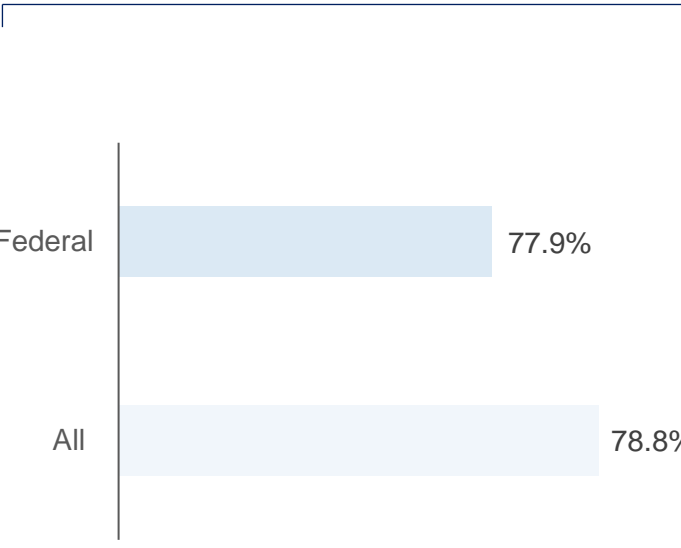
2021 Survey: LGBTQ Identifying

Are you someone of diverse sexuality, trans experience or diverse gender?

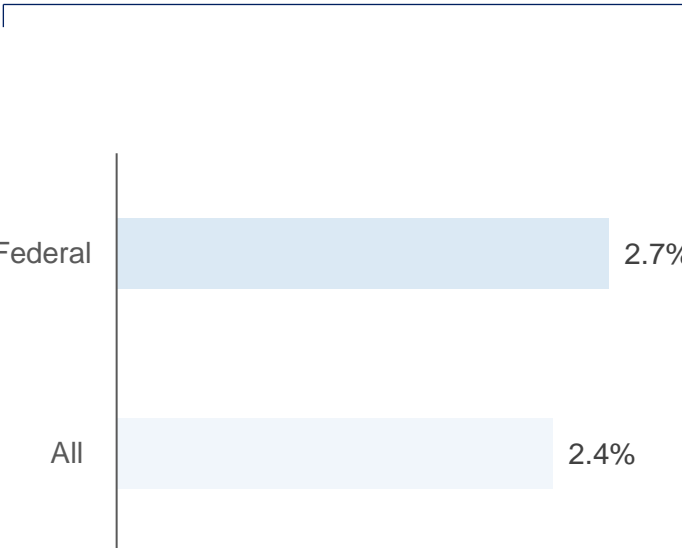
Yes



No



Prefer not to respond

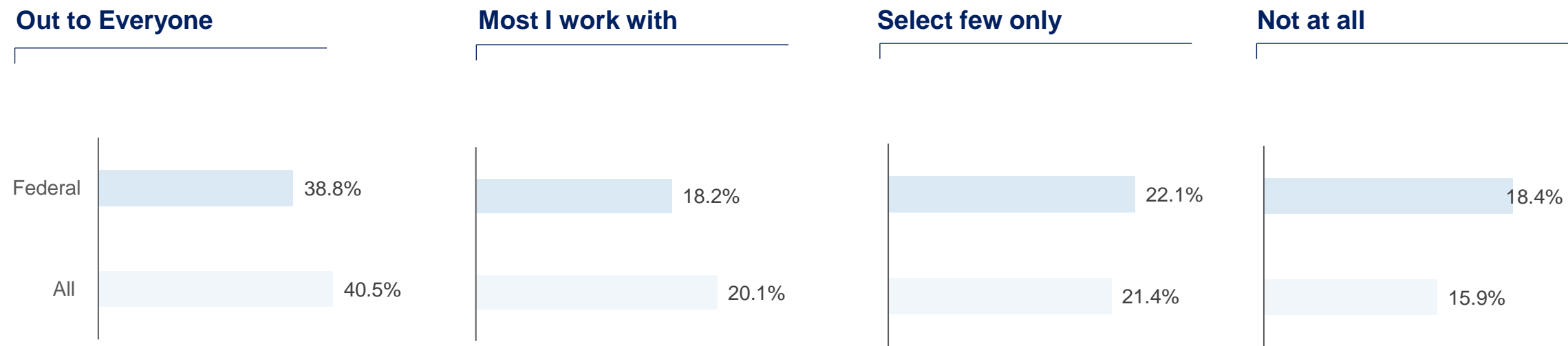


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2021 Survey: Diverse Sexuality Identifying – Being Out at Work

In regard to your sexual orientation, please indicate to what degree you are out at work?⁽¹⁾



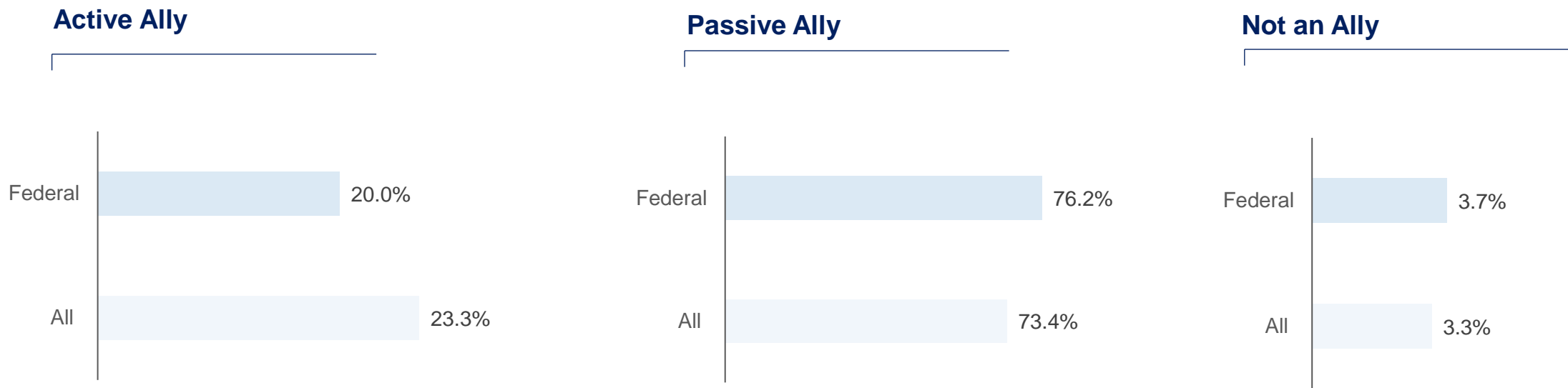
Note:
(1) 'Prefer not to respond' data not presented on this slide

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2021 Survey: Allies

Are you an active ally?



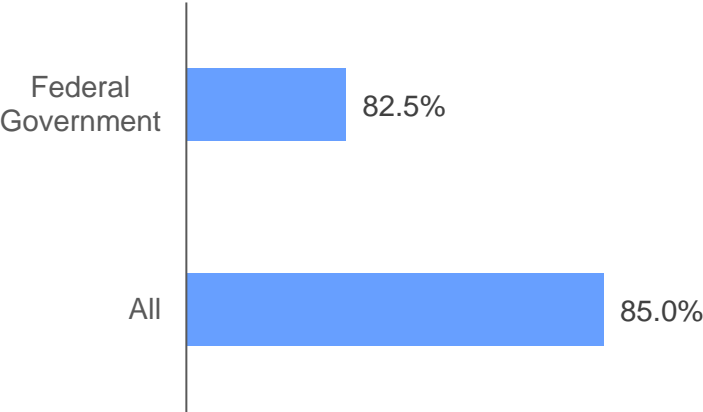
Bring your **whole self** to work



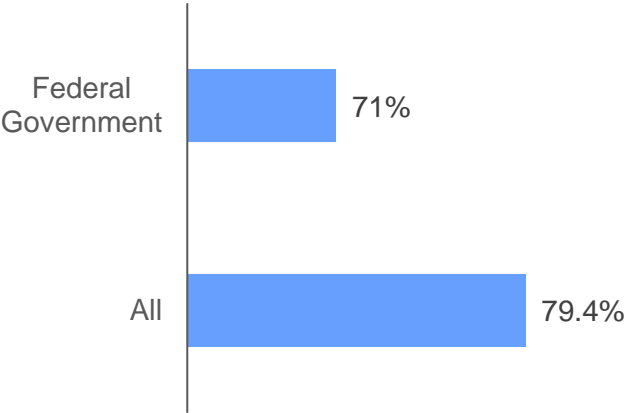
2021 Survey: General Population on LGBTQ inclusion

Respondents saying they strongly agree and agree

I support the work my organisation does in LGBTQ Inclusion



Visible signs of LGBTQ inclusion



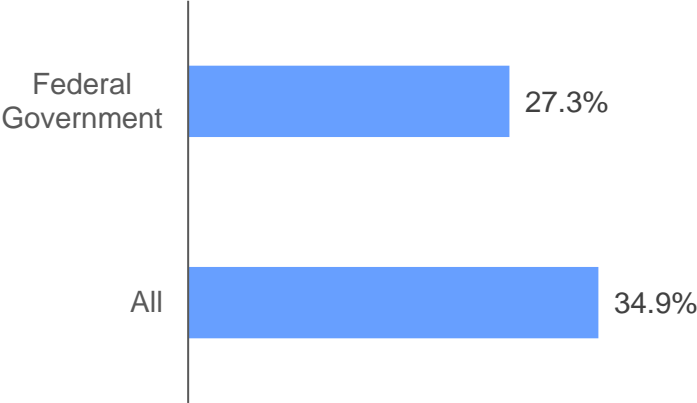
Bring your **whole self** to work



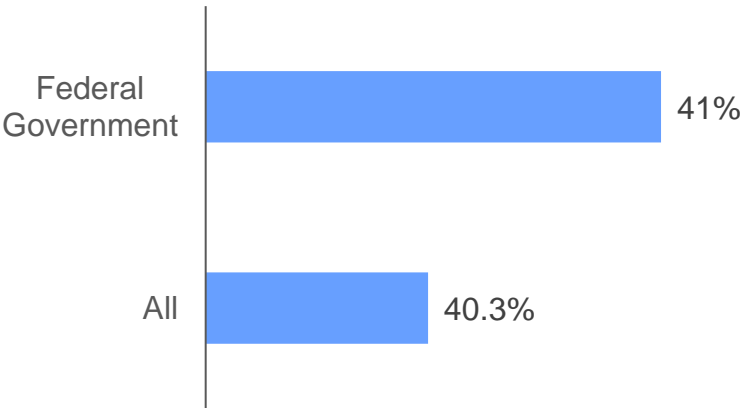
LGBTQ Allies

Respondents saying they strongly agree and agree

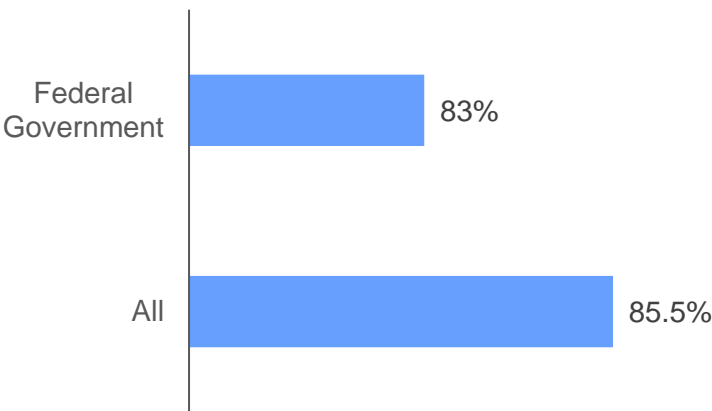
I have attended Awareness or Ally training



Better Understanding of How to be an Active Ally



Know why allies are important



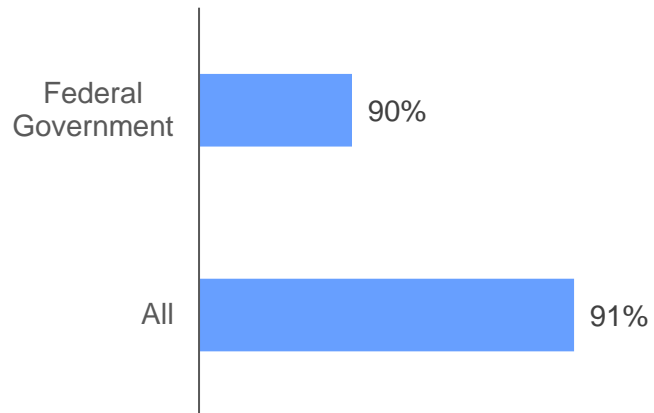
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LGBTQ Identifying Population – Bullying & Harassment

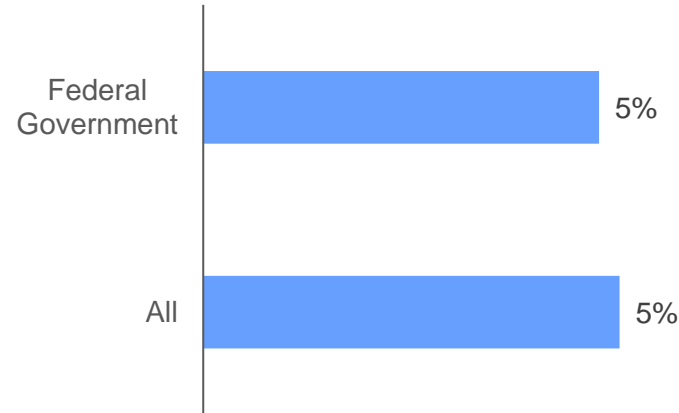
Respondents saying they strongly agree and agree

I feel safe and included within my immediate team



Respondents saying they strongly agree and agree

Witnessed more serious bullying



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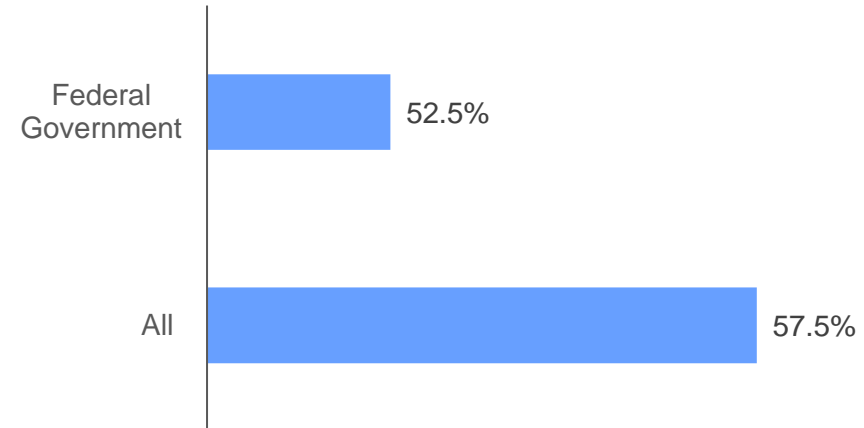
LGBTQ Identifying Population – Jokes, Innuendo, Negative Commentary

Respondents saying they strongly agree and agree

Jokes/Innuendo targeting LGBTQ people are not acceptable



Jokes/Innuendo are called out or addressed in my workplace



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From: Inclusion and Diversity
Sent: Friday, 6 August 2021 9:04 AM
To: s47F
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Great – thanks, s47F.

I'll be in touch closer to the date with the joining details.

On a side note we'll also be inviting you to upcoming meetings to discuss all things AWEI and our 2022 submission. 😊
We'll be in touch soon.

Thank you kindly,

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Thursday, 5 August 2021 4:51 PM
To: Inclusion and Diversity
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

Hi s22

That's fine with me.

I have blocked out the time.

Thanks s47F

From: Inclusion and Diversity s47E(d)
Sent: Thursday, 5 August 2021 4:47 PM
To: s47F
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Thanks for your patience – does 10am-11am suit you on the 26 August 2021?

Kindest

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: Inclusion and Diversity s47E(d)
Sent: Thursday, 29 July 2021 4:55 PM
To: s47F
Cc: Inclusion and Diversity s47E(d)
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

That should work perfectly! If you can put a placeholder in your diary, I'll get back to you by early next week to lock in the time.

Many thanks

s22

s22 | Adviser
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Thursday, 29 July 2021 4:44 PM
To: Inclusion and Diversity s47E(d)
Subject: RE: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

H s22 ,

I am free all day on Thursday 26th August.

Would that day suit?

Thanks s47F

From: Inclusion and Diversity s47E(d)
Sent: Thursday, 29 July 2021 3:17 PM
To: s47F
Subject: PM&C Empowering Allies Training - August 2021 [SEC=OFFICIAL]

OFFICIAL

Hiya s47F

How are you?

We are hoping to arrange a virtual Empowered Ally Training session around Wear it Purple Day. Happy to chat on the phone to discuss times that you may be available otherwise anytime around the end of August would be great.

Additionally, is there any course resources you would like me to share with participants prior to the training session?

Look forward to hearing from you.

Kindest

s22

s22

Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

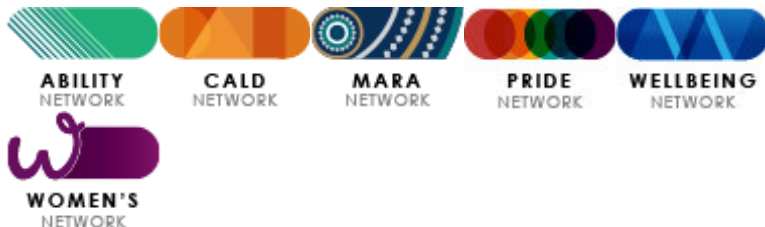
s22 s22 e.

s47E(d)

Ngunnawal Country | 1 National Circuit, Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: s22
Sent: Friday, 20 August 2021 4:21 PM
To: s47F
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Perfect. Thanks, s47F

I'll get the joining details through to you early next week.

Call me if you have any queries at all – s22

Take care,

s22

s22 **Adviser**
Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 20 August 2021 4:15 PM
To: s22
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

Hi s22

There is nothing to send out.

Are you organising the technology, or am I?

Thanks s47F

From: s22
Sent: Friday, 20 August 2021 10:36 AM
To: s47F
Subject: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Happy Friday – just checking if there is anything you'd like sent to the participants of the upcoming Ally training next week?

Kindest

s22

s22

Inclusion, Diversity and Workforce Strategy | People Branch
Corporate Division | Department of the Prime Minister and Cabinet

s22

s47E(d) e.

Ngunnawal Country | 1 National Circuit, Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



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From: Brayshaw, Elizabeth
Sent: Monday, 23 August 2021 6:48 PM
To: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Cc: Hawkins, Catherine; [REDACTED]
Subject: Preventing Financial Abuse Workshop Summary Report [SEC=OFFICIAL]
Attachments: FINAL OFW Workshop Summary Report.pdf

OFFICIAL

Dear all

I hope you are all going well. I wanted to thank you all again for your participation as speakers in the Prevention of Financial Abuse against Women Workshop on July 7. The feedback we received from participants was overwhelmingly positive, with many taking the opportunity to create new connections across sectors.

Personally I, and the team, learnt a lot from the panels and, while we couldn't hold it face-to-face as hoped, the interactive polling made the workshop lively.

[REDACTED]
[REDACTED]
[REDACTED]

Kind regards
Liz

Elizabeth Brayshaw | Assistant Secretary
Women's Safety and International Engagement | Office for Women
Department of the Prime Minister and Cabinet

[REDACTED]

e. elizabeth.brayshaw@pmc.gov.au | w. www.pmc.gov.au
One National Circuit Barton ACT 2600 | PO Box 6500 CANBERRA ACT 2600



The Department acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their Cultures, Country and Elders both past and present.

From: s22
Sent: Wednesday, 25 August 2021 2:03 PM
To: s47F
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F apologies just realised the below meant to say 940am. Catch up tomorrow!

s22 | Adviser
 Inclusion, Diversity and Workforce Strategy | People Branch

From: s22
Sent: Monday, 23 August 2021 11:45 AM
To: s47F
Cc: s22 ; Inclusion and Diversity
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Joining details below for the Ally Training this Thursday, 10am-11am. Highlighted yellow links which will work for you (external PM&C guest). I'll be online around 9:40am to make sure the IT is working ☺

Connect as a Guest	
Clickable website Link	Click here to join via a web browser (for use with Chrome or latest version of Edge)
Copy link into Chrome or latest version of Edge	s47E(d)
Connect Manually	Manually connect from s47E(d) or Pexip app
	Use meeting room name s47E(d)
	Enter Guest PIN code s47E(d)
Video Conference unit or software	Call s47E(d) or s47E(d)
	Enter Guest PIN code s47E(d)
Open in Pexip app	Click here to join via the Pexip app (only use if installed on your device)
Teleconference	Call s47E(d)

Any questions please do let me know.

Kind regards

s22

Inclusion, Diversity and Workforce Strategy | People Branch

From: s47F
Sent: Friday, 20 August 2021 4:15 PM
To: s22
Subject: RE: Ally training 26 Aug 2021 [SEC=OFFICIAL]

Hi s22

There is nothing to send out.

Are you organising the technology, or am I?

Thanks s47F

From: s22
Sent: Friday, 20 August 2021 10:36 AM
To: s47F
Subject: Ally training 26 Aug 2021 [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Happy Friday – just checking if there is anything you'd like sent to the participants of the upcoming Ally training next week?

Kindest

s22

s22
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From: s22
Sent: Wednesday, 1 September 2021 3:01 PM
To: s47F
Subject: RE: AWEI meeting [SEC=OFFICIAL]

OFFICIAL

Great! Friday is looking good from our end. Will get an invite through shortly. Thanks, s22

s22 Adviser
Inclusion, Diversity & Workforce Strategy | People Branch
s22 s47E(d)



The Department acknowledges and pays respect to the past, present and emerging Elders and Traditional Custodians of Country, and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.



From: s47F
Sent: Wednesday, 1 September 2021 2:57 PM
To: s22
Subject: RE: AWEI meeting [SEC=OFFICIAL]

Hi s22

How would this Friday at 1.00pm be or Tuesday next week any time after 10.00?

Thanks s47F

From: s22
Sent: Wednesday, 1 September 2021 2:33 PM
To: s47F
Subject: AWEI meeting [SEC=OFFICIAL]

OFFICIAL

Hi s47F

Hoping to have a catch up if you have any availability this Friday or anytime next week? We'd love to chat through a few things as we've been digging into our AWEI submission.

Thank you kindly,

s22



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From: Inclusion and Diversity
Sent: Thursday, 2 September 2021 11:52 AM
To: s47G
Subject: PM&C 2020 Invoice [SEC=OFFICIAL]

OFFICIAL

Hi folks

We are going through our records and cannot locate our **2020 invoice** (last year) for our PM&C annual PiD membership. For our records, grateful if you can forward the invoice/tax receipt to us at your nearest convenience.

Any questions please do let me know.

Kindest

s22

s22 | Adviser
Inclusion, Diversity & Workforce Strategy | People Branch

s22 | s47E(d)



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